



ಹೂಷೇವಿ ಥಿಯೋಸಾಫಿಕಲ್ ಲಾಡ್ಜ್ (ಸೂಫಿಯಲಿ) ದೂರವಾಲ್: 08394-228331
ಶ್ರೀಮತಿ ಉಗಮದೇವಿ ಭವರಾಲಲ್ ನಾಹರ್ ಥಿಯೋಸಾಫಿಕಲ್ ಮಹಿಳಾ ಕಾಲೇಜು

Smt. Ugamadevi Bhawarlal Nahar Theosophical Women's College,

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(Affiliated to Karnataka State Akkamahadevi Women's University, Vijayapura)

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AISHE Code: C-8641

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INTERNAL COMPLAINT COMMITTEE

Internal Complaint Committee of SUBN Theosophical Women's College, Hosapete is a body to receive complaints on sexual harassment at the work place and try to provide a healthy and congenial atmosphere to the staff and students of the college.

Objectives:

- Provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To deal with cases of discrimination and sexual harassment against women in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To provide information regarding counselling and support services in our campus.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
- To promote awareness about sexual harassment through educational initiatives which encourages and foster a respectful and safe campus environment.
- To develop guidelines and norms for a policy against sexual harassment.
- To workout details for the implementation of the policy.
- To prepare detail Plan of Actions.
- To organize gender sensitization awareness programs.

Procedure for filing a Complaint with Cell

- Sexual Harassment complaints must be hand-written or typed on paper.
- The nature of the complaint, as well as dates and locations should be fully specified.
- As per stipulation of the (Prevention, Prohibition and Redressal) Act no. 14 of 2013, the aggrieved person can make the written/typed complaint to HOI within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of incident.
- The complaint must not be anonymous.

Policy of Internal Complaint Committee:

There should be a safe and harassment free workplace. In case of any complaint, the ICC is responsible to handle the matter in impartial manner. The ICC is required to be vigilant for the redressal of the complaint as soon as possible.

Under the Act, the policy of ICC is required to prevent instances of sexual harassment and also to receive and effectively deal with complaints related such acts. Physical as well as verbal harassment are to be considered here in this policy. It is the duty of the committee to see whether the complaint is justified or not.


The aggrieved victim can make written complaint of harassment at workplace to the ICC within a period of three months from the date of incident.

Complaint may be oral or in writing. If the complaint is oral, it shall be made in writing by the committee or the member who has received the verbal complaint with the signature of the complainant.

The committee should study the complaint and may hear both the complainant to determine if an enquiry needed to be instituted. If so then an enquiry have to be formed. The enquiry committee shall consist not less than 5 members or not more than 7 persons. 70% of this committee will be women.

Internal Complaint Cell Committee

Sl.No.	Name	Designation	Contact
1	Dr. Sangeeta Gaonkar	President/Chairman	9480754382
2	Smt. C. Dinamani	Convenor	9845324618
3	Prof. Anjali R Desai	Member	9448567766
4	Dr. Ansuya Angadi	Member	7406222630
5	Smt. D. N. Sujata	Member	9980649754
6	Smt. Suryakanti	Member	9901599858


PRINCIPAL

Smt. Ugamadevi Bhawarlal Nahar
Theosophical Women's College,
HOSAPETE - 583 201.