



THE BORIVLI EDUCATION SOCIETY'S
**Matushri Pushpaben Vinubhai
Valia College of Commerce**
(मातुश्री पुष्पाबेन विनुभाई वालिया वाणिज्य महाविद्यालय)



Affiliated to University of Mumbai

College Code : 406

NAAC Accredited | Recognised under 2(F) UGC Act of 1956

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Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) shall be constituted in accordance with the **UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015** and the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**. As per the Notification from Mumbai University Mumbai Internal Complaints Committee for students and staff has been constituted at **Matushri Pushpaben Vinubhai Valia College of Commerce Mumbai** for the Academic Year 2019-20. The committee shall deal with the complaints from the students, teaching staff, non-teaching staff, parent, interested party, etc.

Objectives

1. **To prevent sexual harassment** of women employees and students within the institution.
2. **To create and maintain a safe, secure, and dignified academic and working environment** free from discrimination, intimidation, exploitation, and harassment.
3. **To promote gender equality and gender sensitization** among students, faculty, and staff through awareness programmes, workshops, seminars, and campaigns.
4. **To provide a fair, transparent, confidential, and time-bound mechanism** for receiving and redressing complaints related to sexual harassment.
5. **To ensure compliance with the POSH Act, 2013 and UGC Regulations, 2015** in all institutional activities and practices.
6. **To protect the rights, dignity, and safety of complainants and witnesses** and to prevent victimization or retaliation.
7. **To provide assistance and support to aggrieved persons**, including guidance for filing complaints with appropriate authorities whenever required.



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8. To foster a culture of mutual respect, inclusiveness, and zero tolerance towards sexual harassment within the institution.
9. To recommend corrective and preventive measures for strengthening institutional mechanisms against sexual harassment and gender-based violence.
10. To uphold the constitutional values of equality, dignity, and social justice in the institution

Composition of the committee

Sr. No.	Name	Designation	Status
01.	Mr. V.Manikandan	Principal In-charge	Chair Person Ex-Officio
02.	Ms.Chetna Kukrety	Assistant Professor	Coordinator
03.	Mr.Parth Thakar	Assistant Professor	Member
04.	Ms.Pooja Solanki	Assistant Professor	Member
05	Ms. Kalyani Mehta	Advocate	External Member
05.	Ms. Sanjot Pawar	Non -Teaching	Member
06.	Ms. Shilpa Jani	Librarian	Member
07.	Ms.Sejal Kumavat	Student	Member
08.	Mr.Sambhav Shah	Student	Member

All concerned are requested to take note of above and approach the chairman / any of member(s) of the committee about the grievance, if any, in writing..



Prof. V. Manikandan
Principal In-charge