

Internal Complaint Committee

Aim of the cell:

Internal Complaint committee constituted for redressal of Complaints by the Pained Person and making recommendations for resolution to the Management Team.

Objective of the cell:

ICC has been created in the Institute to resolve issues for Gender Sensitization and Complaints against Sexual Harassment, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions. The committee shall address discriminatory behavior including Sexual Harassment that they observe or of which they become aware of. Committee composition consists of representatives from faculty, staff, students.

Following are the important objectives of ICC.

1. This Committee is meant to sensitize the employees about their fundamental right to have safe and healthy environment at their workplace and what conduct constitutes sexual harassment, the ways and means which we are adopting to prevent occurrence of any such event, and in the chance of an occurrence, to enable a fair mechanism for dealing with such conduct.
2. A monitoring mechanism to oversee the functioning of the Internal Complaint Committee act as a dedicated task force that can constantly monitor the existing (security) arrangements.

About Internal Complaint Committee Cell:

In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 about sexual harassment of women in the workplace, this Department had duly constituted a Complaint Committee for considering complaints of sexual harassment of women working in the Department of Science and Technology. This Committee in the Department has now been re-constituted on 12th July, 2017 for considering complaints of sexual harassment of women employees. The committee must be headed by a woman employee of senior level in the company. Along with the Head of the committee, a minimum of two employees has to be part of that committee. Complaints of sexual harassment shall be lodged with the Committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

Functions: The Internal Complaints Committee has two major functions:

1. Preventive

- To work towards creating an atmosphere promoting equality, non-discrimination, and gender sensitivity.
- To promote and facilitate measures to create a work environment that is free of sexual harassment.

2. Remedial

- To receive and take cognizance of complaints made about sexual harassment at the Institute and give every complaint serious consideration.
- Crisis Management, and Counselling

**Internal Complaint Committee:**

Sr No	Name of The Committee Member	Designation	E-mail ID
1	Dr. Vaibhav V. Dixit	Principal	principal.rmdssoe@sinhgad.edu
2	Dr. Sharad S. Mulik	Dean Academics	sharadmulik.rmdssoe@sinhgad.edu
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4	Dr. Shikha Saxena	Co-Ordinator	shikha.saxena@sinhgad.edu
5	Dr. Sachin Kulkarni	Member	sachinkulkarni.rmdssoe@sinhgad.edu
6	Dr. Devyani Ingale	Member	Devyani.ingale.rmdssoe@sinhgad.edu
7	Mr. Rahul Shinde	Member	rahul.shinde@sinhgad.edu
8	Mrs. Nandini Dhole	Member	nandini.dhole@sinhgad.edu
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Sinhgad Institutes

Sinhgad Technical Education Society

RMD SINHGAD TECHNICAL INSTITUTES CAMPUS

(Approved by AICTE & Affiliated to Savitribai Phule Pune University, Pune)

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Internal Complaint Committee: A.Y. 2021-22



Committee Members with respected Principal sir

**Student Committee members:**

Sr No	Name of Member	Department	Mobile No.
1.	Siddhi Pramod Hatte	Computer	9022611457
2.	Sagar Patil	Computer	6355947852
3.	Sanket Balkawade	MBA	9657540019
4.	Avinash Kudle	MBA	7039160841
5.	Mansi Santosh Jadhav	Civil	9322232599
6.	Saniya Pushpa Upendra	E&TC	9923899621
7.	Devesh Gahulekar	E&TC	9921071007
8.	Avdhoot Tehare	IT	9172515521
9.	Reena Mourya	IT	9373195618
10.	Ranjeet Phalke	Mechanical	7620206760
11.	Mihir Dharangutti	Mechanical	7875062437