



BHARATI VIDYAPEETH'S
COLLEGE OF FINE ARTS

Approved by AICTE Affiliated to Savitribai Phule Pune University, Pune

STANDARD OPERATING PROCEDURE FOR THE INTERNAL COMPLAINT COMMITTEE (ICC)

Objective

The Internal Complaint Committee (ICC) is established to address complaints of sexual harassment and discrimination within the institute. It is dedicated to creating a safe and respectful environment for all students of the institute and ensuring prompt and fair resolution of complaints.

Description

The institute maintained a Women's Grievance Redressal Cell (Vishakha Samiti) until 2014, transitioning to the Internal Complaint Committee (ICC) as per SPPU's instructions to address workplace harassment. In 2016, the ICC's scope expanded under the Prevention of Sexual Harassment (POSH) Act to cover all students, highlighting the commitment to campus safety and inclusivity.

Key responsibilities and role of the committee include:

- Receiving complaints of sexual harassment or discrimination submitted by students, faculty, staff, or any other members of the campus community.
- Conducting impartial and confidential investigations into each complaint, ensuring the privacy and dignity of all parties involved.
- Providing support and assistance to complainants, including access to counseling services, legal advice, and other resources as needed.
- Conducting regular awareness programs and training sessions to educate the campus community about sexual harassment prevention, reporting procedures, and the rights and responsibilities of individuals.
- Facilitating the resolution of complaints through informal mechanisms such as mediation or conciliation, where appropriate, and ensuring that formal disciplinary action is taken against perpetrators found guilty of sexual harassment or discrimination.
- Maintaining records of all complaints received, investigations conducted, and actions taken by the committee, in compliance with applicable laws and regulations.
- Submitting annual reports to the university administration and regulatory authorities, documenting the activities and outcomes of the ICC's work, including recommendations for policy improvements or additional support measures.

Internal Complaint Committee (ICC) Members 2023-24

No	Name	Designation	Mobile No	email
1	Asso. Prof. Dr. Pallavi Meshram	Presiding Officer	98605990079	pallavi.meshram@bharativedyapeeth.com
2	Asso. Prof. Dr. Sanjay Bhalerao	Sr. Faculty Member	9822186834	sanjay.bhalerao@bharativedyapeeth.edu
3	Asst. Prof. Mugdha Kale	Faculty Member	9822751253	mugdha.kale@bharativedyapeeth.edu
4	Mrs. Usha Pawar	Non-Teaching Member	8830810510	usha.pawar@bharativedyapeeth.edu
5	Mrs. Akshaya Kadam	Non-Teaching Member	9168058449	akshaya.kadam@bharativedyapeeth.edu
6	Ashwini Durge – UG Student, TYBFA (Painting)	Student	7499700833	ashwinidurge2000@gmail.com
7	Abhay Patil – UG Student TYBFA (AA)	Student	9175308014	abhaypatil1760@gmail.com
8	Saeer Mohite - UG Student SYBFA (AA)	Student	7977771873	ravi.mohite01@gmail.com



Bharati Vidyapeeth's
College of Fine Arts

ICC COMMITTEE (by 2013 Act)

DISCLAIMER

This is to disclaim that Bharati Vidyapeeth's College of Fine Arts, is abided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, aims at prevention of sexual harassment of women at work places.

Act directs the employer to constitute an internal complaints committee regarding the same.

An act of sexual harassment includes any one or more of the unwelcome acts or behavior, verbal or physical or non-verbal conduct, whether directly or by implication.

Internal Complaints Committee (ICC) 2022-23

Members

Asso. Prof. Dr. Pallavi Meshram	: 9860590079
Asst. Prof. Mugdha Kale	: 9822751253
Asst. Prof. Dr. Sanjay Bhalerao	: 9822186834
Mrs. Usha Pawar	: 8830810510
Mrs. Akshaya Kadam	: 9168058449