Kamala Education Society's
Pratibha College of Commerce and Computer Studies
Block D-III, Plot No.-3, Behind Mehta Hospital, Off Mumbai-Pune Highway,
Chinchwad, Pune-411019.
- Govt. of Maharashtra & Savitribai Phule Pune University Recognized Minority Institute
- Savitribai Phule Pune University
- UGC – 2(f) and 2(B) Status
- Reg. No. PU/PN/BBA, BCA BFT/280/2007
- NAAC accredited College with 'A' Grade

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Formation of Internal Complaints Committee (ICC) for A.Y.2025-26

Aims

To provide a safe, secure, and gender-sensitive working and learning environment by preventing, prohibiting, and addressing incidents of sexual harassment of women at the workplace, in accordance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** and the relevant guidelines of **Savitribai Phule Pune University.**

Objectives

- To prevent incidents of sexual harassment within the institution.
- To create awareness among staff and students regarding gender equality, dignity, and respectful behavior.
- To provide a confidential, fair, and impartial mechanism for receiving and redressing complaints of sexual harassment.
- To ensure timely inquiry and resolution of complaints in accordance with the provisions of the Act, 2013.
- To recommend appropriate corrective and preventive measures based on the findings of the inquiry.
- To promote a safe, inclusive, and harassment-free environment for all employees and students.

Composition of the Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) is constituted as per the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** and the guidelines issued by **Savitribai Phule Pune University.** The committee comprises:

Sr. No.	Name	Designation	Post	Contact Number
1	Dr. Kshitija Gandhi	I/C Principal	Chairman, Presiding Officer	8177841615
2	Dr. Anuradha Ghodke	Teaching Staff	Coordinator	9421872923
3	Mrs. Preeti Sathe	Advocate	External Member (For Legal Assistance)	9028810642
4	Mrs. Asha Bhat	NGO	External Member (NGO)	7350016571

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5	Dr. Aparna Joshi	Teaching Staff	Member	9420954286
6	Dr. Seema Patil	Teaching Staff	Member	7020606003
7	Prof. Swapnal Nagwade	Teaching Staff	Member	9673993334
8	Prof. Padmavati Patil	Teaching Staff	Member	9482175734
9	Ms. Ankita Patil	Student	Member (If the matter involves students)	- 7972796939
10	Ms. Siddhi Asawale	Student	Member (If the matter involves students)	8208459903

The committee shall function as the institutional body responsible for receiving, inquiring into, and recommending appropriate action on complaints of sexual harassment while maintaining confidentiality, impartiality, and compliance with statutory provisions.

Dr. Kshitija Gandhi
I/C Principal

PRATIBHA COLLEGE OF
MMERCE & COMPUTER STUDIES,
CHINCHWAD, PUNE - 411019,

Pratibha College of Commerce & Computer Studies
Chinchwad, Pune-19

Copy to: 1) All members for kind information.
2) All Program Coordinator for information and necessary action.
3) Main Notice Board.
4) Library Notice Board.
5) All Department Notice Board.
6) Copy submitted to Honorary Secretary, Pratibha College of Commerce and Computer Studies, Chinchwad, Pune-411 019.

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