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
• Reg. No. PU/PN/BBA, BCA BFT/280/2007
• UGC – 2(f) and 12(B) Status
• NAAC accredited College with 'A' Grade
www.pcccs.org.in pccs@pratibhagroup.org.in +91 - 8600100942 /8600100945

Formation of Internal Complaints Committee (ICC) for A.Y.2026-27

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 behaviour.
- 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	Principal	Chairman, Presiding Officer	8177841615
2	Dr. Anuradha Ghodke	Teaching Staff	Coordinator	9421872923
3	Mrs. Preeti Sathe	Advocate	External Member (For Legal Assistance)	9028810642

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4	Mrs. Asha Bhat	NGO	External Member (NGO)	7350016571
5	Mrs. Padmavati Patil	Teaching Staff	Member	9420954286
6	Mrs. Supriya Gaikwad	Teaching Staff	Member	9503006385
7	Mrs Nikita Bhamare	Teaching Staff	Member	8956467117
8	Mrs. Vidya Bhoge	Teaching Staff	Member	9689880990
9	Ms. Srushti Kullam	Student	Member (If the matter involves students)	7385684592
10	Mr. Avishkar Dhakane	Student	Member (If the matter involves students)	9284815616

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
PRINCIPAL
Principal
PRATIBHA COLLEGE OF
COMMERCE & COMPUTER STUDIES
CHINCHWAD, PUNE - 411 019

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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