



Dr. Rafiq Zakaria Campus

Maulana Azad Education Society's

MARATHWADA COLLEGE OF EDUCATION

Chh. Sambhajinagar (Aurangabad)

ICC Policy

In compliance with the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 (hereinafter referred to as the UGC Regulation), The College shall be committed to create and maintain an environment that is free of all forms of gender based discrimination and sexual harassment. The College shall have a zero-tolerance policy towards sexual harassment towards any gender and shall provide for timely and adequate compliance of the directions in this regard contained in the UGC Regulation. Marathwada College of Education has established an Internal Complaints Committee to implement preventive, remedial, and disciplinary measures against sexual harassment. This committee is tasked with ensuring a safe, inclusive, and gender-sensitive environment, free from all forms of discrimination and sexual harassment. All allegations of sexual harassment by employee/students working /studying in Marathwada College are covered under this policy. The workplace for the purpose of this policy is defined as the campus, any official travel or transport provided by the College, team events, social events related to work, any venue whereby an employee/student finds them as a result of work or duties/study

Composition of ICC:

1. The ICC shall consist of the following members:
 - i. Senior Woman Professor/Associate Professor of the College - Presiding Officer.
 - ii. Two faculty members and two non-teaching employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.
 - iii. Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively nominated in consultation with the Student Council of the College.
 - iv. One member from amongst non-government organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.
2. At least one-half of the total members of the ICC shall be women.
3. The ICC may meet as many times as the need arises for the purpose of the Enquiry stated under Clause 4(2) herein but shall be obliged to meet twice in a year to review its performance and compliance under this Regulation. At least 2/3 of its members shall be the required quorum. The Presiding Officer may exercise a Casting Vote in case of a deadlock on any decision of the ICC.
4. The Presiding Officer shall have power to invite any faculty member, Counselor or any other employee or student or any other 'covered

Individuals to assist in the proceedings of ICC either as witness or for providing corroboratory evidence with reference to the instance/s leading to the complaint/grievance.

5. The Presiding Officer may appoint one of the Members to be the Secretary of the ICC to record and document all its proceedings.

Objectives of the Internal Complaints Committee (ICC)

1. Establish a safe and inclusive environment by implementing preventive measures to eliminate all forms of sexual harassment within the institution.
2. Provide a structured, confidential, and impartial mechanism for addressing sexual harassment complaints, ensuring timely and effective resolution.
3. Conduct regular awareness programs, workshops, and training sessions for students and employees to educate them about their rights, responsibilities, and the redressal process.
4. Ensure strict adherence to UGC regulations and institutional policies to prevent, prohibit, and redress issues of sexual harassment.
5. Uphold the dignity, privacy, and safety of all individuals by fostering a culture of respect, equality, and gender sensitivity within the college.

All complaints of sexual discrimination or harassment will be treated in a serious manner.

Initiating Action: Any aggrieved employee/student may approach the Complaint Committee with a complaint of sexual harassment under this Policy

Monitoring & Evaluation

- Quarterly meetings to review.
- Annual report with data on control.

Policy Review

This policy shall be reviewed every three years or earlier based on statutory updates, stakeholder feedback, or changes in institutional needs.

IQAC Coordinator

Principal