



Ref: DYPCEI/ AY 2025-26/1273

Date: 07/08/2025

Statutory/ Regulatory Committees

INTERNAL COMPLAINT COMMITTEE (ICC)

Sr. No.	Name	Designation	Email ID
1)	Prof. (Dr.) Alpana Adsul	Chairperson	hod_computer@dypatilef.com
2)	Prof. (Dr.) Dipannita Mondal	Member	hod_aids@dypatilef.com
3)	Mr. Ravindra Daspute	Member	hod_mechanical@dypatilef.com
4)	Ms. Poonam Sadafal	Member	poonam.sadafal@dypatilef.com
5)	Mrs. Swapnali L. Fegade	Member	swapnali.fegade@dypatilef.com
6)	Ms. Rutuja Ingale	Member, Student	rutujaingale059@gmail.com
7)	Mr. Rishabh Kadadore	Member, Student	rishabhkaddore0303@gmail.com
8)	Ms. Shravani Jadhav	Member, Student	shravani.jadhav2508@gmail.com

Frequency of meeting: Twice in a year & unplanned one depending upon the seriousness of any case



Dr. Suresh Mali
Principal

INTERNAL COMPLAINTS COMMITTEE (ICC)

An Internal Complaints Committee (ICC) investigates and redresses complaints of sexual harassment at a workplace or educational institution, acting as a quasi-judicial body to ensure a safe, gender-sensitized environment by receiving complaints, conducting fair inquiries, recommending disciplinary actions, and promoting awareness, all while ensuring confidentiality and preventing retaliation against complainants.

Key Roles & Responsibilities

- Complaint Reception & Inquiry:**

Receives written complaints, conducts impartial inquiries (gathering evidence, hearing witnesses) to ascertain facts, and maintains strict confidentiality.

- Guidance & Support:**

Provides assistance, offers counselling, and ensures complainant safety, preventing discrimination or victimization.

- Awareness & Prevention:**

Organizes gender sensitization programs, raises awareness about sexual harassment, and creates a secure environment.

- Recommendation & Action:**

Submits findings to management, recommending penalties or actions against the accused, and ensuring recommendations are implemented.

- Conciliation (Optional):**

Facilitates mediation for settlement if the complainant agrees, acting as a neutral third party.

- Power to Summon:**

Has the authority to summon witnesses and request evidence.

What the ICC is NOT

- **Not a Moral Police:** Does not intrude on personal privacy or curtail sexual expression.
- **Not a Court:** While it conducts inquiries, it recommends actions, not legal punishments, though it can recommend severe disciplinary actions.

Under the POSH Act (India)

- It's a mandatory body for workplaces with 10 or more employees, established under the **Prevention of Sexual Harassment (POSH) Act, 2013**.
- Requires specific composition: a senior woman presiding officer, two employee members, and an external member.

In essence, the ICC serves as the primary mechanism for preventing and resolving sexual harassment, fostering an environment of dignity, equality, and safety for all members of the organization.



A handwritten signature in blue ink.

Dr. Suresh Mali
Principal