

Deogiri Pratishthan Sanchalit

TULSI COMPUTER SCIENCE AND INFORMATION TECHNOLOGY COLLEGE, BEED.

Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) has been reconstituted to address complaints related to sexual harassment at the workplace, in accordance with the UGC's 2015 Regulations on the Prevention, Prohibition, and Redressal of Sexual Harassment of Women at the Workplace. These regulations are aligned with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and partially modify Office Order No. 449, dated August 5, 2016.

Who can approach ICC for help?

Any female employee (faculty, student or staff) of Tulsi College of Computer Science & IT.

Definition of Sexual Harassment:

Any unwelcome sexually suggestive behavior, whether explicit or implicit, constitutes "sexual harassment." This includes:

- Physical contact or advances,
- Requests or demands for sexual favors,
- Sexually suggestive remarks,
- Display of pornographic material,
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

What are the possible actions that can be taken against the respondent?

- Warning
- Written apology
- Bond of good behavior
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions
- Any other relevant action deemed appropriate by the committee




Principal
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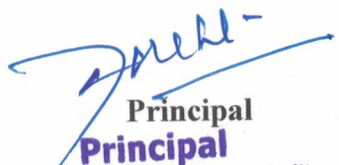
Academic Year 2024-25

Sr. No	Name of the Member	Designation
1	Prof. Dr. Thorat L.M.	Presiding officer
2	Dr. Ujgare M.B.	Member (Teaching faculty representative)
3	Dr.Landge Y.V	Member (Teaching faculty representative)
4	Miss.Shete Nayana	Member (Teaching faculty representative)
5	Ms.Chole Sandhya	Member (student representative)
6	Mrs.Priyanka Mukund Khobragade	NGO Member

What should you do if you experience or witness harassment?

- Students, faculty, and non-staff members wishing to report sexual harassment can contact any member of the college's ICC.
- Prof. Dr. Thorat L.M. (ICC Presiding Officer) :9922046745
- Dr. Ujgare M.B. (ICC Member) : 9310666651
- Send an email to : tulsi_college@rediffmail.com




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Internal Complaints Committee

Annual Report 2023-24

- The Internal Complaint Committee (ICC) Meeting was arranged on 18/09/2023.

Agenda

1. Member of the Internal Complaint Committee Introduction
2. Knowledge of how the Internal Complaint Committee operates.
3. How to file a grievance: offline, via a suggestion box, or by getting in touch with the appropriate members.
4. Online grievance through registered email Id : tulsi_college@rediffmail.com

Awareness Drive

1. On September 18, 2023, the ICC conducted an awareness drive in the Principal's office for all teaching and non-teaching staff.
2. Employees were informed about the ICC's role in preventing sexual harassment at the workplace and the procedures to be followed in such cases.




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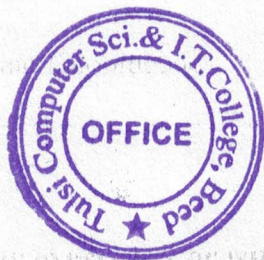
Internal Complaints Committee (ICC)

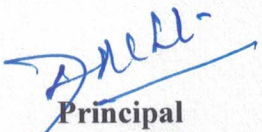
Academic Year 2023-24

Sr. No	Name of the Member	Designation
1	Prof. Dr. Thorat L.M.	Presiding officer
2	Dr. Ujgare M.B.	Member (Teaching faculty representative)
3	Ms. Waghmare A.S.	Member (Teaching faculty representative)
4	Ms. Survase Suvarna	Member (Teaching faculty representative)
5	Ms. Dhakne Sakshi	Member (student representative)
6	Mrs. Priyanka Mukund Khobragade	NGO Member

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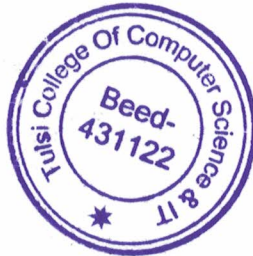
Internal Complaints Committee (ICC)

Academic Year 2022-23

Sr. No	Name of the Member	Designation
1	Prof. Dr. Bhoomkar H.S.	Presiding officer
2	Dr. Pawar B.S.	Member (Teaching faculty representative)
3	Dr. Ujgare M.B	Member (Teaching faculty representative)
4	Ms. Waghmare A.S.	Member (Teaching faculty representative)
5	Ms. Sadhana Aglave	Member (student representative)
6	Mrs. Priyanka Mukund Khobragade	NGO Member

What should you do if you experience or witness harassment?

- Students, faculty, and non-staff members wishing to report sexual harassment can contact any member of the college's ICC.
- Prof. Dr. Bhoomkar H.S. (ICC Presiding Officer) : 7020031680
- Dr. Pawar B.S. (ICC Member) : 9834272480
- Send an email to : tulsi_college@rediffmail.com




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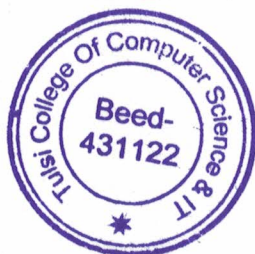
Internal Complaints Committee (ICC)


Academic Year 2021-22

Sr. No	Name of the Member	Designation
1	Mr. Nikalje D.G.	Presiding officer
2	Ms. Landge Y.V.	Member (Teaching faculty representative)
3	Ms. Sable S.A.	Member (Teaching faculty representative)
4	Ms. Shete Nayana	Member (Teaching faculty representative)
5	Ms. Fatale Gayatri	Member (student representative)
6	Mrs. Priyanka Mukund Khobragade	NGO Member

What should you do if you experience or witness harassment?

- Students, faculty, and non-staff members wishing to report sexual harassment can contact any member of the college's ICC.
-
- Mr. Nikalje D.G. (ICC Presiding Officer) : 7972349434
Ms. Landge Y.V. (ICC Member) : 9371934958
- Send an email to : tulsi_college@rediffmail.com




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Internal Complaints Committee (ICC)

Academic Year 2020-21

Sr. No	Name of the Member	Designation
1	Prof. Dr. Thombare Y.K	Presiding officer
2	Ms. Landge Y.V.	Member (Teaching faculty representative)
3	Ms. Sable S.A.	Member (Teaching faculty representative)
4	Ms. Survase Suvarna	Member (Teaching faculty representative)
5	Ms. Warbhuvan Pratiksha	Member (student representative)
6	Mrs.Priyanka Mukund Khobragade	NGO Member

What should you do if you experience or witness harassment?

- Students, faculty, and non-staff members wishing to report sexual harassment can contact any member of the college's ICC.
- Prof. Dr. Thombare Y.K (ICC Presiding Officer) :9310666651
- Ms. Landge Y.V. (ICC Member) : 9371934958
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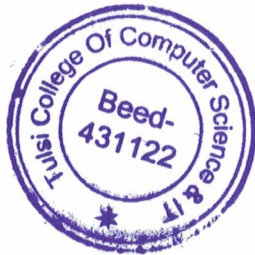
Internal Complaints Committee (ICC)

Academic Year 2019-20

Sr. No	Name of the Member	Designation
1	Prof. Dr. Thombare Y.K.	Presiding officer
2	Ms. Landge Y.V	Member (Teaching faculty representative)
3	Ms. Shete Nayana	Member (Teaching faculty representative)
4	Ms. Survase Suvarna	Member (Teaching faculty representative)
5	Ms. Shinde Madhavi	Member (student representative)
6	Mrs.Priyanka Mukund Khobragade	NGO Member

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