



GIDC DEGREE ENGINEERING COLLEGE

Joint Venture of Govt. of Gujarat & GIDC | Managed by GIDC Education Society, Gandhinagar
PPP Mode Institution | Approved by AICTE & Affiliated to Gujarat Technological University

Block No. 997, Village Abrama, Tal.: Jalalpore, Dist.: Navsari – 396406 (Gujarat, India)

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Ref No: GDEC/Adm/ICC/2023/8602

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INTERNAL COMPLAINTS COMMITTEE

In pursuance of section-4 AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June, 2016. Internal Complaints Committee (ICC) is constituted as under to deal with the complaints relating to Sexual harassment at work place. The committee is constituted in the institute with the following members.

Objectives:

Committee aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the institute. Complaints of sexual harassment shall be lodged with the committee and appropriate disciplinary action will be initiated by the members in accordance to the rules and regulations of the institute.

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.

Sr. No.	Name	Designation	Committee
1	Prof. Archana M. Nayak	Assistant Professor & Head CoED	Presiding Officer
2	Prof. Bharat H. Gajera	Assistant Professor, MED	Member (Faculty)
3	Dr. Megha Tailor	Assistant Professor, ASHD	Member (Faculty)
4	Prof. Mihir A. Mishra	Assistant Professor, CoED	Member (Faculty)
5	Prof. Jay R. Desai	Assistant Professor, EED	Member (Faculty)
6	Prof. Krutika A. Chauhan	Assistant Professor, CED	Member (Faculty)
7	Mrs. Chetna J. Patel	Assistant Professor, EED	Member (Non-Teaching)
8	Mr. Dixit Patel	Assistant Professor, AED	Member (Non-Teaching)
9	Ms. Aneri Patel	Computer Pre Final Year	Student

10	Ms. Shraddha Soni	Electrical Pre Final Year	Student
11	Mr. Raju Purbia	Computer Pre Final Year	Student

- ICC shall conduct preliminary enquiry on receipt of a complaint so as to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statements of any possible witnesses including the complainant.
- ICC shall then submit the preliminary enquiry report to Institute Head/Disciplinary Authority along with all the original evidence adduced during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, ICC may refer such complaints to the Grievance Redressal cell. Where sexual harassment occurs as a result of an act or omission by any third party or outsider, ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
- ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.
- If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.

The Committee will look into the complaints of the students and will try to resolve the matter amicably in the larger interests of the students and the institution.



Principal

GIDC Degree Engineering College
Abrama-Navsari

Copy to: Committee Members