

# **Internal Complaints Committee, Savitribai Phule Pune University (Sexual Harassment of Women at Workplace Act 2013)**

## **Annual Report (January 2016- December 2016)**

The Internal Complaints Committee, SPPU functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. It is constituted on 20<sup>th</sup> may 2014.

### **Current Members of ICC**

- Prof. Sujata Bhargav, Presiding Officer<sup>1</sup>
- Prof. Anjali Kurne, Expert from the Institution
- Prof. Manohar Jadhav, Expert from the Institution
- Prof. Durgambini Patel, Expert from the Institution
- Mr. Baburao Udhane, Expert from the Institution
- S.I. Shaikh, Expert from the Institution
- Kiran Moghe, Outside representation

Coordination: Dr. Anagha Tambe, KSP Women's Studies Centre, SPPU

### **1. Complaint Redressal:**

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
02	02	Nil	1- One case was closed as the complainants withdrew the case. 2- In another case show cause notice issued final action will be taken within sort time

### **2. Provision of Counseling and Support Services:**

Counseling and support services are available for the students, staff and others in need on the campus. The material informing about the same is displayed in teaching and administrative departments.

<sup>1</sup> Prof. Rajeshwari Deshpande served as the Presiding Officer till 27<sup>th</sup> June 2016.

No. of complainants from the University to whom counseling and/ or support provided	No. of complainants from the University affiliated colleges to whom counseling and/ or support provided
03	03

### 3. **Awareness Raising Programmes**

- a) Creation and dissemination of posters, pamphlets and display boards on campus (copies attached)
- b) Organization of awareness raising workshops

No. of awareness raising workshops conducted	No. of consultation/ orientation programmes organized for capacity building
02	01

Details are as follows:

Sr. No.	Nature of programme	Date
1	Awareness raising workshop for the students of PG departments of social sciences and humanities on the SPPU campus	29. 09. 2016
2	Awareness raising workshop for students of Dept. of Sociology, SPPU	19. 08. 2016
3	Consultation/ orientation programme on understanding sexual harassment in higher educational institutions and processes followed	23.10.2016

### 4. **Documentation of Information about ICCs in the Colleges Affiliated to SPPU and Providing Support to it:**

The Sexual Harassment of Women at Workplace Act 2013 makes it mandatory for all educational institutions to have the Internal Complaints Committee in place. The SPPU ICC procures and documents the information about ICCs in affiliated colleges and also provides

necessary information (and support when required) about establishment and working of the ICC in colleges.

**Broad Plan for 2017 - 2018:**

Apart from the above- mentioned activities, the SPPU ICC aims to do the following:

- 1) Conducting safety map of the SPPU campus on the issue of sexual harassment of women at the workplace
- 2) Establishing Gender Sensitization Unit to strengthen the activities of the ICC

**Date: 13/01/2017**

Prof. Sujata Bhargav  
(Presiding Officer, IC)

Dr. Anagha Tambe  
(Coordinator, IC)

Prof. (Dr.) W.N. Gade  
(Vice Chancellor, Savitribail Phule Pune University)