



TRCAC/Admin/DC/32/2019-2020

Date - 08/03/2020

Internal Complaint Committee (ICC) Annual Report A.Y. 2019-20

The Internal Complaint Committee (ICC) is entrusted with the responsibility of ensuring a safe and respectful environment for all members of the academic community. Comprising dedicated faculty members, administrative staff, and student representatives, the ICC worked diligently throughout the academic year 2019-20 to address and prevent instances of sexual harassment. The composition of the committee is as under -

Internal Complaint Committee
Dr. G. D. Giri - Chairperson
Dr. Mukul Bhatt - Co-Chairperson
Ms. Aparna Kulkarni - Member
Ms. Gayatri Bhatkiyani - Member
Ms. Anitha Salian - Member

Initiatives and Programs

- 1) **Orientation Programs** - Organized comprehensive orientation programs for new students and staff members, emphasizing the institution's commitment to a harassment-free environment. Conducted workshops on recognizing and preventing harassment for faculty members.
- 2) **Training for ICC Members** - Conducted training sessions for ICC members to enhance their understanding of legal frameworks, procedures, and interpersonal skills required for complaint resolution.
- 3) **Complaint Registration and Resolution** - Implemented a streamlined online complaint registration system for efficient and confidential reporting. Ensured prompt investigation and resolution of complaints, with a focus on protecting the rights of complainants.



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COLLEGE OF ARTS & COMMERCE
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Conclusion - The ICC remains committed to its mission of fostering a safe, inclusive, and respectful academic and work environment. The academic year 2019-20 marked significant progress in our efforts to address no complaints.




PRINCIPAL