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Date:

ARIHANT INSTITUTE OF BUSINESS MANAGEMENT,
BAVDHAN,PUNE-21.

Constitution of Internal Complaints Committee for 2020-21 & 2021-22

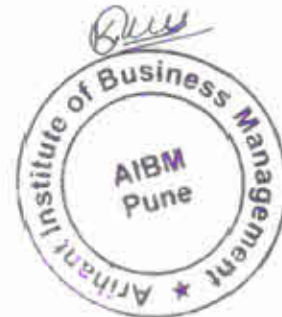
For avoiding Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Internal Complaints Committee is constituted for the Academic Year 2020-2021 and for 2021-2022.

Every employer/ establishment employing ten or more employees is required to constitute an Internal Complaints Committee (hereinafter referred to as the "ICC") in order to provide a suitable redressal mechanism to the women aggrieved by the incident of sexual harassment.

Arihant Institute of Business Management has zero tolerance policy against discrimination and sexual harassment. An act of sexual harassment is a punishable offence. The Complaints Committee will be responsible for the redressal of complaints made by employees and ensure time-bound treatment of the complaints as provided in the Act.

The ICC will be composed of the following members:

1.	Dr. Kanchan Shinde	Chairman
2.	Prof. Swapnali Bhosale	Member
3.	Prof. Nidhi Molgi	Member
4.	Dr. Manisha Telang	Member
5.	Ms. Rutuja Bunge	Student



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ICC Meeting Notice

5th January 2021

This is to inform all the ICC members to be present for the meeting on 9th January 2021 in the first floor Conference Room at 11:00am.

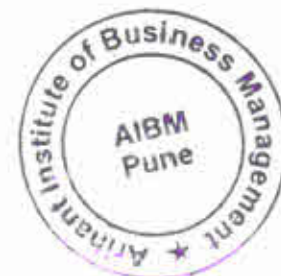
The agenda of IIC is mentioned below: -

1. To review and confirm points of previous meeting dated 19th December 2020.
2. To orient all the male members about the formation and functioning of IIC.
3. To discuss the further course of action of ICC.
4. Inculcation of UGC and university guidelines for ICC.
5. Any other point permitted by Chair



Dr. Kanchan Shinde

Chairman, ICC



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Internal Compliance Committee (ICC)

Session: 2020-21

Minutes of the Meeting

Type of meeting: Meeting on activities and action plan of ICC

Date & Time: 09/01/2021 at 11:00am

Meeting Facilitators: Director, ICC Chairman.

Invitees: Internal Compliance Committee members

Venue: Conference Room.

Meeting Minutes: -

1. Read and confirmed the points of previous meeting dated 19th December 2020.
2. Discussed the further course of action of ICC which included orientation of all student and employees about gender equality and women respect.
3. Decided the activities about the Inculcation of UGC and university guidelines of ICC.
4. After giving the vote of thanks to Chair, the meeting was over.

Open Issues:

To create a zero tolerance towards sexual harassment and shall provide for timely and adequate compliance of the directions in this regard concerning UGC and university regulations.

No complaint has been put forth in front of ICC for the aforesaid years.

ICC also works for the growth and progress of women and has conducted various programs to promote women empowerment.

Adjournment: Meeting was adjourned at 12:30pm


Dr. Kanchan Shinde
Chairperson

