



Hindustani Education Society's

# NBS INSTITUTE OF POLYTECHNIC, AUSA

Approved by AICTE Affiliated to MSBTE, Mumbai.

Near Power House, Ujani Mod, Afsar Nagar, Ausa - Dist. Latur (M.S.) 413 520.

Ref. No. NBSpoly/2024-25/ 8723 C

Date 20/07/2024

## Internal Complaints Committee (ICC)

It is formed according to the provisions of the POSH ACT – Sexual Harassment of Women at workplace Act of 2013. It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students and students in higher educational institutions) Regulations, 2015-2<sup>nd</sup> may 2016.

### What is ICC?


As per the POSH Act, an employer has 10 workers or more is required to set up an internal complaints committee for the redressal of 'Sexual harassment complaints at such entity and to regulate and administer complaints on sexual harassment. An internal complaints committee is required to be constituted which shall submit an annual report to its employer and district officer.

### What is POSH?

POSH or the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (the Act) is a groundbreaking law on a much-needed and burning issue. It is India's first codified legislation that categorically deals with prevention, prohibition and redressal of sexual harassment of women at the workplace.

The Act came into force on December 9, 2013, and is binding on every organization, public or private, having more than 10 employees.



  
Principal  
N.B.S. Institute of Polytechnic  
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## Responsibilities of Internal Complaints Committee

- ✓ Initiate and conduct an inquiry as per the company's procedure
- ✓ Submit findings and recommendations of all such inquiries
- ✓ Coordinate with the Employer in implementing appropriate action
- ✓ Maintain strict confidentiality throughout the process as per established guidelines of the Internal Complaints Committee Policy

S. No.	Name of the Members	Designation
1	MS. Kamble S.S.	Lect. In Co. Dept.
2	MS. Utge K.C.	Librarian
3	MS. Rathode A.N.	Lect. In Co. Dept.
4	MS. Dalve Aishwarya	AP/ CSE
5	MS. Urgunde Rutuja	AP/ CSE
6	MS. Gaikwad Neha	AP/ CSE
7	MS. Marde Vaishnavi	AP/ CSE
8	MS. Rathod Divya	AP/ CE
9	MS. Shaikh Reshma	AP/ EE



  
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