

SAL EDUCATION CAMPUS

INTERNAL COMPLAINT POLICY /COMMITTEE

Purpose

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, right to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive principles of State policy.

In compliance with the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places the University Grants Commission (UGC) has issued circulars since 1998 and insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act-Sexual Harassment Act in April 2013) to all the universities, advising them to establish a permanent cell /committee and to frame guidelines to combat sexual harassment, violence against women at the universities and colleges.

It has further advised the colleges to be proactive by developing a conducive atmosphere on the campus, where the women are respected and they are treated with dignity. As per the guidelines of UGC and the Supreme Court, a Committee against Sexual Harassment/ (ICC) Internal Complaints Committee at SAL Education has been established to provide a healthy and congenial atmosphere to the staff and students of the College. The cell has been established to spread awareness on women centric issues. With this view in mind, this cell organize activities pertaining to women's issues emanating time to time in society and the media, sensitizing gender consciousness. The ICC handles issues related to women's welfare.

Objectives of internal complaint committee

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.
- To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To encourage participation of NGO's working in the area of women's development.
- To disseminate knowledge about rights and laws related to women.



- Allegation of discrimination on the ground of caste/creed or religion of the alligator
- Threat or man-handling of any staff or student in the campus.
- Complaint of alleged indiscipline by student/staff by the official reporting authority.
- Allegation about attempted theft or damage or intentional act/s resulting into pecuniary loss to the Institution.

Complaint mechanism: how and to whom

In the college, in every category that i.e. students, teachers and employees many women have been working. Hence the permanent women cell has been formed to carry out the directives of the Supreme Court and any case related with women harassment can be reported in this cell. A complaint can only be given cognizance if it is made in writing. In the complaint it should also be made clear that how she was sexually harassed or how her harassment could be determined according to the parameters fixed by the Supreme Court and which matter has to be taken into consideration or as a violation of her rights. On receiving such complaints any action shall be taken by the cell to resolve the issue.

CONSTITUTION OF COMMITTEE:

Sr. No.	Name of the committee member	Profession	Position
1.	Dr. Rupesh Vasani	Educationalist	Chairperson
2.	Ms. Neelima Shah	Educationalist	Coordinator
3.	Dr Viral Bhatt	Educationalist	Member
4.	Dr Sameer Shah	Educationalist	Member
5.	Ms. Ramanjyot Shrivastava	Educationalist	Member
6.	Dr Bhavna Soni	Educationalist	Member
7.	Dr Monika Swamy	Educationalist	Member
8.	Prof. Roshni Raval	Educationalist	Member
9.	Prof Simple Doshi	Educationalist	Member
10.	Mr Madhusudan Joshi	Non Teaching	Member
11.	Ms Chaula Shah Mudaliar	Non Teaching	Member



N. N. Shah