



**DCT's SRINIVASSA SINAI DEMPO COLLEGE OF COMMERCE & ECONOMICS,
Cujira, Bambolim, Goa**

INTERNAL COMMITTEE POLICY

In Pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of DCT's Srinivassa Sinai Dempo College of Commerce & Economics, Cujira, Bambolim, Goa is constituted.

The college has zero tolerance policy towards sexual harassment and is proactively committed to provide a safe conducive work and academic environment to students and employees. Any complainant in this matter may approach the Presiding Officer of Internal committee or any of the Internal Committee members whose name are displayed on the college website.

Objectives of the Committee:

1. To prevent sexual harassment by ensuring safe environment in the institution
2. To spread awareness about gender-related issues and functioning of the ICC.

Working of Internal Committee

All complaints will be dealt with confidentially.

Only matters pertaining to sexual harassment and/or discrimination of staff and students will be under the jurisdiction of ICC.

Other conflicts and grievances if any should be submitted to the respective Grievance Redressal Cells (either for Staff or Students) or to the Discipline Committee or any appropriate authority.



M. J. P.

Flow Chart



Internal Committee (IC) (For Students & Staff) - FLOW-CHART

Procedure for approaching the IC

Any complaint of sexual harassment to be lodged by the victim or his/her associate, in writing/e complaint, addressed to the Principal of the college/chairperson of the IC

Complaint should ideally be made within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident

One copy of the complaint to be sent to the respondent within a period of seven days of such receipt and respondent to file reply within ten days of its receipt, with documentation and list of witnesses

Inquiry to be completed within 90 days from receipt of complaint and report to be submitted to Principal within 10 days from completion of inquiry and copies to be served to both parties

Principal shall act on the recommendations of the Committee within a period of 30 days from receipt of inquiry report, unless appeal against the findings is filed within that time by either party

List of Internal Complaints Committee members for the academic year 2023- 2024

Sr. No.	Name	Designation	Contact Number
1	Dr. Prisca Braganza	Presiding Officer	9049156944
2	Sameera Khan	Member	8806686667
3	Reshma Angle	Member	9527143981
4	Gautami Karapurkar	Member	9923137065
5	Juenila Almeida (counsellor)	Member	7507994422
6	Parveen Daraksha (Gender Champion Girl)	Member	7249168355
8	Dhruv Sugnani (Gender Champion Boy)	Member	8767023118
7	Prachi Khandeparkar (NGO representative)	Ex- Officio Member	9881207761



Prof. (Dr.) Manoj Kamat

PROFESSOR and PRINCIPAL
SRINIVASSA SINAI DEMPO
COLLEGE OF COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.