



Government of Maharashtra

Government College of Engineering, Kolhapur

(An Institute of Government of Maharashtra)

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AICTE Permanent ID : 1-43363660274 DTE Code : 6036 Establishment Year : 2023

GCOEKolhapur/ 148

Date: 31st October 2023

Office Order:

**Subject: Constitution of Internal Complaint Committee (ICC) for the
academic year 2023-24**

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act, 2013) and its rules, and to ensure a safe and secure working environment for all employees, the following Internal Complaint Committee (ICC) is hereby constituted for the academic year 2023-24.

Sr. No.	Name	Designation	Position
1	Dr.S.P.Kavishwar	Assistant Professor in Maths	Chairman
2	Smt.M.A.Mahishale	Registrar	Member Secretary
3	Shri.Y.S.Dhobale	Assistant Professor in Mech.Engg	Member
4	Dr.S.B.Wakshe	Assistant Professor in Chemistry	Member
5	Dr.K.A.Kolekar	Assistant Professor in Civil Engg	Member
6	Smt.Rajeshi Sakale	Social Worker	Member
7	Shri.S.M.Babar	Stenographer	Member
8	Ms.Snehal S Khot	Student	Student Representative
9	Kishor Balasaheb Nannvare	Student	Student Representative

Responsibilities of the ICC:

- To receive, investigate, and adjudicate complaints of sexual harassment filed by employees under the POSH Act, 2013.
- To ensure confidentiality and fair investigation of all complaints.
- To recommend appropriate action against the accused person to the management based on the findings of the investigation.
- To advise the management on measures to prevent sexual harassment in the workplace.
- To submit an annual report to the management on the activities of the ICC.

Confidentiality:

- All complaints of sexual harassment and the proceedings of the ICC shall be treated with confidentiality.
- The identity of the complainant shall not be revealed without their consent.



Dr.R.K.Sawant

Principal

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