

Mahila Takrar & Harassment Committee

The **Mahila Takrar (Women Grievance) & Harassment Committee**—also known as the Internal Complaints Committee (ICC)—is formed in institutions as per the **Sexual Harassment of Women at Workplace Act** to ensure a **safe, respectful, and harassment-free environment** for women.

Aims of the Committee

- To provide a **safe and secure environment** for all female students and staff.
 - To prevent **sexual harassment and gender-based discrimination**.
 - To ensure **dignity, respect, and equality** for women.
 - To create awareness about **women's rights and safety laws**.
 - To promote a culture of **mutual respect and zero tolerance for harassment**.
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Objectives of the Committee

Prevention Objectives

- To prevent sexual harassment through **awareness programs, workshops, and seminars**.
 - To display **guidelines and helpline numbers** in visible areas.
 - To educate students about behaviors that constitute harassment.
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Complaint Handling Objectives

- To provide a **safe, confidential, and accessible system** for lodging complaints.
 - To ensure **fair, unbiased, and timely inquiry** into complaints.
 - To protect the **privacy and dignity of the complainant**.
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Inquiry and Action Objectives

- To conduct proper **investigation of complaints**.
 - To take **appropriate disciplinary action** against offenders.
 - To recommend actions such as **warning, suspension, or expulsion** as per rules.
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Support and Counselling Objectives

- To provide **emotional support and counselling** to victims.
 - To ensure **protection against retaliation or victimization**.
 - To guide victims on **legal rights and procedures**.
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Awareness and Education Objectives

- To create awareness about **gender equality and women empowerment**.
 - To conduct **gender sensitization programs**.
 - To inform about provisions under the **Sexual Harassment of Women at Workplace Act**.
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Additional Information (for File Work)

Composition of Committee (ICC)

- Presiding Officer (Senior Female Staff Member)
 - At least 2 Faculty Members
 - One External Member (NGO or legal expert)
 - Student Representatives (if applicable)
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Functions of the Committee

- Receive and address complaints
 - Maintain confidentiality of cases
 - Conduct regular meetings
 - Submit reports to higher authorities
 - Ensure implementation of policies
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Definition of Sexual Harassment (Examples)

- Unwelcome physical contact
- Sexual remarks or jokes
- Showing inappropriate content
- Demanding Favors
- Any behaviour creating an **unsafe environment**



GPS Map Camera



Google

Sillod, Maharashtra, भारत 

Office Number 18, Market Committee, Mondha Rd,
Above Maroti Canvassing, Sillod, Maharashtra 431112,
भारत

Lat 20.29992° Long 75.654812°
सोमवार, 16/03/2026 11:27 AM GMT +05:30