



ASTHA MAHAVIDHYALAYA, ITAWA

PIPALDA ROAD, ITAWA, KOTA (RAJ.) 325004

(Affiliated to Kota University, Kota)

Date: July 18, 2025

Constitution of the Internal Complaints Committee (ICC)

Academic year 2025-26

The Internal Complaints Committee (ICC) of Astha Mahavidyalaya is constituted to ensure a safe, secure, and gender-sensitive environment for all students, teaching staff, and non-teaching staff. The Committee addresses complaints related to sexual harassment at the workplace and campus in a fair, confidential, and time-bound manner, in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and UGC Regulations, 2015.

The College follows a zero-tolerance policy towards sexual harassment and is committed to maintaining dignity, equality, and respect within the institution.

Objectives of ICC

1. To provide a safe and secure environment for students and employees.
2. To prevent sexual harassment through awareness and sensitization programs.
3. To receive and redress complaints of sexual harassment.
4. To ensure confidentiality, neutrality, and timely action.
5. To promote gender justice and respectful behavior on campus.

Composition of Internal Complaints Committee (ICC)

(As per POSH Act 2013 & UGC Regulations)

S. No.	Name	Designation	Role	Contact No.
1	Dr. Nisha Pareta	Assistant Professor	Presiding Officer	9461157997
2	Dr. Kanchan Bhola	Assistant Professor	Member	9079494800
3	Mr. Bharatraj Salwadiya	Assistant Professor	Member	7725940691
4	Mrs. Sangeeta Meena	Non-Teaching Staff	Member	8385020266
5	Mr. Anil Kumar Jain	External NGO Representative	Member	9414330202
6	Ms. Chanchal Nagar	Student Representative	Member	9929813021

Tenure: The above committee is valid for the Academic Session 2025-26 or until further orders.

What Constitutes Sexual Harassment


Principal
Astha Mahavidhyalaya

Sexual harassment refers to any unwelcome act or behavior of a sexual nature, whether expressed directly or implied, that violates the dignity and safety of an individual. It includes, but is not limited to, unwelcome physical contact or advances, demands or requests for sexual favors, sexually colored remarks or messages, display or circulation of pornographic material, and any unwelcome verbal, non-verbal, written, online, or physical conduct of a sexual nature. Such behavior, whether occurring on campus, during official activities, or through digital platforms, is strictly prohibited.

Complaint Filing Procedure

Any aggrieved person may submit a written and signed complaint to the Presiding Officer, ICC within three months of the incident. The complaint should mention the date, time, place, and full details of the incident along with the names of the respondent(s), if known. Supporting evidence such as documents, screenshots, or messages may be attached.

All complaints are acknowledged promptly and handled with strict confidentiality, sensitivity, and fairness. Protection against victimization and retaliation is ensured.

Functions and Responsibilities of ICC

The ICC receives and examines complaints of sexual harassment, conducts inquiries as per statutory provisions and principles of natural justice, recommends appropriate disciplinary action to the competent authority, organizes gender sensitization and awareness programs, and submits required annual and compliance reports.

Astha Mahavidyalaya strongly encourages reporting of incidents without fear. Every complaint is treated with utmost respect, neutrality, and complete confidentiality, and is addressed through a fair, time-bound, and unbiased process in accordance with statutory provisions.

(Principal)
Dr. Kamlesh Dayata
Astha Mahavidyalaya
Itawa Kota (Ra.)

Copy to:

- All Concerned Members
- All Faculty & Staff
- Notice Board
- College Website