

**Pravara Medical Trusts**  
**Arts, Commerce and Science College Shevgaon**  
**Internal Complaint Committee**

**Report**

**Academic Year 2021-22**

The Internal Complaint Committee (ICC) was constituted for the academic year 2021-2022 with the aim of creating a safe, harassment-free environment for all women employees and students. The committee, chaired by Mrs. Archana Powale, functioned under the guidance of Principal Dr. Onkar Rasal. The primary objectives of the ICC were to ensure a safe and conducive environment for women, educate and sensitize students and staff on sexual harassment, and address complaints in a confidential manner.

During the academic year, two formal meetings were conducted. The first meeting focused on raising awareness about the role of the ICC, the UGC guidelines, and the mechanisms for reporting harassment. The second meeting reviewed the activities undertaken and discussed further plans for student interaction and outreach programs. The ICC also took significant steps to spread awareness including displaying the committee's composition and the UGC Regulations 2015 on the college notice board and distributing circulars to students and staff. These efforts aimed at building a culture of openness, where women could report any incidents without fear of retaliation.

The ICC organized a meeting with female students, educating them about different forms of harassment, including verbal and non-verbal types, and providing self-protection strategies. No complaints of sexual harassment were received during the academic year, reflecting the proactive measures of the committee.



A handwritten signature in black ink, appearing to be "Rasal", with a horizontal line underneath.

**Principal**  
Arts, Comm. & Sci. College  
Shevgaon, Dist. Ahmednagar