



## **Gokhale Memorial Girls' College**

### **Policy Document Internal Complaint Committee (ICC)**

Our National Policy emphasises the elimination of discrimination and all forms of violence against women in both the public and the private sphere. In adherence to the above objective, the College has an Anti-Sexual Harassment Cell comprising senior faculty members and headed by the Principal for handling complaints of sexual harassment. In 2014, close circuit cameras were installed at strategic points to keep vigil on occurrence of untoward incidents.

Since its establishment in 1938, the College has strived to translate the ideals of its mentors of empowering women to make them capable home builders, worthy citizens and conscientious women in their chosen fields, not merely through formal education. Accordingly, gender sensitivity is ingrained in the culture of this College. Specific programmes are organised for furtherance of this objective. Till 2020, the Cell that handled such issues was called the Sexual Harassment Cell. After 2020 a new committee was formed called the Internal Complaint Committee, to address such issues of the students as well as the staff members.

The Committee deals with all complaints of such nature deftly and with promptitude. Closed-door meetings are held with the offenders as well as the victim and the committee members presided by the Chairperson of the committee. The problems are reduced, retarded and often resolved with the help of constructive discussion and remedial counselling with all parties involved.