

# INSTITUTE OF HOTEL MANAGEMENT AND CATERING TECHNOLOGY AHMEDNAGAR.

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Approved by AICTE, Govt. of Maharashtra, DTE & Affiliated to S.P. Pune University

◀AICTE No. F 421/MS - 16 / APR (HM) / ET / 96 ◀INST.CODE NO. C001863

Ref. No.:

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## INTERNAL COMPLAINTS COMMITTEE POLICY DOCUMENT

### Introduction:

The 2015 UGC regulations state that Indian colleges and universities need to have an **Internal Complaints Committee** that will conduct inquiries into sexual harassment complaints from students, faculty and non-teaching staff. The institute thus has composed an **Internal Complaints Committee** as per Sexual harassment of women at workplace (Prevention and Redressal) Act and Rules that came into force in 2013.

All students, teaching faculty and administrative staff come under the purview of this policy.

### Objectives:

1. To prevent discrimination and provide an impartial, confidential and accommodating environment to all members of college.
2. To develop a policy against sexual harassment of women at the Institute.
3. To promote gender harmony among students and employees.

### Functions:

1. Promote a respectful and safe campus environment
2. Deal with cases of discrimination and sexual harassment against women, in a timely manner, and ensure the fair resolution of sexual harassment complaints.
3. Provide information regarding counseling and support services in the campus

The Committee shall meet once in a year (beginning of academic year) and as and when necessary.



  
I/c. Principal  
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