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VISHAKHA / ICC .

Login : Advocate | C

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Chapter II Constitution of Internal Complaints Committee

4. Constitution of Internal Complaints Committee.

Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

- a. a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other office or administrative units of the workplace referred to in sub-section (1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;

- b. not less than two Members from amongst employees preferably committed to the cause of women or who have experience in social work or have legal knowledge;
- c. one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.



Where the Presiding Officer or any Member of the Internal Committee, - -

- a. contravenes the provisions of section 16; or
- b. has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- c. he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- d. has so abused his position as to render his continuance in office prejudicial to the public interest, such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

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**Press Information Bureau
Government of India
Ministry of Women and Child Development**

11-December-2015 16:25 IST

**Constitution of Internal Complaints Committee mandatory for all organisations of
State/Central Government and private sector**

The constitution of Internal Complaints Committee (ICC) for receiving complaints of sexual harassment of women is mandatory in all Ministries/Departments of Union as well as State Governments and in the private sector too.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 mandates all the workplace which include any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society having more than 10 workers to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment. The Act casts an obligation upon employers to constitute Internal Complaint Committee. Section 23 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 casts responsibility on the appropriate Government to monitor the implementation of this Act and maintain data on the number of cases filed and disposed off.

The Ministry of Women and Child Development had issued advisories to all States/UTs Government on 23rd December, 2013 and 27th October, 2014 to ensure effective implementation of the Act. The Ministries/Departments in Government of India have also been advised on 12th November, 2014 to ensure the compliance of the Act. The Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Confederation of Indian Society, Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have been requested to ensure effective implementation of the Act amongst their members in private sector entities.

This information was given by the Minister of Women and Child Development, Smt Maneka Sanjay Gandhi in reply to a question in the Lok Sabha today.

NB/UD



- ICC -

INTERNAL COMPLAINTS COMMITTEE

Motiwala Homoeopathic Medical College, Nashik

Members: -

1. A Presiding Officer who shall be a woman employed at a senior level at workplace.
2. Not less than two members from amongst employees preferably committed to the cause of woman or who have had experience in social work.
3. One member from NGO or associations committed to the cause of woman or a person familiar with the issues relating to sexual harassment.

* At least one half of the total members so nominated shall be woman.

To

Sau Vijaymata Sanjay Joshi
B. Com, L.L.B.

Mob - 9823702912

Enrollment-no - Mah/0247/02

1. Pand Advocate -

1. Maharashtra Rajy Parivahan
Mahamandal

2. Nasik Corporation.

2. Ex Committee Member (Nasik, Maharashtra)
for Mahila Bal Kalyan Samitce.

3. Legal Adviser - Maharashtra
Shasan Mahila Madat
Kendra.

* Letter to be issued for -

1. Representative of NGO
→ Anti-ragging Committee.

2. Member from non-government
organisation
→ Internal Complaint Cell.

MEMBERS :-

1. DR. MRS. A. F. MOTIWALA
[PRESIDING OFFICER - 9225144572]

2. DR. MRS. RITA KUNDU
[MEMBER - 9822124866]

3. DR. MRS. MITA GHARTE
[MEMBER - 9890390898]

4. MR. ARHAR SAYYED
[MEMBER - 9225144577]

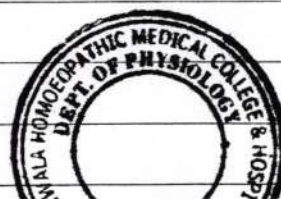
5. DR. SWANAD SHUKLA
[MEMBER - 9823146511]

6. MRS PEARL AZADI
[MEMBER - 8390110187]

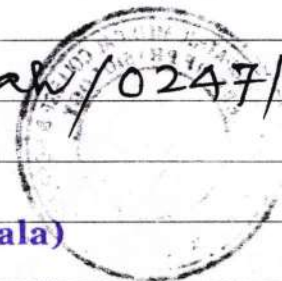
7. MEMBER FROM NGO
MRS VIJAYMALA SANJAY JOSHI
B.Com, LLB

[9823702912

ENROLLMENT NO - Mah/0247/02



(Dr. F. F. Motiwala)
Principal
Motiwala (National) Homoeopathic
Medical College & Hospital, Nashik



S.O.P :-

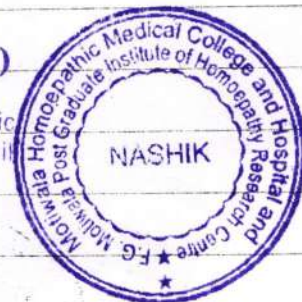
- This Committee is formed after abolition of 'Vishaka Committee'.
What is superseded in 2013 by Sexual Harassment of Woman at Workplace or in short ICC (Internal Complaint Committee).
- The purpose or policy of this Committee is to create and maintain safe work environment, free from sexual harassment & discrimination for all employees and students.
- Written Complaints should come from the employee or student.
- Committee will call meeting within 3 days.
- Decision will be taken as far as possible on the same day and order will be issued to the said person.
- Final decision will be taken by Principal/Dean of the College.



(Dr. F. F. Motiwala)

Principal

Motiwala (National) Homoeopathic
Medical College & Hospital, Nashik



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Motiwala Education Welfare Trust's Nashik
Motiwala Homoeopathic Medical College & Hospital,
F.G. Motiwala P.G. Institute of Homoeopathy & Research Centre, Nashik-422 012

No. ADMC/Notice/P. 34/2020

DATE: 13/01/2020

NOTICE

Sports & Cultural Program 2020

Rules & Regulations :

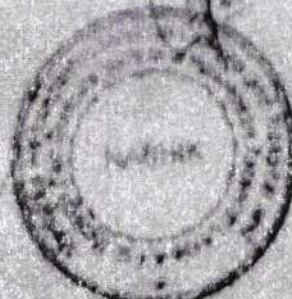
- Three times attendance will be taken during whole day{anytime}
- The individual should be present during attendance {Compulsory}
- If anyone remaining absent from 13th to 23rd January 2020, the fine will be Rs.300 per day without leave note.
- Ripped jeans won't be allowed in college premises {for all Girls & Boys}
- All Girls & Boys won't be allowed to leave the college during college hours without written permission.
- Only boys will be allowed during lunch time to go out of college campus by submitting their college ID card to Security cabin.
- Girls are not allowed to wear any kind of dress above ankle length. Off shoulder tops are not allowed.
- Any kind of arguments or abusive language will not be tolerated on the ground.

College timing:

1st & 2nd year Students -8.30am to 4.30pm

3rd & 4th year Students -9.30am to 5.30pm

Pradip
Pradip
Pradip



13/1/20

MOTIWALA HOMOEOPATHIC MEDICAL COLLEGE & HOSPITAL

SOP/REPORT OF REMINIESCENCE CULTURAL PROGRAMME

2020

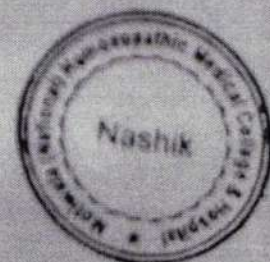
Date:- 25/01/2020 Time:- 5.30pm to 8.00pm

Venue:- Main Programme Dome

- 1) Introduction to cultural eve by Miss. Pranali & Miss. Ishaa.
- 2) Anchors will Announce for prayer.
- 3) Prayers-Unity prayer by prayer group.
- 4) Back to College Days by Sakshi & grp (III Year)
- 5) Solo Dance by Miss. Anjali (II Year)

Sr. No	Name of performer	Academic Year	Dance/ song	Time required	Phone no.	Entry
1	Dr. Vaibhav Keskar	1991	Song - Vakratunday	3 min.	9404591522	
2	Dr. Jyoti Patil & grp	1997	Dance- O Makhna	3.08 min	9049414662	
3	Dr. Atif Shaikh & Dr. Shradha Khandekar	2001	Duet Song- Sairat Title song	3 min.	9766778601	
4	Dr. Pooja Kinger	2004	Dance- Ghumar	2.29 min	9619339192	On Stage
5	Dr. Siddharth Salve	1999	Song- Ikkkudi	3 min.	9225119900	
6	Dr. Manisha Soni and B/P	1990	Dance- Ude jab jabzulfe	4 min.	9326077405	Back Stage
7	Dr. Uyakat Namole	1990	Duet song	3 min.	9850080193	
8	Dr. Jyoti Patil and Dr. Manisha Marda	1997	Dance- Loungelalchi	3.08 min	9049414662	On Stage
9	Dr. Ganesh Pathade	2001	Couple Dance			

Cultural Coordinators



10	Dr.PrashantAmbhore	2013	Song- Tu lakh hifazat	2min	8999765776	
11	Dr. Rohan& Dr. RekhaRai	1999	Duet dance-	5 min.	9004716740	
12	Dr.SanchitaShende	20	Song- Lalishq	2.30min		
13	Dr.ShitalMohite	2002	Dance- Dilbardilbar	3.43min		On Stage
14	Dr.AtifShaikh	2001	Song- Na hai ye pana	3 min.	9766778601	
15	Dr.LalitSonawane&grp.	2002	Lazy Dance	min.	9225116878	
16	Dr. VikasChandar	1994	Song- Manachyadhundi t	2min	9822334170	
17	Dr.DyaneshwarAvhad	2007	Duet dance- Kombdi	3.26 min	8419999448	Back Stage
18	Dr.PallaviDhapatkar	2003	Dance- Marathi			
19	Dr.Smitha Nair &Dr.VaibhavKeskar	1999 & 1990	Duet Song	2min	9404591522	
20	Dr. ShradhaKhandekar	2001	Dance			
21	Dr. RupeshMarda		Couple Dance- Marathi songs		9372393140	
22	Dr. RohanRai	1999	Solo dance- Dhoom 2	4 min.	9004716740	
23	Dr.LiyakatNamole	1990	Song- PagGhungaroo	3min.	9850080193	
24	Dr. BhausahabBagul	1991	Song- Phuloke rang se	3 min.	9890232428	
25	Dr. SatishJadhav	2008	Song- MeraPiyagharaaya o lalani-Sufi	3 min.	7875720261	
26	Dr.BhavnaShinde	2012	Song- Chhotisiumar me	2min	9075110974	
27	Dr.Smitha Nair	1999	Song-	2min	8308852277	
28	Dr.AmolPandharkar	2012	Song with Guitar- Terayaarhumai	2.30min	9970087150	



29	Dr.ShahnawazShaikh	2012	Song- 3Doors	2min	7498941663
30	Dr.ShivangiPawar	2006	Song- Hasi ban gaye	3min	
31	Dr.PrashantAmbhore	2013	Song	3min	8999765776
32	Dr. Siddharth Salve	1999	Song-Inna Sona	3 min.	9225119900
33	Dr. VaibhavKeskar&Grp.	1991	Song – Yaadokibarat	3 min.	9404591522

Dr.MeetaGharteDr.VarshaDharane

Coordinators

