



The South Indian Association's
The S.I.A. College of Higher Education
Affiliated to University of Mumbai
Accredited B+ by NAAC
P-88, MIDC Residential Area Dombivli Gymkhana Road,
Near Balaji Mandir, Dombivli (East), 421203.

Grievance Redressal 2018-21

Internal Complaints Committee

University of Mumbai



No. UWDC/ED/2016-17/ 62 2017,

3rd March, 2017.

To,
The Director/ Principal/ Head of College/ Institute

Respected Sir/ Madam,

The University Women Development Cell sincerely appreciates the Colleges which nominated the representatives of their Internal Complaints Committee to attend the training organized by the UWDC with the State Commission for Women on 13, 14 and 15 February 2017.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has come into force from December 9, 2013 and the University Grants Commission has notified University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 in July 2016. It is mandatory to constitute the Internal Complaints Committee as follows at every College/ Institution as per the provisions of the said Act.

- Presiding Officer – Woman faculty member employed at a senior level (not below a Professor for University, Associate Professor or Reader for college).
- Two faculty / teaching members and two non-teaching employees-persons committed to the cause of women or have social work experience or have legal knowledge, preferred.
- Three students (from undergraduate (1), Master's (1) and Research scholars (1) to be elected through a transparent democratic procedure), if the matters involves students.
- One member from amongst NGOs or associations committed to the cause of women or a person familiar with the issues relating to Sexual Harassment.
- At least one half of the total members so nominated shall be women.

Colleges/ Institutions are hereby requested to furnish information regarding the constitution of the Internal Complaints Committee at their College/ Institution to the UWDC by March 5, 2017.

With regards,


Dr. M.A. Khan

Registrar
University of Mumbai

Working Rules for Internal Complaints Committee

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules framed there under, the Institute hereby adopts the following procedure for determining complaints filed to the Internal Complaints Committee (ICC) constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, though, in individual complaints, for reasons to be stated in writing, the ICC reserves the right to make exceptions to the procedure stated hereunder.

1. Any aggrieved woman may make, in writing, a complaint of sexual harassment at work place to the ICC, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. 6 copies of a written complaint should be submitted to the Committee or any of its members along with list of witnesses and supporting documents. Additional documents and list of witnesses can be submitted to ICC at a later stage during the proceeding.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any other member of the ICC shall render all reasonable assistance to the woman for making the complaint in writing.

Provided further that the ICC for the reasons to be recorded in writing, can extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other committee members at the earliest and not later than 3 days and a meeting should be called for discussing the matter.
3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institute that no action is required to be taken in the matter.
4. Notice shall be issued to the respondent within 7 working days of receipt of the complaint and 10 working days shall be given for submission of reply (along with the list of witnesses and documents.)

5. The Committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.
6. The Committee may, before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.
7. No monetary settlement shall be made as the basis of conciliation. Where a settlement has been arrived at, the ICC shall record the settlement so arrived and forward the same to the employer for necessary compliance.
8. The Committee shall provide the copies of the settlement as recorded under (7) to the aggrieved woman and the respondent. Where a settlement is arrived at, no further inquiry shall be conducted by the ICC.
9. If conciliation is found to be not feasible, notice will be issued to both parties for hearing.
10. The Committee may direct the Registrar to ensure the safety and protection of the aggrieved woman if and when required.
11. As an interim measure, ICC may recommend
 - a) the transfer of the aggrieved woman or the respondent to another section or Department as deemed fit by the Committee.
 - b) grant leave to the aggrieved woman upto a period of three months or :
 - c) restrain the respondent from exercising any administrative authority or supervision or academic evaluation of the aggrieved woman.
 - d) grant such other relief to the aggrieved woman as the case may require.
12. The Committee shall proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent considering sexual harassment as misconduct.
13. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in writing of the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day to day basis, to be decided by ICC.
14. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting and defending her/his case.
15. The Committee may at any time during the enquiry proceedings, preclude the face-to-face examination of the respondent and the aggrieved woman and/or their witnesses

keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.

16. The Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.
17. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witnesses for the purpose of supplementary testimony and/or clarifications.
18. The Committee shall have the power to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.
19. The past sexual history of the aggrieved woman shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
20. The Committee shall have the right to terminate the enquiry proceedings and to give an ex parte decision on the complaint, should the respondent fail, without valid ground, to be present for three consecutive hearings convened by the Presiding Officer.
21. The aggrieved woman and the respondent, or any one person on her/his behalf, shall have the right to examine written transcripts of the recordings with the exclusion of witnesses' names and identities. Any person nominated by the aggrieved woman and/or the respondent on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff. No person who has been found guilty of sexual harassment shall be accepted as a nominee. The aggrieved woman/respondent should inform the Presiding Officer specifically if they wish to exercise this right. The Presiding Officer shall allow access to such documents on a specific date to be intimated at least two days in advance to each of the parties concerned. At no point in time, however, can the concerned parties take these documents outside the office.
22. The aggrieved woman and the respondent shall be responsible for presenting their witnesses before the Committee. However, if the Committee is convinced that the absence of either of the parties to the disputes is on valid grounds, the Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.

23. All proceedings of the ICC shall be recorded in writing. The record of the proceedings and the statement of witnesses shall be endorsed by the persons concerned as well as the committee members present in token of authenticity thereof. In case the minutes cannot be reduced in writing the same day, as audio recording of the proceedings may be made, and the written proceedings will be authenticated on a next available opportunity.
24. If the aggrieved woman desires to tender any documents by way of evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the aggrieved woman.
25. In the event the Committee thinks that supplementary testimony is required, the Presiding Officer shall forward to the persons concerned a summary of the proceedings and allow for a time period of seven days to submit such testimony, in person or in writing, to the Committee.
26. The aggrieved woman and the respondent shall have the right of cross-examination of all witnesses. However such cross-examination shall be conducted in the form of written questions and responses via the Committee only. **The respondent shall have no right to directly cross-examine the aggrieved woman or her witnesses.**
27. The respondent/aggrieved woman may submit to the Committee, a written list of questions that he/she desires to pose to the aggrieved woman/witness. The Committee (ICC) shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, slanderous, derogatory or gender-insensitive.
28. Amicus Curie can be called for helping the committee if and when required.
29. After concluding its investigation, the Committee shall submit a detailed reasoned report to the Institute.
30. If the Committee finds no merit in the allegations, it shall report to the Institute.
31. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:
 - a. A written apology

- b. Warning
- c. Reprimand or censure
- d. Withholding of promotion
- e. Withholding of pay rise or increments
- f. Undergoing a counseling session
- g. Carrying out of community service
- h. Terminating the respondent from service
- i. Any other punishment according to the service rules applicable to the respondent

32. When the Committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the Institute to take action against such falsification.
33. Nothing precludes the Institute authority from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the inquiry proceedings or even after the communication of the findings to appropriate Institute authorities.
34. If the allegation(s) is/are proved against the respondent, the Committee may direct the Institute to ensure the payment of compensation to the aggrieved woman by the respondent. The determination of compensation to the aggrieved woman shall be decided based on the following facts:
- i. The mental trauma, pain, suffering and emotional distress caused to the aggrieved woman.
 - ii. The loss of career opportunity due to the incident of sexual harassment.
 - iii. Medical expenses incurred by the victim for physical or psychiatric treatment
 - iv. The income and financial status of the respondent
 - v. Feasibility of such payment in lumpsum or in installments
35. The Institute authorities will file a compliance report to the Committee within 30 days of issuance of such recommendation.

36. ICC shall have the necessary powers to take suo motu notice of incidents of sexual harassment and/or gender injustice in the Institute campus and act against the same in such manner as it deems appropriate.
37. The identity of the aggrieved woman, respondent, witnesses and proceedings of the Committee and its recommendations and the action taken by the Institute shall not be published, communicated or made known to the public, press or media in any manner and it will be outside the purview of the Right to Information Act, 2005.
38. No legal practitioner will be allowed to represent either the aggrieved woman or the respondent in proceedings before the Complaints Committee.
39. The Committee has the powers of a civil court in the following cases
 - i. Summoning and enforcing the attendance of any person related to the incident.
 - ii. Requiring the discovery and production of any documents
 - iii. Any other matter relating to the incident as decided by the Committee from time to time.
40. The aggrieved woman or respondent may prefer an appeal to the competent authority.

The SIA College of Higher Education, Dombivli (East)

Composition of Internal complaints committee

(2016-17)

In pursuance of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013, Internal Complaints Committee is formed as under:

Sr. no.	Name of the Member	Designation
1.	Mrs. Ranjana Mhalgi	Presiding Officer
2.	Ms. Salochna Nagdev	Teaching Staff Member
3	Ms. Babita Nagdev	Teaching Staff Member
4	Mrs. Sandhya Pandey	Teaching Staff Member
5	Mr. Ajay Puro	Non- Teaching Staff Member
6	Ms. Amrita De	Representative of Vacha Trust



Principal
Principal
PRINCIPAL
The S.I.A. College of Higher Education
The S.I.A. College of Higher Education
DOMBIVLI (E)

The SIA College of Higher Education

Date: 27th June, 2016

NOTICE

Meeting of the Internal Complaints Committee is scheduled on 8th July, 2016 at 11.30 am to discuss about orientation of ICC to the students.

All the members are requested to attend the same.

[Handwritten Signature]

Presiding Officer

Ms. Salochna Nagdeu

Mr. Ajay Puro.

Ms. Babita Nagdeu

[Handwritten Signature]

Rameeraj.

[Handwritten Signature]



[Handwritten Signature]

Principal

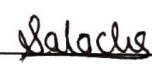
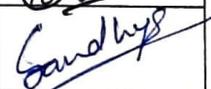
PRINCIPAL
The S.I.A. College of Higher Education
DOMBIVLI (E)

The SIA College of Higher Education, Dombivli (East)

Internal Complaints Committee

(2016-17)

Date:- 8th July, 2016

Name	Signature
Mrs. Ranjana Mhalgi (Presiding Officer)	
Ms. Salochna Nagdev (Teaching Staff Member)	
Ms. Babita Nagdev (Teaching Staff Member)	
Mrs. Sandhya Pandey (Teaching Staff Member)	
Mr. Ajay Puro (Non- Teaching staff Member)	
Ms. Amrita De (Representative of Vacha Trust)	



The SIA College of Higher Education, Dombivli
Orientation about Internal Complaints committee

Date: 25/07/16

Class: T.Y. B.Com.

Sr. No.	Name of Student	Roll No.	Signature
28	Aarti L. Gupta	CF/14028	<u>Aarti</u>
29	Nitu S. Gupta	CF/14029	<u>Nitu</u>
30	Shehal Badna	CT/16136	<u>Shehal</u>
31	Sumain Yadduv	CF/14118	<u>Sumain</u>
32	Sheha Bramhadande	CF/14012	<u>Bramhadande</u>
33	Kajal Shukla	CF/14108	<u>Kajal</u>
34	Khyati Joshi	CF/14040	<u>Khyati</u>
35	Kirti B. Mishra	CF/14066	<u>Mishra</u>
36	Nasayani . S. Dyer	CF/14036	<u>Dyer</u>
37	Prachi Chaugule	CF/14014	<u>Prachi</u>
38	Rosi Nadar	CF/14067	<u>Rosi</u>
39	Krushika. Gavande	CF/14024	<u>Krushika</u>
40	Divya Tiwari	CF/14130	<u>Divya</u>
41	Akshay Nirmale	CF/14071	<u>Akshay</u>
42	Sunil Yadav	CF/14125	<u>Sunil</u>
43	Harshal Garkwad	CF/14023	<u>Harshal</u>
44	Vinay Meherkar	CF/14061	<u>Vinay</u>
45	Sanjay. Chauhan	CF/14120	<u>Sanjay</u>
46	Pratik D. Kaday	CF/14046	<u>Pratik</u>
47	Srinivas vardhan	CF/14108	<u>Srinivas</u>
48	Nachiket A. Bedekar	CF/14006	<u>Nachiket</u>
49	Tejas R Ward	CF/14117	<u>Tejas</u>
50	Seshomth. S. Shetty	CF/14099	<u>Seshomth</u>
51	Nitin Patil	CF/14077	<u>Nitin</u>
52	Prachi Samesh Sawand	CF/14092	<u>Prachi</u>
53	Pankaj S. Salgaonkar	CF/14089	<u>Pankaj</u>
54	Pragati Gupta	CF/15131	<u>Pragati</u>
55	Raksha Maurya	CF/14062	<u>Raksha</u>
56	Khushbook Mehta	CF/14063	<u>Khushbook</u>
57	Simran Gupta	CF/14030	<u>Simran</u>



The SIA College of Higher Education, Dombivli

Orientation about Internal Complaints committee

Date: 25/07/16

Class: FY B&T

Sr. No.	Name of Student	Roll No.	Signature
	Minal. M. Mhabe	BF16036	Minal
	Monika uttam Bagate	BF16005	Monika.
	Pranali Haridal Korpe	BF16029	Pranali
	Eklta Ragho Parab	BF16047	EkltaParab
	vibha U. kannaujiya	BF16026	Vibha.
	Jyoti Ramkaran Singh	BF16058	Jyoti
	Tejaswi. Jayant. devadiga	BF16014	Tejaswi
	Ankita. Ashok. Joiswal	BF16024	Ankita
	Siddhi A. Jadyal	BF16023	Siddhi ..
	Iyer Krupa	BF16022	Krupa
	Anita Bhandi	BF16006	Anita
	Rachana Pandey	BF16045	Rachana
	Reshma U. Sarda	BF16063	Reshma
	Tajnya V. Poojary	BF16054	Tajnya
	Kavitha. N. Poojary	BF16053	Kavitha
	Ravina. M. Parmar	BF16072	Ravina
	Prishi S. Varma	BF16065	Prishi
	Ragini J.P Singh	BF16059	Ragini
	Anita. R.K. Gupta	BF16018	Anita
	Deepika. K. Moolya	BF16037	Deepika
	Jyoti. D. Malhari	BF16032	Jyoti
	Kundar priyanka kailash	BF16031	Kundar
	Siddhi Nitin Deo	BF16012	Siddhi
	Saraswathy. Anantharam	BF16028	Saraswathy
	Harini Natarajan	BF16042	Harini



The SIA College of Higher Education, Dombivli

Orientation about Internal Complaints committee

Date: 20/07/16

Class: S.Y.B.Com

Sr. No.	Name of Student	Roll No.	Signature
01	Surya Sharma	CF15162	Surya
02	Akshay Narendra Singh	CF15110	Akshay
03	Pishiratan Gaud	CF15024	P. Gaud
04	Prashant Anchar	CF15003	Prashant
05	Peleni P. Pedaiyachi	CF15086	Peleni
06	Sinath S. Shinde	CF15106	Sinath
07	Milind Gupta	CF15028	Milind
08	Swapnil Galkwad	CF15022	S.S. Galkwad
09	Tejas S Pawar	CF15085	Tejas
107	Rakesh D. Nagark	CF15073	Rakesh
117	Omkar D. Satam	CF15095	Omkar...
13	Nirupa Singh	CF15111	Nirupa...
14.	Jayesh Vishwakarma	CF15122	Jayesh
15.	Abhishek Mishra	CF15057	Abhishek
16.	Gaurav Sharma	CF15102	Gaurav
17.	Hemil P. Dedhia	CF15019	Hemil
18.	Venkatesh.L.	CS16138	Venkatesh
19.	RAHUL RAMANATHAN	CF15088	Rahul
20.	Rupesh J. Jagtap.	CF15038	RJ
21.	Gaurang S. Mahajan	CF15053	G.S. Mahajan
22.	Vasant A. Waradkar	CF15125	V.A.
23	Vaibhav H. Vaidgama	CF15120	Vaibhav
24	OMHAR A. CHAVAN	CF15013	CHAVAN
25	P. Adithya	CF15075	P. Adithya
26	Ritesh J. Parab.	CF15080	Ritesh
27	Nilesh Iyer	CF15036	Nilesh
28	Sagar P. Wani	CF15124	S.P.



The SIA College of Higher Education, Dombivli
Orientation about Internal Complaints committee

Date: 20/07/16

Class: B.Y.B.Com

Sr. No.	Name of Student	Roll No.	Signature
29	Jasvith Guntur	CF150030	Jasvith
30.	LAXMI. WARRIER.	CF15126	Laxmi.
31.	ANJALI CHOUDHARY	CF15015	Anjali
32	Vinita B. Auti	CF15006	V. Auti
33	Raksha B. Poojary	CF 15087	Raksha
34.	Lakshmi. V. Soodar	CF15116	Lakshmi
35.	AKSHATA. A. MORE	CF15062.	AKSHATA
36.	Suhmita R. Sastry	CF15094	Suhmita
37.	Riddhi J. Gosar	CF15026	Riddhi
38	Karishma Palai	CF15078	Karishma
39.	Chanchal J. Pal	CF15071	Chanchal
40	Annapriya. Dabrey	CF15009	Annu
41	Reena yadav	CF15127	Reena
42.	Vinita Gunjal.	CF15027	Vinita
43.	Nidhi Jha	CF15044	Nidhi
44.	Simran Sabnis	CF15133	Simran
45.	S. Subha	CF15068	S. Subha
46.	shivasankari swaminathan	CF15108	shankari
47	Namrata Sharma	CF15101	Namrata
48	Aishwarya S. Bhor	CF15135	Aishwarya
49	Toshita. R. Kadam	CS16140	R. Kadam
50	Jyoti. M. Kevat	CS16141	Jyoti
51	Rachana. R. Solanki	CF15114	Rachana
52	Komal M. Jain	CF15041	Komal
53	Anita J. Kanmauliya	CF15047	Anita
54.	Aishwarya. Jyer.	CF15037	Aishwarya
55	Varshna Nair	CF15041	Varshna
56	Rajeshwari Mishra	CF15059	Rajeshwari
57	Diksha D. Upadhyay	CF15119	Diksha
58	SHWETA RAMENDRAPRAKASH MISHRA	CF16058	Shweta



The SIA College of Higher Education, Dombivli
Orientation about Internal Complaints committee
Date: 25th July, 2016 **Class: F.Y. Bcom (B)**

Sr. No.	Name of Student	Roll No.	Signature
1.	Kumay. K. Sawant	CF 162 93	
2.	Saurabh. R. Singh	CF 16306	
3.	Yogesh Jaiswar.	CF 16247	
4.	Rohit v. Gohil	CF 16223	
5.	Sandeep. S. Gupta	CF 16238	
6.	Medanraj. K. Toojary	cf 16283	
7.	Ranjit. G. Pandit.	CF 16277	
8.	Rajesh. R. Shityal	CF 16302	
9.	Yogesh v. Indulkar	CF 16239	
10.	Shashikant. M. P. Mahata	CF 16265	
11.	Siddhesh. B. Chavan	CF 16210	
12.	Anand. A. Madhew	CF 16262	
13.	Sameer S. Kumbli	CF 16253	
14.	Swarnil. D. Munde	CF 16273	
15.	Omkar S. Sawant	CF 16294	
16.	Mehak R Kohli	CF 16256	
17.	Prerna. A. Babna.	CF 16202	
18.	Sayali R. Ghayal.	CF 16222	
19.	Abhigya. S. Rawat	CF 16288	
20.	Bhavana. R. Lohar	CF 16261	
21.	Lalita P. Wawdra	CF 16312	
22.	Abraham R. Bhandarkar	CF 16203	
23.	Kiddhi. K. Cagdar	CF 16023	
24.	Jaini. N. Chhedra	CF 16211	
25.	Tanvi. M. Mehta	CF 16289	
26.	Rekha sharma	CF 16295	
27.	Komal Dubey	CF 16216	



The SIA College of Higher Education, Dombivli
Orientation about Internal Complaints committee

Date: 25th July, 2016

Class: F/ Bcom (B)

Sr. No.	Name of Student	Roll No.	Signature
28	monju R. Paswan	CF16280	<u>Monju</u>
29	Kajal. A. Pandey	CF16276	<u>Kajal.</u>
30	Pooja. B. Vishwakarma	CF16313	<u>Pooja.v.</u>
31	Hemangi. M. Maishezi	CF16266	<u>Hemangi</u>
32	Anjali. R. yadav	CF16214	<u>Anjali</u>
33	Kartiki R. Garmalkar	CF16292	<u>Kartiki shrinani</u>
34	Shital N. Shrinrao	CF16309	<u>Shrinrao</u>
35	Mamta J. Acharekar	CF16201	<u>Macharekar</u>
36	Dipali R. Solkar	CF16308	<u>Dalkar</u>
37	Neha H. Shelar	CF16297	<u>Neha</u>
38	Yogita M. Jadhav	CF16242	<u>Yogita</u>
39	Nikita. S. Khandelwal	CF16254	<u>Nikita</u>
40	Pooja B. Ghare	CF16221	<u>Pooja</u>
41	Kajal Vishnu Dighe	CF16215	<u>Kajal</u>
42	Mokade Teeshree Raju	CF16290	<u>Mokade</u>
43	Sonia C.S. Namdeo	CF16274	<u>Sonia</u>
44	Ashwini R. More	CF16270	<u>Ashwini</u>
45	Manali Kamalakar Gaurkar	CF16218	<u>Manali</u>
46	Meghana Ravi Shetty	CF16298	<u>Meghana.</u>
47	Aarti R. Varma	CF16311	<u>Aarti.</u>
48	Sulinder R. Singh	CF16307	<u>Sulinder</u>
49	Amit. V. Gupta	CF16227	<u>Amit</u>
50	Gaurav. v. Jadhav	CF16241	<u>Gaurav</u>
51	Arun. A. Taiwale	CF16244	<u>Arun</u>
52	Anto. K. Thomas	CF16251	<u>Anto</u>
53	Pankaj Kumar M. Gaudh	CF16219	<u>Pankaj</u>
54	Santankumar U. Mehta	CF16268	<u>Santan.</u>



The SIA College of Higher Education, Dombivli
Orientation about Internal Complaints committee

Date: 25/07/16

Class: FYIT

Sr. No.	Name of Student	Roll No.	Signature
1.	Sangram. Singh	IF-16057	Singh
2	Sudhir. Shetty	IF16072	Shetty
3	Shriyast shinde	IF16053	Shinde
4.	Harshad Gupta	IF16014	Harshad
5.	Samar Singh	IF16056	SAMAR
6	Aniket Rane	IF16070	ANUR
7)	Rahul V. Gupta	IF16011	Rahul
8)	Pratik Chauhan	IF16004	Pratik
9.	Neeraj Yadav	IF16065	Neeraj
10.)	Mihir. R. Lad	IF 16036	Mihir
11.)	Darshan Naik	IF16032	Darshan
12)	Bhavesh Narang	IF 16034	Bhavesh
13)	CHINMAY CHAVAN	IF16006	Chinmay
14)	ANUPAM PAWAR	IF16040	Anupam
15)	Hemanshu. Kadecha	IF16019	Hemanshu K
16)	Deepak Kumar	IF16067	Deepak
17)	Rahul. Shaikh	IF16049	Rahul
18)	Ajay Yadav	IF16064	Ajay
19)	Sandeep R. Jaiswar	IF16017	Sandeep
20)	Jadhav Rahul Sagarma	IF 16016	Rahul
21	Kumbhar DHIRAJ VILAS	IF 16024	dhiraj
22	Satyam yadav	IF 16066	Satyam
23	Abhishek Sampat Mankar	IF16026	A.S.Mankar
24.	Nitesh. upadhyay	IF16061	Nitesh
25.	Amit. Vikram. Gupta	IF16013	Amit





The South Indian Association's

Tel. : 0251 2449891 / 92

The S.I.A. College of Higher Education

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P-88, MIDC Residential Area, Dombivli Gymkhana Road, Near Balaji Mandir, Dombivli (East), 421 203.

Email : office@thesiacollege.com Website : www.thesiacollege.com

Ref. No : _____

Date : 18/6/2019

Composition of College Internal Complaints Committee

(2018-19 to 2020-21)

Name	Position held	Contact No
1. Mrs. Booma Halpeth	Presiding Officer	9967030340
2. Ms. Salochna Nagdev	Teaching staff representative	9322383715
3. Mr. Hasitkumar Nagariya	Teaching Staff representative	9820987366
4. Mrs. Harshadha Thakkar	Non- teaching Staff representative	9920071372
5. Mrs. Vinaya Dhuri	Non- teaching Staff representative	8286718142
6. Ms. Amrita De	NGO representative - Anubhuti Charitable Trust	9820778330
7. Ms. Rohini Mourya	UG Student representative	7738482432
8. Ms. Thanmozhi Nadar	PG Student representative	


Presiding Officer


Principal



PRINCIPAL
The S.I.A. College of Higher Education
DOMBIVLI (E)

**The South Indian Association's
The S.I.A. College of Higher Education
Internal Complaints Committee**

28th June 2019

Notice

A meeting of Internal Complaints Committee is organised on 4th July 2019 at 12 pm in the board room. All the members are requested to attend. The following is the agenda for the meeting.

Agenda:

1. Planning for orientation for SY and TY classes
2. To discuss about organising Posh workshop for Students in collaboration with WDC


Presiding officer




Principal
PRINCIPAL
The S.I.A. College of Higher Education
DOMBIVLI (E)

The S.I.A. College of Higher Education

Internal Complaints Committee

10th September, 2019

Notice

A meeting of Internal Complaints Committee is organised on 14th September, 2019 at 2 pm in the board room. All the members are requested to attend. The following is the agenda for the meeting.

Agenda:

1. Planning for orientation for FY classes


Presiding officer




Principal
The S.I.A. College of Higher Education
Dombivli (E)

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Sr. No	Roll No	Name	Sign
1	BF18029	Kavita. S. Patel	K.P.
2.	BF18136	Aasani Varma.	Aasani
3	BF18119	Pranav Prakash Pawar	Pawar
4	BF18120	Abhishek. P. Khosla	Abhishek
5	BS19139	Ajay Baban Pandhare	Ajay P.
6	BF18005	Niranjan. D. Bandabe	N. Bandabe
7.	BF18018	Ashish P. Ghadigaonkar	A. Ghadigaonkar
8	BF18048	Rohant. C. Pawar	R. Pawar
9	BF18022	Ruthic A. Icarpe	R. Icarpe
10	BF18125	Vikas Sharma	V. Sharma
11	BF18007	Chetan Bhatt	Chetan
12	BF18036	Makusund. R. Sawant	M.R. Sawant
13	BF18134	Karthik. Thevar	K. Thevar
14	BF18109	Vijay Tyngar	V. Tyngar
15	BF18011	Laxmi Chauhan	L. Chauhan
16	BF18040	Tarshika. Shetty	T. Shetty
17	BF18004	Ridhika Apamkar	R. Apamkar
18	BF18038	Siddhi Sawant	S. Sawant
19	BF18015	Arijali Gupta	A. Gupta
20	BF18025	Priyanka Koley	P. Koley
21	BF18041	Ghalini Singh	G. Singh
22	BF18103	Navami Devadiga	N. Devadiga
23	BF18102	Heena Bhoir	H. Bhoir
24	BF18026	Varsha Kothari	V. Kothari
25	BF18129	Kajal shiyal	K. shiyal
26	BF18001	Padmapriya S	P. S.
27	BF18006	Arviya Bhandekar	A. Bhandekar
28	BF18032	Pallavi Patil	P. Patil
29	BF18021	Payal S. Jashi	P. Jashi
30	BF18003	Meghna Rajendran	M. Rajendran
31	BF18014	Komal Gubada	K. Gubada
32	BF18024	Arbunnisha Khan	A. Khan
33	BF18013	Shradha. G. G. G.	S. G. G.
34	BF18106	Kajal Dubay	K. Dubay
35	BF18118	Rutuja Madhukar Patil	R. Patil
36	BF18126	Sonal prakash shelar	S. shelar
37	BF18105	Mouli D. Souza	M. Souza
38	BF18101	Priyadarshini Mathe	P. Mathe
39	BF18030	Yogini Patil	Y. Patil
40	BF18031	Sayali Patil	S. Patil

V. Boomer





The South Indian Association's

Tel : 0251-2449891/92

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Ref.No _____

Date 18/6/2020

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5. Mrs. Vinaya Dhuri	Non- teaching Staff representative	8286718142
6. Ms. Amrita De	NGO representative - Anubhuti Charitable Trust	9820778330
7. Ms. Rohini Mourya	UG Student representative	7738482432
8. Ms. Thanmozhi Nadar	PG Student representative	

Internal Complaints Committee has not received any complaint related to sexual harassment during the academic year 2019-20.


Presiding Officer




Principal
PRINCIPAL
The S.I.A. College of Higher Education
DOMBIVLI (E)



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Tel. : 0251 2449891 / 92

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Ref. No : _____

Date : 7/7/2020

Composition of College Internal Complaints Committee (2018-19 to 2020-21)

Name	Position held	Contact No
1. Mrs. Booma Halpeth	Presiding Officer	9967030340
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Presiding Officer




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Date 7/7/2020

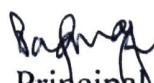
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7. Ms. Padmapriya	UG Student representative	7738482432
8. Ms. Thanmozhi Nadar	PG Student representative	

The ICC committee was providing online support to the students and the Committee has not received any complaint related to sexual harassment during the academic year 2020-21.


Presiding Officer




Principal
The S.I.A. College of Higher Education
DOMBIVLI (E)