

SHREE CHANAKYA EDUCATION SOCIETY'S INDIRA GLOBAL BUSINESS SCHOOL

'Manomay' Sr.No.64, 65 Gat No. 276, At- Parandwadi, Tal- Mawal ,
Dist- Pune - 410506 Website- www.indiragbs.edu.in,



Contact No. – 9272212311 / 9657856103

WOMEN GRIEVANCE AND INTERNAL COMPLAINT COMMITTEE

As per the guidelines in the judgment dated 13/08/97 of the Hon. Supreme Court in Vishaka & others versus State of Rajasthan envisaged creation of an appropriate complaint mechanism in the employer's organization including a Complaints Committee of the composition stipulated therein for speedy redress of the complaint made by the victim.

As per the guidelines of Hon. Supreme Court in above mentioned case **Indira Global Business School** has appointed '**Women Grievance Committee**' for speedy redressal of any complaint related to Sexual Harassment or Gender Discrimination and curbs any such incidence.

Objectives:

1. **To examine complaints of sexual harassment or sexual discrimination pertaining to the female staff members and the female students.**
2. **Take necessary remedial measures wherever possible or submit its findings with recommendations to the Director.**
3. **To pursue for time-bound enquiry of the complaints, wherever necessary.**
4. **To provide special counselors to the victim, as and when necessary.**
5. **To report to the BOM, if there is a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.**
6. **To ensure safe and healthy working environment for the female employees and the students, whereby they are protected against any kind of victimization and are always provided with environment which is free from fear and is conducive to progress and for discharging their duties.**

The person concerned may also approach and write/email on

igbs.grievance@indiragbs.edu.in

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INTERNAL COMPLAINT COMMITTEE

IGBS has formulated Internal Complaint Committee (ICC) according to the specifications of “Sexual Harassment of Women at Workplace Act, 2013.

Objectives of Internal Complaint Committee (ICC) are:

1. To provide safe working environment at the workplace.
2. Organize workshop and awareness programs at regular intervals for sensitizing the employees with the provisions of the Act, and orientation programmes for the members of Internal Complaint Committee in the manner as may be prescribed.

MEMBERS OF INDIRA GLOBAL BUSINESS SCHOOL WOMEN GRIEVANCE AND INTERNAL COMPLAINT COMMITTEE

Sr. No.	Name of Members	Designation
1	Prof. Supriya Desai	Coordinator
2	Prof. Priyanka Darekar	Member - Teaching
3	Ms. Nilam Naidu	Member Non-Teaching
4	Ms. Amrita Patkar	Member - Student - Girl
5	Ms. Kinjal Bhandarkar	Member - Student - Girl

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