

FNTCN Internal Complaint Committee for Prevention, Prohibition and Redressed of Sexual Harassment of Women at workplace

Sexual Harassment is any unwelcome sexually determined behavior, direct or by implications (Definition by Hon. Supreme Court) as:

- Physical contact and advances
- A demand or request for sexual favors
- Sexually colored remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Sexual harassment need not involve physical contact. The first principle of sexual harassment is that it is against the consent of the person concerned. Any contact that creates a hostile work environment counts as sexual harassment.

Sexual Harassment of Women at Workplace Act, 2013:

With the enactment of the Sexual Harassment of Women at Workplace [Prevention, Prohibition and Redressal Act 2013, (Sexual Harassment Act)] in April 2013, consistent with the Vishakha judgment. The Act aspires to ensure women's right to workplace equality, free from sexual harassment through compliance with the above mentioned three elements. This policy aims at:-

1. **Prohibition** of any unwelcome behavior that constitutes workplace sexual harassment;
2. **Prevention** of workplace sexual harassment through orientation, awareness and sensitization sessions; and
3. Provision of a detailed framework for a **redressal mechanism**

Working Of ICC, FNTCN:

- Members of ICC meet quarterly.
- Distributing the guidelines for the creation of a healthy environment.
- To make the campus safe, free of sexual harassment with zero tolerance.
- To take stock of all complaints of sexual harassment at the workplace at FNTCN.
- Redressed of complaints of sexual harassment at FNTCN.
- Awareness programmes for teaching/non-teaching staff/students on gender bias, sexual harassment, women empowerment.
- Generation of reports and submission of the same to officials.

Complaint Mechanism:

WHO CAN COMPLAIN?

- Aggrieved woman

- Victim's relative
- Coworker
- Any person who has knowledge of about the incident with the written consent of the aggrieved.

WHAT SHOULD COMPLAINT CONTAIN?

- Description of incident (s)
- Date (s)
- Timings
- Respondent's name
- Parties working relationship

REDRESSAL:

On receiving such complaints, appropriate action is taken by the ICC to resolve the issue according to the service rules of the Institute

Internal complaint committee

Sr. No	Name	Designation	Post Head
1.	Mrs. Indu Alwadakar	Principal	Chairperson
2.	Ms.Sadhnatai Saraf	NGO, Representative	Member
3.	Ms. Shabnam Sayyad	Nursing Tutor	Member
4.	Mrs. Leena Pahune	Nursing Tutor	Member
5.	Ms. Priyanka Meshram	Nursing Tutor	Member
6.	Ms. Swity Jawade	Nursing Tutor	Member
7.	Ms. Sangeeta Shende	Nursing Tutor	Member
8.	Ms.Reshma Sheikh	Legal Consultant, DMIMS (DU)	Member
9.	Ms. Smeeta Mujbaile	AA.O, FNTCN.	Member
10	Mrs.Rama Khadatkar	Assistant Nursing Superintendent (ANS), AVR BH	Member

FOR ANY INCIDENT/ COMPLAINT, PLEASE CONTACT: 9765404010