



Ref : UPL University/Committee-Cell/2024-25/10

Date : 24/1/2025

Internal Complaints Committee (ICC)

**(Ref : UGC prevention, prohibition and redressal of sexual harassment of women
Employee and students in Higher Education regulations,2015)**

Internal Complaints Committee consists of the following members and they will look after the Prevention of Sexual Harassment against the employees and the students. Basic responsibilities of ICC's are as follows ;

- Publicly notify the provisions against sexual harassment and ensure their wide dissemination
- Organize training programs for the employees and students
- Publicly commit itself to a zero tolerance policy towards sexual harassment
- Create awareness about the constitutes sexual harassment including hostile environment harassment and quid pro quo harassment
- Provide assistance if an employee or a student choose to file a complaint with the police:
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issue through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.





Details of ICC's Committee Members :

Sr. No	Faculty/ Staff members	Position in Committee	Email and Contact no
1	Dr. Purvi Naik	Presiding Officer	Mo: 9428442655 Email: purvi.naik@upluniversity.ac.in
2	Ms. Meera Panjwani	Member from NGO	Mo : 9909994903 Email : meera.panjwani@gmail.com
3	Mr. Pratik Christian	Representative from sponsoring body	Mo : 9537767125 Email: pratik.christian@beil.co.in
4	Dr. Trupti Patel	Member- Teaching faculty	Mo : 9979415295 Email: trupti.patel@upluniversity.ac.in
5	Ms. Nupur Modi	Member- Teaching faculty	Mo: 97277 10721 Email: nupur.modi@upluniversity.ac.in
6	Ms. Dhruvi Tailor	Member- Non-Teaching	Mo : 9712778750 Email: dhruvi.tailor@upluniversity.ac.in
7	Ms. Isha Mevada	Member- Non-Teaching	Mo : 9227122002 Email: isha.mevada@ upluniversity.ac.in




Registrar

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