



SETH GYANIRAM BANSIDHAR PODAR COLLEGE

Accredited with 'A' Grade (3.04 CGPA) by NAAC-UGC

Recognition of *college* under Section 2(f)/12(B), UGC Act, 1956

Affiliated to *Pandit Deendayal Upadhyaya Shekhawati University, Sikar*

Internal Complaints Committee (ICC)

Seth Gyaniram Bansidhar Podar College, Nawalgarh

Seth Gyaniram Bansidhar Podar College, Nawalgarh is a co-educational institution committed to fostering an academic and professional environment based on the principles of **equality, dignity, mutual respect, and inclusivity**. The college endeavours to ensure a **safe, supportive, and discrimination-free campus** for all its stakeholders.

In keeping with its commitment to a respectful and secure environment, the college follows a **Zero Tolerance Policy** towards sexual harassment in any form.

In compliance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, and the **UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015**, Seth Gyaniram Bansidhar Podar College has constituted an **Internal Complaints Committee (ICC)**.

The ICC ensures that all complaints relating to sexual harassment are **received, examined, and resolved promptly, impartially, and with strict confidentiality**.

Sexual harassment includes, but is not limited to:

- Unwelcome physical contact or advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Any other verbal, non-verbal, or physical conduct of a sexual nature

Objectives of the ICC

The Internal Complaints Committee aims to:

- Prevent incidents of sexual harassment by promoting **awareness, gender sensitivity, and respectful conduct** among students, faculty, and staff.
- Ensure a **safe, dignified, and inclusive workplace and learning environment** for all members of the college community.
- Provide a **fair, transparent, confidential, and accessible mechanism** for redressal of complaints related to sexual harassment.
- Uphold the principles of **gender equality, natural justice, and impartial inquiry** through timely and effective resolution of grievances.
- Organize **awareness programmes, workshops, and sensitization activities** on issues related to gender, sexual harassment, and women's rights.

Rambilas Podar Road, Nawalgarh, Dist: Jhunjhunu - 333042

Contact No: 8619868884

Web Site: www.podarcollege.com E-Mail: principal@podarcollege.com



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Who Can Approach the ICC

Any **aggrieved woman** who experiences sexual harassment **within the college campus or during any college-related activity** may file a complaint with the ICC. This includes:

- Women employees of the institution (Teaching and Non-Teaching staff)
- Students enrolled at the college
- Visitors to the college campus

Note:

If the aggrieved woman is **unable to file the complaint** due to physical or mental incapacity, or in the **event of her death**, a **legal heir or a person authorized under the Act** may submit the complaint on her behalf.

ICC Committee Composition (2025-2026)

Sr. No.	Name	Designation	Position
1	Dr. Sanjay Saini	Assistant Professor	Presiding Officer
2	Dr. Vikram Singh Jakhar	Assistant Professor	Member
3	Dr. Ravina Jhahhariya	Assistant Professor	Member
4	Mr. Mukesh Kumar Saini (PIMS)	Assistant Professor	Member
5	Mr. Anil Kumar Jangir	Senior Clerk	Member, Non-Teaching Staff
6	Mr. Hemant	Junior Clerk	Member, Non-Teaching Staff
7	Mr. Yogendra Mishra	External Member	Alumni, Social Worker
8	Ms. Lekha Marwal	Student	Undergraduate Student Member
9	Ms. Kanak Yadav	Student	Undergraduate Student Member

Contact:

Dr. Sanjay Saini (ICC Presiding Officer): 9828256745

Any student / teaching staff / non-teaching staff who wish to file a sexual harassment complaint can contact any member of the ICC committee in college.

OR

Email us at icc@tcsc.edu.in

OR

Students can [File the complaint online](#).

Helpline Numbers

Women Helpline Number: 181

Emergency Response Support Number: 112

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ICC Posters



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Thakur Educational Trust's (Regd.)

THAKUR COLLEGE OF SCIENCE & COMMERCE



AUTONOMOUS COLLEGE AFFILIATED TO UNIVERSITY OF MUMBAI

NAAC Accredited with Grade 'A' (3rd Cycle) & ISO 9001: 2015 Certified

Best College Award by University of Mumbai for the Year 2018-2019

CELEBRATING
25 YEARS OF GLORY

INTERNAL COMPLAINTS COMMITTEE (ICC) FOR PREVENTION OF SEXUAL HARASSMENT

TCSC

has

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ZERO TOLERANCE

TO

SEXUAL HARASSMENT

Report any unacceptable behaviour to ICC by
filing a complaint on www.tcsc.edu.in

OR

Email us at tcscicccomplaints@gmail.com





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tcsc

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FOR PREVENTION OF SEXUAL HARASSMENT**



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Your identity will be confidential



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INTERNAL COMPLAINT COMMITTEE

For Prevention Of Sexual Harassment



ZERO TOLERANCE FOR SEXUAL HARASSMENT

- Physical contact and advances
- A demand or request for sexual favours
- Sexually colored remarks
- Showing pornography
- Cat calls
- Turning group discussions into sexual topics
- Touching an employee's clothing, hair and body
- Personal questions about sexual life
- Telling lies or spreading rumors about a person's personal sex life
- Unwanted pressures for date
- Crude gestures or talks
- Sexual innuendos or stories
- Any other unwelcome physical, verbal or non-verbal sexual nature



In case of any complaint email us at tcscicccomplaints@gmail.com

Your Identity Will Be Confidential



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FOR PREVENTION OF SEXUAL HARASSMENT



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tscsc

CELEBRATING
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INTERNAL COMPLAINT COMMITTEE (ICC)

FOR PREVENTION OF SEXUAL HARASSMENT

**STAND AGAINST
SEXUAL
HARASSMENT**



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