



**SBES College of Arts and Commerce**  
**Internal Complaints Committee**

The following committee is constituted to verify, scrutinize, and decide the matters of sexual harassment against women employees and students at workplace.

Prof (Dr.) Smita Shinde	Presiding Officer	9604320039
Advocate Manjusha Deshpande	Member NGO	---
Dr. Savita Joshi	Member	9637645911
Ms. Seema Sidiquee	Member	9850176762
Ms. Manjushri Bhalerao	Member	9423149519
Ms. Revati Giri	Member	9923098117
Prof (Dr.) Hemchandra Deshmukh	Male Member	9421666202
Student Representative		

Incharge Principal

**ICC related information visit following links.**

The Sexual Harassment at Workplace (Prevention, prohibition, and redressal) Act- 2013

[http://www.sbacollege.in/Sexual\\_Hars/sexual.pdf](http://www.sbacollege.in/Sexual_Hars/sexual.pdf)

Handbook on Sexual Harassment of Women at Workplace

[http://www.sbacollege.in/Sexual\\_Hars/Handbook.pdf](http://www.sbacollege.in/Sexual_Hars/Handbook.pdf)

UGC (Prevention, prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

[http://www.sbacollege.in/Sexual\\_Hars/ugc.pdf](http://www.sbacollege.in/Sexual_Hars/ugc.pdf)