

S.V. INSTITUTE OF MANAGEMENT (SVIM) – KADI,

INTERNAL COMPLAINTS COMMITTEE

SVIM has zero tolerance policy against sexual harassment. The SVIM Internal Complaints Committee (SVIM-ICC) had been constituted on January 28, 2016 according to norms as specified in the New Act 2013 on Sexual Harassment of Women at Workplace: Prevention, Prohibition and Redressal.

As per the Supreme Court of India, sexual harassment of women is a violation of the fundamental right of women to work in a safe environment. Any one or more of the following acts or behaviour (whether directly or by implication):

- physical contact and advances;
- demand or request for sexual favours;
- Sexually oriented remarks
- Showing pornography
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:

- implied or explicit promise of preferential treatment in employment;
- implied or explicit threat of detrimental treatment in employment;
- implied or explicit threat about her present or future employment status;
- interference with her work or creating an intimidating or offensive or hostile work environment for her;
- humiliating treatment likely to affect her health or safety.

Functions of the Committee

1. SVIM - ICC will examine all matters relating to women in the workplace and will make suggestions and proposals to the institute administration regarding such matters.
2. The committee will arrange programs on Women's Day and at other times, as is deemed necessary.
3. The committee will admit complaints from
 - a. Female employees on harassment and discrimination in the workplace by other employees.
 - b. Female students on harassment and discrimination in the classroom and in relation to academic activities by faculty and staff
 - c. Female residents on harassment, assault and other forms of misbehavior by employees.



4. The Committee will institute Enquiry Committee as it deems fit to examine particular complaints.
5. The Committee will make recommendations on actions to be taken on specific complaints.

Provision of Punishment

In case, it has been proved that the offender has indulged in sexual harassment at the work place, appropriate disciplinary action would be taken against him.

Where such conduct amounts to a specific offense under the Indian Penal Code or under any other law, a complaint shall be filed with the appropriate authority for action to be taken in accordance with the law.

Final Appellate Authority And Committee:-

Sr. No.	Name of the Member	Designation in the Institute/ University	Position in the Committee
1	Dr. BhavinPandya	Dean – Faculty of Management Studies, KadiSarvaVishwavidyalaya, Gandhinagar	Presiding Officer
2	Dr. PritiSalvi	Associate Professor	Co-ordinator
3	Prof. Neeta Pathak	Assistant Professor	Member
4	Prof. RevatiDeshpande	Assistant Professor	Member
5	Prof. ShraddhaJadeja	Assistant Professor	Member
6	NayakYogeshkumarJitubhai	Student – MBA Semester I	Member
7	PagiDharmishthaGulabbhai	Student – MBA Semester I	Member
8	JaniFalakbenPankajkumar	Student – MBA Semester III	Member
9	SolankiBhaveshkumarAmratbhai	Student – MBA Semester III	Member
10	GohilVanitaMaheshbhai	Student – MBA(I) Semester I	Member
11	KulkarniYashManojbhai	Student – MBA(I) Semester I	Member
12	ChaudhariVikashkumarNarsingbhai	Student – MBA(I) Semester VII	Member
13	ChauhanJanhvibenYashavntbhai	Student – MBA(I) Semester VII	Member
14	MaheshwariAvniAnilbhai	Student – MBA(I) Semester IX	Member
15	Patel Harsh Navinbhai	Student – MBA(I) Semester IX	Member


