

**Sexual Harassment Redressal Committee (POSH)/  
Internal Complaint Committee  
Universal Ai University**

The University has constituted an Internal Complaints Committee (ICC) under the provisions of the UGC (Prevention, Prevention and Control of Violence Against Women and Students) Regulations-2015 and Violence Against Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Committee works to solve problems related to sexual harassment and discrimination in the workplace. As per UGC guidelines, the university has established ICC with the aim of creating a safe and supportive environment for female staff and students and our main objective is to focus on the guidelines laid down by the University Grant Commission for expeditious investigation of complaints outlined in the UGC Regulations-2015 and the Prevention of Sexual Harassment (PoSH) Act.

The Violence Against Women at Workplace Act (Defense, Safety and Security) Act, 2013, which replaced the Vishakha Directive of 1997, mandated the establishment of Internal Complaints Committees (ICC) in all Colleges and Universities. To implement these guidelines, the College adopted a Zero-tolerance policy towards sexual harassment.

Our university has established Internal Complaints Committee as per guidelines of UGC to nurture a healthy, secure and supportive environment for female staff and students.

**OBJECTIVES**

- 1) Attempts made strictly to adhere to the procedures outlined in UGC-Regulations 2015 and the Prevention of Sexual Harassment (PoSH) Act for conducting timely investigations into complaints.
- 2) Implementing guidelines and norms for a campus policy against Harassment.
- 3) Instilling awareness among students and staff about their legal rights under PoSH Act 2013.

**PROCEDURE**

The Internal Complaints Committee serves as a dedicated body formed by the university to address the complaints. Distinct from the Grievances Redressal Cell, the Internal Complaints Committee operates with its own procedures and powers providing a safe and secure environment for employees and students at the university.

The procedure includes the submission of the written complaints by aggrieved women to the convener of the committee within prescribed period of the incident. The convener of the

committee shall convene a meeting and find out amicable solutions and report it to university's authorities.

The Internal Complaints Committee is constituted to prevent harassment at workplace within the university premises, ensuring the policy's implementation through proper reporting and follow up procedures, upholding the commitment of the college to providing a congenial environment.

**INTERNAL COMPLAINTS COMMITTEE / POSH (2025-2026)**

Sl. No	Name	Remarks
1	Prof. (Dr) Waheeda Thomas	Chairperson
2	Prof. (Dr) Harshita Kumar	Member
3	Prof. (Dr) Shilpa Joshi	Member
4	Mr. Deepak Chawla	Member
5	Dr. Sagina Deshmukh	External Member (Expert)



Prof. Buddhadeb Das  
**Registrar**  
Universal Ai University, Karjat.

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