



National Insurance Academy, Pune

A Report on The Activities of Internal Complaints Committee (ICC) For the Period 1st April 2024 to 31st March 2025

The competent Authority of National Insurance Academy, Pune has constituted Internal Complaints Committee (ICC) as per the advice of AICTE & guidelines under University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutes) Regulation 2015.

The ICC was re-constituted w.e.f. 07-05-2024.

Current Members of ICC are -

1. Dr. Shalini Tiwari, Member
2. Ms. Gayathri Iyer, Member
3. Dr. Sushama Keskar, External Member
4. Dr. Archana Singh, Member
5. Dr. Deepali Garge, Member
6. Ms. Suparna Bedakihale, Member
7. Ms. Hema Kolekar, Member
8. Mr. Sanadiip Vaishnv, Member

The various activities undertaken by the Internal Complaints Committee (ICC) of NIA during Financial year 2024-2025 are as follows:

AWARENESS PROGRAMME FOR PGDM STUDENTS

- It is most important for all the PGDM students to follow discipline at all times in the NIA Campus and also Off Campus. In order to create awareness amongst all the PGDM students, two lectures (boys & girls separately) on "Sensitizing the students about Prevention, Prohibition and Redressal of Sexual Harassment" was conducted on 26-July-2024. Dr. Sunita Shetty Menon guided the students.

DISPLAY OF POSTERS / FRAMES IN NIA CAMPUS

- Posters / Frames have been displayed at sufficient places in the campus (e.g. Administrative Block, Library, MDP Hostel and PGDM Hostel) to communicate NIA's Policy on Zero Tolerance against sexual harassment of Women at National Insurance Academy.

Complaint Redressal / Status

Period	Number of complaints received	Number of complaints disposed off	Number of complaints pending for more than ninety days	Nature of action taken by the employer
01-04-2024 to 31-03-2025	NIL	NIL	NIL	NIL

- At National Insurance Academy, Members of ICC have taken adequate measures to ensure Zero Tolerance against sexual harassment.

ICC MEETINGS

We had conducted 4 ICC Meetings in the Financial Year 2024-25 on following dates:

1. 6th September 2024
2. 7th October 2024
3. 4th December 2024
4. 6th March 2025

Internal Complaints Committee (ICC)