



National Insurance Academy, Pune

A Report on The Activities of Internal Complaints Committee (ICC) For the Period 1st April 2025 to 31st March 2026

The competent Authority of National Insurance Academy, Pune has constituted an Internal Complaints Committee (ICC) as per the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The ICC was re-constituted w.e.f. March 2026.

Current Members of ICC are -

1. Dr. Sushama Chaudhari, Chairperson
2. Dr. M. C. Patwardhan, Member
3. Adv. Deepti Dole, External Member
4. Dr. S Uma, Member
5. Dr. Shalini Tiwari, Member
6. Mr. Sanadiip Vaishnv, Member & Nodal Officer

The various activities undertaken by the Internal Complaints Committee (ICC) of NIA during Financial year 2025-2026 are as follows:

Sensitization Sessions about POSH for Faculty Members, Staff and Contractual Employees:

We had organized separate Sensitization Sessions about POSH for Faculty Members, Staff and Contractual Employees on 1st October 2025. Details are as follows:

Session 1 for Faculty Members and Staff Members

Day & Date: Wednesday, 1st October 2025

Time: 10:30 AM – 11:30 AM

Session 2 for Contractual Employees (in Marathi)

Day & Date: Wednesday, 1st October 2025

Time: 12:00 PM – 01:00 PM

Around 65+ Participants (Faculty Members + Staff + Contractual Employees) attended the Sensitization Session.

Both the Sensitization Sessions were conducted by Adv. Deepti Dole.

AWARENESS PROGRAMME FOR POST GRADUATE 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-June-2025. 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 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
01-04-2025 to 31-03-2026	NIL	NIL	NIL	NIL

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

ICC MEETINGS during 01-04-2025 to 31-03-2026

After sensitization session on 1st October 2025, the ICC Committee reviewed the activities undertaken and planned future action agenda for the year 2026-27

Internal Complaints Committee (ICC)

Date: 18-May-2026