



Rizvi Education Society's
RIZVI COLLEGE
OF ARTS, SCIENCE & COMMERCE



RIZVI EDUCATIONAL COMPLEX, OFF CARTER ROAD, BANDRA (W), MUMBAI - 400 050
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NAAC Accredited 'B++' Grade

Date: 10/02/2026

RIZVI COLLEGE OF ARTS, SCIENCE & COMMERCE

Internal Complaints Committee's Zero Tolerance Policy (ZTP) Against Sexual Harassment Under POSH Act, 2013 (Prohibition of Sexual Harassment of Women at Workplace)

1. Rizvi College is committed to providing a safe environment for all its employees and students, free from discrimination on any ground and from harassment at work, including sexual harassment.
2. Rizvi College operates a zero-tolerance policy for any form of sexual harassment in the workplace and campus. All incidents will be treated seriously and promptly, and all allegations will be thoroughly investigated.
3. Any person found guilty of sexual harassment will face strict disciplinary action, including dismissal from employment/rustication. Further, the accused may also face legal action such as filing of an FIR.
4. All complaints of sexual harassment will be taken seriously and treated with respect and absolute confidentiality.
5. No individual will be victimized for making a complaint regarding sexual harassment.
6. In case of physical, verbal, or any other form of sexual harassment, students/faculty/stakeholders can immediately report to the following authorities:

Internal Complaints Committee (ICC): Key Members

- **Prof. (Dr.) Anjum Ara Ahmad** – Vice-Principal (Degree College) – Presiding Officer (+91 8451046220)
- **Mrs. Shaikh Shahida** – Co-Convenor (+91 9867064206)
- **Lt. Roshan Khobragade** – Member – Legal Advisor (+91 9820544795)
- **Mr. Shaikh Shahabuddin** – Vice-Principal (Junior College) (+91 9820886632)
- **Mrs. Hasina Shaikh** – Supervisor (Junior College) (+91 9372244050)
- **Ms. Najmunnisa Shaikh** – Member (+91 9967316256)
- **Mrs. Parveen Ansari** – Member – Non-Teaching Staff (+91 9773097397)
- **Mrs. Carolina Kini** – Member – Non-Teaching Staff (+91 9819472883)

Sexual harassment includes physical contact and advances, demand or request for sexual favors, making sexually colored remarks, showing pornography, or any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

**Any students or Staff having any complain regarding the above issue can contact any member of ICC or Email on icc@rizvicollege.edu.in

Prof. (Dr.) Anjum Ara Ahmad
Presiding Officer

Prof. (Dr.) Arunachlam S.
Principal I/C