

Officers and Committees

Academic Year 2022 - 2023

1. Internal Complaints Committee (ICC):

Reporting of all incidents of Discrimination and Harassment, including Sexual Harassment is made to the Internal Complaints Committee (ICC), preferably, within a period of 3 (three) months from the date of such incident. The ICC will complete the enquiry within a period of 60 (sixty) days and prepare a report for the management. (Please note that this is for complainants above 18 years of age)

The composition of ICC is as under:-

Designation	Name
Presiding Officer	Linn Friedrichs (Deputy Head of College)
Member	Liam Goodacre (Faculty)
Member	Zeenat Ansari (Faculty)
Member	Curran Russell (Faculty)
Member	Arlene Coelho (Staff)
Member	Lahu Jori (Staff)
External Member	Advocate Tanuja Kolhatkar

2. Anti-Discrimination Officer:

The ICC shall also act as an Equal Opportunity Cell and a Professor or an Associate Professor of the College shall be appointed as an Anti-Discrimination officer. The Equal Opportunity Cell and the Anti-Discrimination Officer shall prohibit any conduct by any person or group of persons in the College, whether by words spoken or written or by any act which has the effect of Discrimination.

The Composition is as under:-

Designation	Name
Anti-Discrimination Officer	Reid Pierce (Faculty)

3. Complaint Resolution Officer:

A Complaint Resolution Officer (CRO) is appointed by the college. Any student, faculty or staff member who feels that he/she has been aggrieved because the policies of the college weren't followed, such person should approach the CRO at the earliest opportunity. The CRO should be trained in handling such issues or have access to professional guidance.

The Composition is as under:-

Designation	Name
Complaint Resolution Officer	Matthew Spall (Faculty)

4. Child Protection & Deputy Child Protection Officers:

The Mahindra United World College, India (MUWCI) is committed to the prevention of child abuse and to the protection of children in line with the United Nations Convention on the Rights of the Child. Decisions to report or act upon suspected cases of child abuse or neglect will be based on the preliminary investigation establishing such act has been committed as defined by the Protection of Children from Sexual Offences (POCSO) Act, 2012 heeding to the prevailing laws of India and Maharashtra.

The Composition is as under:-

Designation	Name
Child Protection Officer	Subarna Sampat
Deputy Child Protection Officer	Karl Pestonji

5. Safeguarding Team:

An overarching safeguarding Team has been established to address matters of sexual abuse, assault, discrimination and harassment. The purpose of this Team is threefold:

- a) Ensure policies, protocols, and guidelines are in place regarding safeguarding and child protection.
- b) Establish a Child Protection Committee (CPC) to be the receiver of complaints and conduct investigations.
- c) Disseminate information about POSH, POCSO, and also coordinate training.

The composition of Safeguarding Team is as under:-

Designation	Name
Chair	Gaurav Chopra (Head of College)
Member	Linn Friedrichs (Deputy Head of College)
Member	Sachin Dicholkar (Head of CIS)
Member	Subarna Sampat (Child Protection Officer)
Member	Karl Pestonji (Deputy Child Protection Officer)
Member	Astha Dugar (Mindfulness & Wellbeing Psychologist)

The composition of the Child Protection Committee (CPC) is as under:-

Designation	Name
Member	Subarna Sampat (Child Protection Officer)
Member	Karl Pestonji (Deputy Child Protection Officer)
Member	Sachin Dicholkar (Head of CIS)
Member	Astha Dugar (Mindfulness & Wellbeing Psychologist)

6. College Assembly:

The College Assembly provides a representative voice and should determine how students are nominated to the various committees where decisions are made. It also provides an opportunity for office holders or community members to share ideas or propose initiatives and to solicit feedback. CA Faculty Representatives:

The composition of the Assembly is as under:-

Designation	Name
Wada 1 Student Representative	Abhay Gupta, Isabella (Izzy) Lo, Karine Grindahl,
Wada 2 Student Representative	Ella Throne, Ashley Venoaks, Kabir Goel
Wada 3 Student Representative	Francisco Silveira Azar, Rejoice Mzumara, Param Gogia
Wada 4 Student Representative	Milena Škobić, Shakthi Palraj, Natalie Katalla
Wada 5 Student Representative	Erik Rothenberger, Sia Kusumgar, Anya Baphna
Faculty Representative	Chiara Khayamian + Saad Ahmed

7. Disciplinary Hearing Committee:

A disciplinary Hearing will be held for any serious infraction of the Code of Conduct as per the Disciplinary Escalation Matrix.

The Composition of the Committee is as under:-

Designation	Name
Presiding Officer	Gaurav Chopra (Head of College)
Member 1	Linn Friedrichs (Deputy Head of College)
Member 2	Ainhua Orensanz (HoA) and/or Karl Pestonji (HoSL) and /or Manish Thapar (HoT)
Member 3 & 4	Lydia Brenda Ogutu (Faculty) and/or Chiara Khayamian (Faculty) and/or Sanidhya Sharma (Faculty)and/or Jaydip Chaudhuri (Faculty)
Member 5 & 6	Students (Fatma Nayer, Shichong Wang, Annika Von Der Decken, Ali Nawaf)
Member 7	Sachin Dicholkar (Head of Campus Infrastructure and Services)
Member 8	Sonal Talaulicar (Registrar)

For Appeals	Zhooben Bhiwandiwala (Board Compliance Officer)
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8. Anti-Ragging Committee:

MUWCI is committed to providing a healthy environment that is crime free and safe. The AntiRagging Committee shall ensure compliance with the Anti-Ragging Policy and the other AntiRagging laws and regulations of the country.

The Composition of the Committee is as under:-

Designation	Name
Presiding Officer	Gaurav Chopra (Head of College)
Member	Karl Pestonji (Head of Student Life)
Member	Astha Dugar (Mindfulness & Wellbeing Psychologist)
Members	Milena Škobić & & Param Gogia (Student Representatives)

9. Health and Safety Committee Meeting:

To ensure that the College's health, safety, welfare and security policies, procedures and practices are relevant and effective and to assist in their implementation and review.

The Composition of the Committee is as under:-

Designation	Name
Chair	Gaurav Chopra (Head of College)
Member	Sachin Dicholkar (Head of CIS)
Member	Linn Friedrichs (Deputy Head of College)
Member	Ainhua Orensanz (Head of Academics)
Member	Karl Pestonji (Head of Student Life)
Member	Manish Thapar (Head of Triveni)
Member	(College Doctor)
Member	Avdhesh Kumar Singh (Health and Safety Officer)
Member	Sameer Shah (Sodexo)
Member	Mukund Palkar (Security Officer)

Member	Vinayak Sakat (HR Manager - Secretary)
Member	Rejoice Mzumara & Anya Baphna (Student Representative)