Marathwada MitraMandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052

Since 1994

INTERNAL COMPLAINT COMMITTEE
ACADEMIC YEAR 2026-27

Preamble

The Internal Committee constituted in 2014 according to 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013'. Along with this Act, the ICC seeks to adhere to the spirit of Vishakha guidelines preceding this legislation in order to address the issue of sexual harassment at workplace for ensuring gender equality. The ICC aims to look into the complaints of sexual harassment in the establishment and also to generate awareness about the issue. The Act has outlined the constitution of the committees, the process to be followed for making a complaint and conducting inquiry into the complaint in a time bound manner.

Objectives

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed
- To advice complainants of means of resolution as specified by the legislation
- To ensure fair and timely resolution of sexual harassment complaints
- To provide counselling and support services on campus
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment

Functions

1. Complaint Redressal: As per the act 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013', appropriate action will be taken once the complaint is filed.
2. Dissemination of Information: through production, distribution and circulation of materials, posters and handouts etc. to SPPU campus community.
3. Awareness Workshops: for faculty, non-teaching staff and students with an aim to develop nonthreatening and non-intimidating atmosphere of mutual learning.
4. Counselling – Confidential counselling service is an important service as the sexual harassment cases are rarely reported and are a sensitive issue. Counselling provides a safe space to speak about the incident and how it has affected the aggrieved woman.

Frequency of the Meeting

Internal Complaint Committee conducts biannual meetings.

Composition of Internal Complaint Committee

Sr.no	Name	Representing committee as	Contact Number
1	Dr. Mangalgauri Patil	Chairperson	9503096123
2	Prof Pranjal Jadhav	Secretary	8625066097
3	Prof. Aparna Shastri	Teaching Staff	9922912767
4	Adv. Mrunal Patel	Law Expert	9371207658
5	Ms Deepali Maharanwar	Non-Teaching staff	9970394893
6	Mr Himmat Salunkhe	Non-Teaching staff	8830127261
7	Ms Riya Vidhate	Student Representative	8208889052
8	Mr Dhananjay Shinde	Student Representative	8698624602
9	Ms Sharddha Gavi	Student Representative	8830742606

Prof Pranjal Jadhav Secretary, ICC	Dr. Mangalgauri Patil Chairperson , ICC	Dr Shubhangee Ramaswamy Director,
Prepared by	Reviewed/Recommended by	Approved by