



Vamanrao Ithape Institute of Management, Sangamner

(MBA/BBA/BCA)

Approved by AICTE New Delhi, Permanently Affiliated to Savitribai phule pune university
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Internal Complaints Committee Annual Report 2024-25

Internal Complaints Committee (ICC) ICC has been constituted as per the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' as passed by the Parliament of India to provide protection against sexual harassment of women at workplace and redressal of associated complaints. This committee shall address sexual harassment issues faced by girl students/women staff inside the college premises. The committee was constituted on 12th November 2024. The committee is functional with the following members.

INTERNAL COMMITTEE 2024-2025

S.N.	NAME	DESIGNATION
01	Ms. GAIKWAD KARTIKI	PRESIDING OFFICER
02	Ms. SHAIKH SUMMAIYYA	MEMBER
03	Mr. DATIR SWAPNIL	MEMBER
04	Ms. KAWADE TEJASHRI	MEMBER (NON TEACHING STAFF)
05	Ms. RAUT VAISHALI	MEMBER (NON TEACHING STAFF)
06	Mr. DAPSE SACHIN PARASHRAM	MEMBER (STUDENT)
07	Ms. NEHULKAR SHRUTI DEEPAK	MEMBER (STUDENT)
08	MR. MULANI RIHAN IKBAL	MEMBER (STUDENT)

Objectives-

1. To prevent and address incidents of sexual harassment within the college.
2. To create an environment where individuals feel safe to report incidents of sexual harassment without fear of victimization.
3. To ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.



4. To promote gender equality, dignity, and respect for all members of the college community.

5. To provide support and assistance to victims of sexual harassment.

Mechanism for Submission of complaints-

An aggrieved person who is experiencing sexual harassment may follow the steps given below for redressal:

- Directly communicate to the harasser that he/she considers the behaviour inappropriate and that the conduct is unwelcome and wants it to stop. This must be stated very firmly and clearly.
- If the harassment persists, the aggrieved may report the situation to his/her HoD/Director respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee.

Action Taken Report : 2024-25

❖ For this session 2024-25, Miss. Shaikh Summaiyya, Assistant Professor, took charge of the convenor of this committee on 12th November 2024 and the committee ensured that there was no sexual harassment on campus.

❖ First Counselling :

1st Counselling was done on 8th January 2025.




Director

Dr. Surwade Dayanand J.
Director
Vamanrao Ithape Institute
of Management, Sangli