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Constitution of Anti-Sexual Harassment Committee at the Institute

Academic Years 2024–2027

In accordance with the guidelines of the University Grants Commission and the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Anti-Sexual Harassment Committee for the academic years 2024–2027 is hereby constituted to ensure a safe, respectful, and discrimination-free working and learning environment within the institution.

Composition of the Committee

1. **Dr. Varsha Bapat** – Chairperson
2. **Prof. Pallavi Jadhav** – Secretary
3. **Dr. Swapna Malshe** – External Member
4. **Adv. Vaishali Kulkarni** – External Legal Representative
5. **Mrs. Rupali Deokar** – Non-Teaching Staff Representative
6. **All Female Faculty Members** – Members

Objectives of the Committee

- To create awareness about gender sensitivity, dignity, and equality within the campus.
- To prevent any form of sexual harassment and promote a culture of respect and professionalism.
- To provide a secure platform for reporting grievances without fear of retaliation.
- To conduct fair, confidential, and time-bound inquiries into complaints, ensuring justice and support for all stakeholders.
- To recommend appropriate actions and measures based on the findings of the inquiry.



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Functions

- Organizing orientation sessions, awareness programmes, and sensitization workshops.
- Receiving and addressing complaints related to sexual harassment in a confidential manner.
- Ensuring adherence to statutory guidelines and institutional policies.
- Submitting periodic reports to the head of the institution regarding activities and cases handled.

The committee shall function proactively to uphold the values of safety, dignity, and equality on campus. Its members are entrusted with maintaining a positive environment where every individual feels protected, respected, and empowered.



Dr. Varsha Bapat

Principal