



New Satara College of Engineering and Management (Polytechnic) Korti, Pandharpur

Approved by AICTE & Affiliated MSBTE

MSBTE Institute code: I523, DTE Institute code: D-6725

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Ref. No. NSCOEM(P)/ 1304/WGC/AUG/25

DATE: 08/08/2025.

OFFICE ORDER

Internal Complaint Committee (ICC)/Women's Grievance Cell 2025-2026

New Satara College of Engineering & Management (Polytechnic), Korti is committed to providing safe academic and working environment to all girl students and its women employees. As per the guidelines of the Hon'ble Supreme Court, UGC, Sexual Harrassment of Women at workplace (prevention, prohibition & Redressal) Act 2013, an Internal Complaints Committee has been established by the Institute as follows:

Sr. No	Name and Address of the Member	Status	Designation	Gender	Cell Number
1	Mrs.Rohini S. Patil	Chair Person	Member	Female	8692900248
2	Mr.Balasaheb B. Nanaware	HOD General Science	Member	Male	7720031815
3	Ms.Pooja S.Sarvade	Lect in Computer	Member	Female	8411891499
4	Ms.Aditi V.Kamble	Non-Tech	Member	Female	7387804831
5	Mrs.Sanjivani A.Jain	Non-Tech	Member	Female	9403820305
6	Ms.Gauri Vishal Gadade (IF-TY)	Student	Student Member	Female	9881111027
7	Ms.Devika Dinkar Gaikwad(E&TC-TY)	Student	Student Member	Female	9822773175
8	Ms.Payal Umesh Bansode (Civil-TY)	Student	Student Member	Female	8180070654
9	Ms.Trupiti Sambhaji Bagal (Comp-TY)	Student	Student Member	Female	9921084622

Role & responsibilities:-

- The ICC is the designated body to receive complaints of sexual harassment, gender-based violence, and discrimination. Employees are encouraged to report any inappropriate behavior in a safe, confidential manner.
- The committee is responsible for **investigating** the complaint thoroughly and fairly. It must examine all evidence, interview the complainant and the accused, and make an impartial determination. The committee is also responsible for ensuring that both parties have the right to be heard during the inquiry.

- It is the responsibility of the committee to maintain confidentiality throughout the process, ensuring that the identities of both the complainant and the accused, as well as the details of the complaint, are not disclosed to unauthorized parties.

- The ICC can recommend temporary relief measures to ensure the complainant's safety and dignity during the investigation. These could include changes in work assignments, leaves of absence, or other actions to protect the complainant from further harm or harassment.

- The committee must ensure that complaints are resolved within a stipulated time frame, usually 3 months (as per Indian law, although it may vary), and that the complainant is kept informed throughout the process.

- The ICC ensures that the workplace is free from any form of **harassment**, including sexual harassment, gender discrimination, and other forms of inappropriate behavior. It provides a mechanism for employees, especially women, to voice concerns and complaints regarding harassment.

- The committee plays a crucial role in addressing and resolving complaints related to harassment or any gender-based issues by offering a formal process of investigation, redressal, and action.

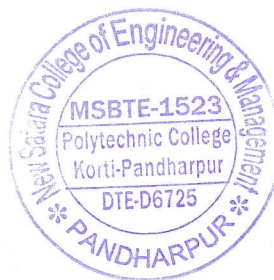
- ICCs also have the responsibility of promoting gender equality and preventing any practices that undermine the dignity of women or other marginalized groups within the organization.

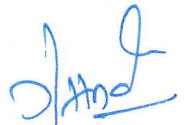
- A key aspect of the ICC is to raise awareness about gender sensitivity, the rights of employees, and organizational policies related to harassment through regular workshops, training, and awareness programs.

All concerned are hereby informed to note the above and act accordingly

C.C.:-

1. All the member of committee
2. College Notice Board
3. Boy's and Girl's hostel notice board
3. Website
4. Office Copy




Vikram H. Londhe
Principal
New Satara College of
Engineering & Management (Poly.)
Korti, Pandharpur.

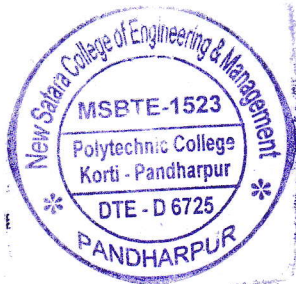
Annual Report

Date: 15/07/2025

The annual report Internal Committee 2024-25 is as follows: —

1. Formation of IC – (Anti Sexual Harassment Committee).
2. Information and working of this committee was given / presented to all newly admitted students during the Induction Program.
3. All committee members meeting was scheduled intermittently to check about the complaints received, if any.

It was observed that no complaints have been received till date.




15/7/2025

Vikram H. Londhe
Principal
New Satara College of
Engineering & Management (Poly.)
Korti, Pandharpur.

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