

**Internal Complaint Committee, Vidya Pratishthan's Kamalnayan Bajaj Institute of Engineering and Technology**

**(Sexual Harassment of Women at Workplace Act 2013)**

**Annual Report (January 2025 to December 2025)**

The Internal Committee, VPKBIET functions as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

**The Internal Committee is reconstituted in March 2025. The current members are:**

1. **Dr. Sajjan Aparna Ganeshappa, Presiding Officer**, Dept. of General Sciences and Engg, 8149073476, [aparna.sajjan@vpkbiet.org](mailto:aparna.sajjan@vpkbiet.org)
2. **Mrs. Kale Prachi D., Member - Teaching Faculty**, Dept. of Mechanical Engineering, 7798234334, [prachi.kale@vpkbiet.org](mailto:prachi.kale@vpkbiet.org)
3. **Mr. Pradeep M. Patil, Member - Teaching Faculty**, Dept. of IT Engineering, 9881549271, [Pradeep.patil@vpkbiet.org](mailto:Pradeep.patil@vpkbiet.org)
4. **Mrs. Pornima Sarode, Member - Non -Teaching Staff**, Dept. of Library, 9404385106, [pournima.sarode@gmail.com](mailto:pournima.sarode@gmail.com)
5. **Mr. Shashank Dandavate S., Member - Non -Teaching Staff**, Principal Office, 9423237373, [Shashank.dandavate@vpkbiet.org](mailto:Shashank.dandavate@vpkbiet.org)
6. **Ms. Jhanvi Girish Tambe, UG Student Member**, TE-AI&DS, 7588330036, [janvi.tambe.aids.2022@vpkbiet.org](mailto:janvi.tambe.aids.2022@vpkbiet.org)
7. **Ms. Pratiksha Phalke, PG Student Member**, FY-M.Tech., Structural Engineering, 9096919101, [pratiksha.phalke.mtechcivil.2024@vpkbiet.org](mailto:pratiksha.phalke.mtechcivil.2024@vpkbiet.org)
8. **Mr. Ajinkya Sundarkumar Chavan, UG Student Member**, TE-Mechanical Engineering, 7350041029, [ajinkya.chavan.mech.2022@vpkbiet.org](mailto:ajinkya.chavan.mech.2022@vpkbiet.org)
9. **Advocate Ms. Neelima Gujar, External member, Secretary, VP Baramati.**

**1. Complaint Redressed:**

No. of complaints received	No. of complaints resolved & Closed	No. of complaints pending for more than ninety days	Nature of action taken by the employer
02	1	00	Administrative Action Imposed





## 2. Provision of Counseling and Support Services:

Counselling and support services are available for students, staff and others in need on the campus. Internal Committee is providing support system where girl students share their worries, experiences with the communicator.

No. of complainants from the institute to whom counselling and support provided

01

## 3. Awareness Raising Programmes:

No. of awareness raising workshops conducted by the institute

02

Details of the awareness programmes conducted in the college:

SN	Nature of the Programme	Participants	Date
1	Innovative Awareness Programme on PoSH Act and Gender Sensitization: by Mr. Sandeep Mahajan (Mashoor)	All Employees of VPKBIET	1 <sup>st</sup> October 2025
2	"ICC-POSH Act Awareness Session" Awareness programme, by the women members of ICC Committee, Dr. Aparna Sajjan, Ms. Prachi Kale & Ms. Pornima Sarode.	All Women Employees of VPKBIET	7 <sup>th</sup> July 2025

## 4. Display of banner of Internal Complaint cell in the main building and new building porches.


### Broad Plan for 2026:

- 1) Organizing POSH Act awareness programme for all students by law faculty.


Date: 5/1/2026

  
Dr. Aparna G. Sajjan

**Presiding Officer**  
ICC-WEC  
VPKBIET, Baramati, 413133

  
Ms. Prachi D. Kale  
(Member ICC)

  
Mr. Shashank Dandavate  
(Member ICC)

  
Mr. Pradeep M. Patil  
(Member ICC)

  
Ms. Pournima Sarode  
(Member ICC)

