

REPORT ON POSH ACT AWARENESS PROGRAMME

Organized by: Internal Complaints Committee (ICC), VPKBIET, Baramati

Event: Awareness Programme on POSH Act (Prevention, Prohibition & Redressal of Sexual Harassment)

Date & Time: 12th October 2026 at 4:30 to 5.30 PM

Venue: Conference Hall (MB), VPKBIET

Resource Person: Dr. Atul R. Shahane (Interim Principal, VP's Vasantao Pawar Law College, Baramati; Expert in Corporate Law & Criminal Law)

The Internal Complaints Committee (ICC) of VPKBIET organized a POSH Act Awareness Programme for all teaching and non-teaching staff. The guest speaker, Dr. Atul R. Shahane, outlined vital professional standards, administrative guidelines, and legal provisions to foster a safe working environment.

Session Highlights:

The program commenced with Ms. Prachi Kale introducing the guest speaker, Dr. Atul R. Shahane. During the session, Dr. Atul R. Shahane elaborated on the legal, administrative, and ethical dimensions of preventing sexual harassment at workplace institutions:

- **Professional Conduct:** The speaker emphasized the necessity of maintaining strict professional behavior within the campus premises. Faculty and staff were advised to preserve appropriate personal physical distance, restrict all discussions strictly to academic and official matters, and strictly avoid making personal comments or informal remarks.
- **Transparency:** Dr. Shahane highlighted key administrative precautions when conducting one-on-one meetings. He advised that male faculty members interacting with female staff or students in closed rooms should keep office doors open and ensure the presence of at least one other staff member in the vicinity. The same precautionary protocol applies vice versa to ensure transparency and prevent misunderstandings.
- **Written Complaint:** Dr. Shahane emphasized that any complaint submitted to the ICC must mandatorily be in written form (physical letter or official email).
- **Legal Timelines:** The speaker detailed the legal timelines for Redressal—a complaint must be filed with the ICC within 90 days (3 months) of the incident, a copy of the complaint must be served to the respondent within 7 working days (10 days), and the overall inquiry process must be completed within 90 days. Upon completion of an inquiry, the ICC must submit its



final inquiry report to the Employer / and both involved parties within 10 days. Additionally, the ICC is legally required to submit its Annual POSH Report to the District Office (District Officer / District Social Welfare Officer) and the Employer at the end of each calendar year.

- **Extended Campus Boundaries:** The speaker clarified that the workplace scope under the POSH Act extends beyond classrooms and offices to include libraries, laboratories, hostels, dining halls, sports grounds, college transport, field trips, internships, industrial visits, and any off-campus academic events organized by the institute.
- **Conciliation & Settlement Rules:** Dr. Shahane noted that before initiating a formal inquiry, the ICC can, upon the explicit request of the aggrieved party, attempt an informal settlement through conciliation. However, he emphasized that no monetary settlement ("money business") can be made the basis of such conciliation.
- **Strict Privacy:** The identities of the complainant, respondent, and witnesses, along with inquiry details, are legally protected from public disclosure or media reporting under penalty of fine. Dr. Shahane strictly cautioned staff against gossiping, spreading rumors, or discussing cases publicly across campus.
- **Committee Constitution Guidelines:** Dr. Shahane explained the legal requirements for constituting an ICC, emphasizing that at least 50% of the members must be women, the committee must be headed by a senior female Presiding Officer, and it must mandatorily include an external member (such as a social worker or representative from an NGO) committed to women's causes.
- **Penalties:** Emphasizing the legal framework, the speaker reminded the audience that sexual harassment is a severe offense governed under criminal law and carries strict legal penalties.
- **Warning against Malicious Complaints:** Addressing the integrity of the law, Dr. Shahane cautioned against filing false or fabricated allegations. In a lighthearted, comedic tone, he remarked that anyone filing a fake or malicious complaint would receive a "satkar" (penal punishment) equivalent to the penalty imposed for the offence itself.

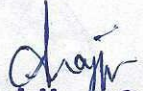
Address by Presiding Officer: Towards the conclusion, Dr. Aparna Sajjan, Presiding Officer, introduced the members of the ICC and provided information regarding the committee's official website section and contact email details for seeking guidance.

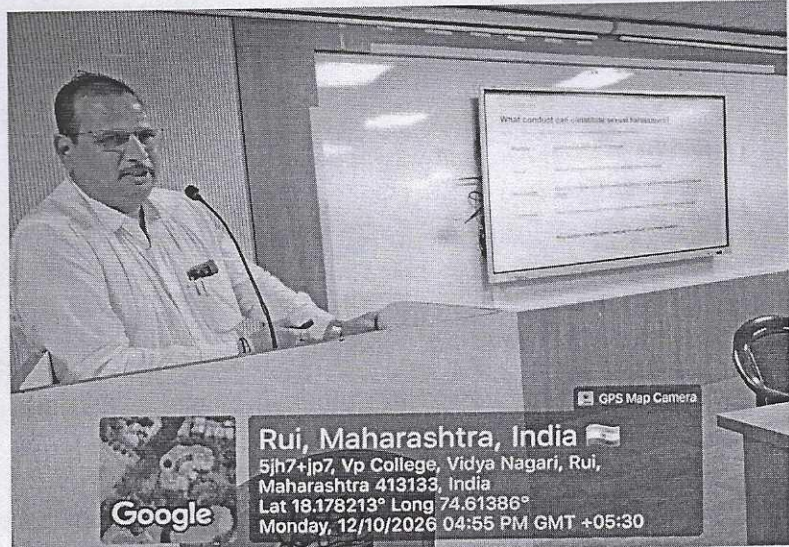
The event concluded with Mr. Shashank Dandavate proposing the formal vote of thanks to the guest speaker, management, and attendees. Ms. Pournima Sarode managed the conference hall arrangements and recorded the attendance of the audience.

Conclusion

The event reinforced VPKBIET's firm commitment to a zero-tolerance policy regarding harassment, creating clear guidelines for maintaining a dignified, equal, and secure workplace.




Presiding Officer
ICC-WEC
VPKBIET, Baramati, 413133



Vidya Pratishthan's Kamalnayan Bajaj Institute of Engineering and Technology, Baramati

INTERNAL COMPLAINTS COMMITTEE (ICC)

Organizes

AWARENESS PROGRAMME ON POSH ACT
(Prevention, Prohibition & Redressal of Sexual Harassment)

"Building a Safe, Equal, and Dignified Workplace for All"

Guest Speaker: **Dr. Atul R. Shahane**
(M.A.B.S.L. LL.M. PhD)
Interim Principal, VP's Vasant Rao Pawar Law College Baramati
Expertise: Corporate Law & Criminal Law

DATE 12 th Oct 2026	TIME 4:30 PM	VENUE Conference Hall (MB)
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SESSION HIGHLIGHTS

- Understanding POSH Act (2013)
- ICC Support
- Campus Rights & Safety Rules
- Interactive Q&A Session

ALL ARE CORDIALLY INVITED



Shajjan
Presiding Officer
ICC-WEC
VPKBIET, Baramati, 413133

