



Annual Report on Internal Committee Activities (Academic Year: 2025–2026)

The institute has established the **Women's Grievance & Anti-Sexual Harassment Cell** since 2009 with the objective of sensitizing students and employees on gender-related issues. The Cell aims to create awareness about the social, moral, and legal implications of gender discrimination, while promoting value-based education that upholds gender equality.

The primary role of the Cell is to safeguard the rights of female students and faculty members and to provide a supportive platform for addressing their grievances. It also ensures that complaints related to sexual harassment are handled with utmost confidentiality and fairness.

In addition, the Cell actively promotes awareness of hygiene practices and strives to maintain a healthy and safe environment within the campus. It works towards educating women about their legal rights and ensures proper redressal mechanisms for their concerns.

- To promote women empowerment, the Cell regularly organizes various programs and activities for girl students and women staff members, including: Educational and Career Guidance Expert Lectures
- Personality Development Programs for Girls
- Various Competitions
- Cultural Programs such as Dandiya and Deepotsav
- Health Awareness Programs
- Health Check-up Camps
- Nirbhay Kanya Abhiyan
- Celebration of International Women's Day

Through these initiatives, the Cell continuously contributes to building confidence, awareness, and empowerment among women in the institution.



Objectives of Women's Grievance & Anti-Sexual Harassment Cell

- To encourage and develop leadership skills among women.
- To create awareness about social issues faced by women and work towards their upliftment.
- To motivate girl students to discuss their problems with teachers without hesitation.
- To make women aware of their equal role and responsibility in building society.
- To empower girl students to confidently face future challenges.
- To promote a culture of respect, dignity, and gender equality.
- To provide opportunities and programs that support the financial, mental, and emotional empowerment of women, enabling their overall development as individuals.

1. Complaints Status

During the academic year 2025–2026, the Internal Committee (IC) maintained a safe and respectful environment within the institution.

Number of complaints received: Nil

Number of complaints disposed of: Nil

Number of complaints pending (more than 90 days): Nil

All complaints were addressed promptly in accordance with prescribed guidelines, ensuring confidentiality and fairness.

2. Details of Internal Committee (IC)

The Internal Committee has been constituted as per the guidelines of the Prevention of Sexual Harassment (POSH) Act, 2013.

Sr.No	Name of Faculty	Designation
1	Dr.S.T.Shirkande	Principal
2	Mr.D.T.Gaikwad	Registrar
3	Dr.M.R.Ghogare	Co-Ordinator (Nodal Officer)
4	Dr.A.B.Gavali	Faculty Member
5	All ladies Faculties	Faculty Member
6	Priyanka Galave	Non-teaching faculty (Girls Hostel Rector)
7	Mrs.Latatai Dhananjay Koratkar	External Member (NGO)



Roles and Responsibilities:

- Address complaints related to sexual harassment
- Ensure a safe and supportive environment
- Conduct inquiries in a time-bound and confidential manner
- Promote awareness about gender sensitivity and workplace ethics

3. Awareness Programs Conducted

To promote awareness and prevention of sexual harassment, the following activities were organized:

- **Awareness Session on POSH Act**
Conducted for students and staff to explain rights, responsibilities, and complaint procedures.
- **Gender Sensitization Workshop**
Focused on respectful behavior, equality, and professional conduct.
- **Orientation Program for First-Year Students**
Introduction to IC, complaint mechanisms, and institutional policies.

4. Capacity Building of IC Members

- Attended various training workshops and webinars to enhance knowledge, skills, and awareness on relevant issues and best practices
- Actively participated in sessions focusing on legal provisions, institutional policies, and inquiry procedures to ensure proper understanding and effective implementation
- Conducted regular internal meetings to review ongoing activities, discuss challenges, plan initiatives, and ensure smooth functioning of the committee

5. Conclusion

S. B. Patil College of Engineering remains committed to maintaining a safe, inclusive, and respectful environment. The Internal Committee continues to function proactively by addressing concerns, spreading awareness, and strengthening institutional mechanisms.



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S. B. PATIL COLLEGE OF ENGINEERING, INDAPUR, DIST: PUNE.

Women's Grievance & Anti Sexual Harassment Cell

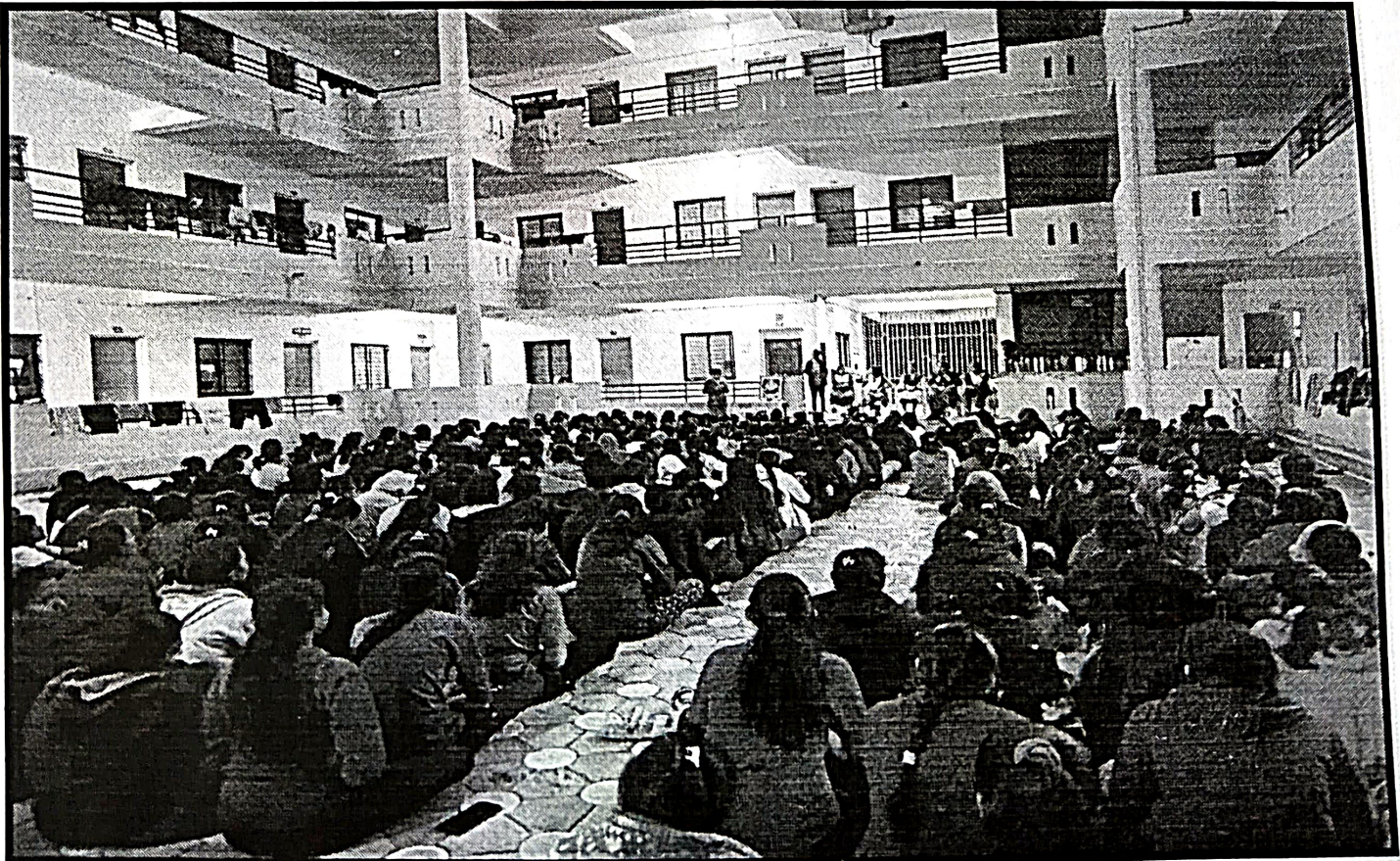
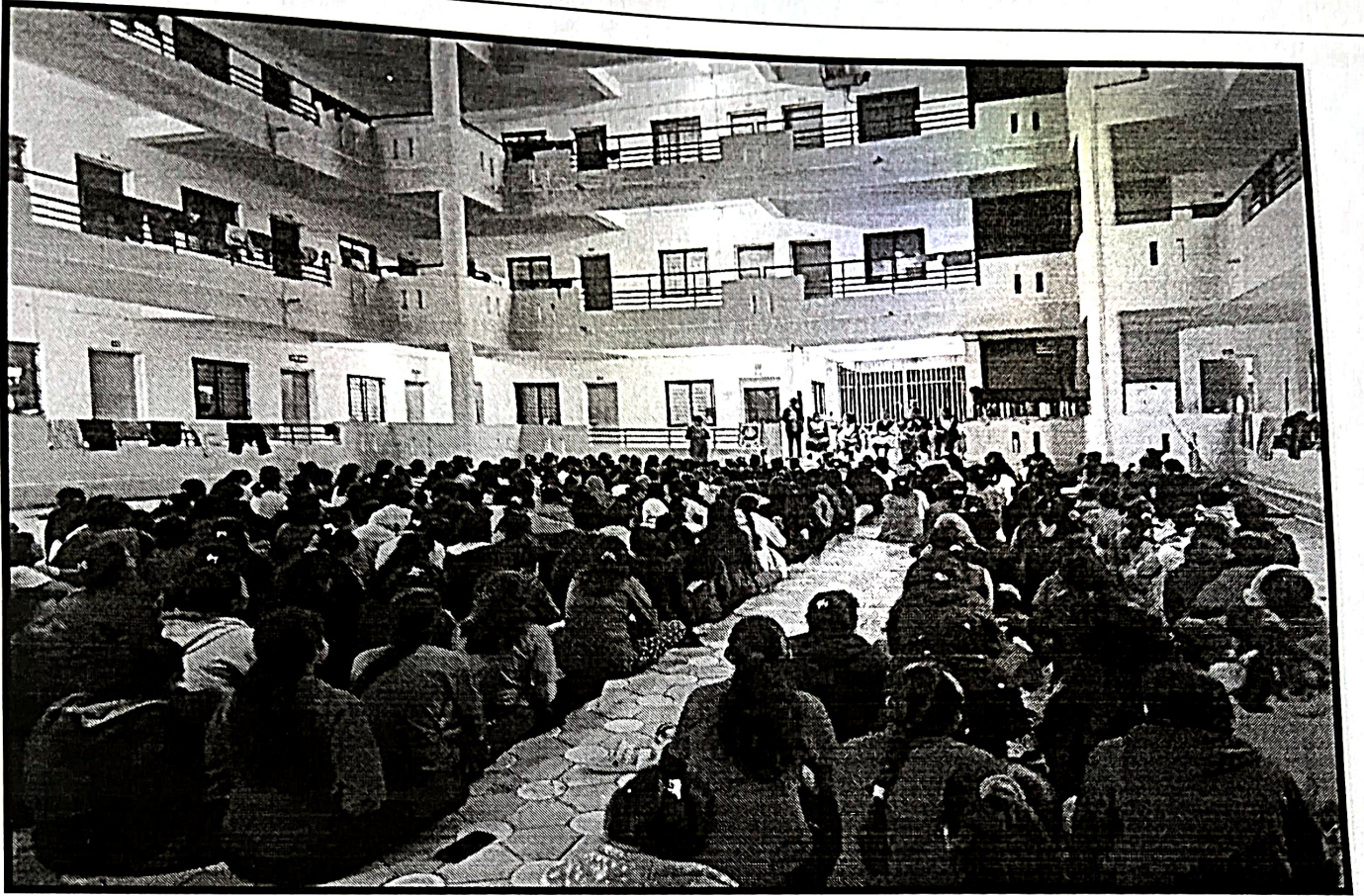
Glimpses of Awareness Programs





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Women's Grievance & Anti Sexual Harassment Cell



Dr.M.R.Ghogare

**WGC Co-Ordinator
Coordinator**

**Women's Grievance Cell
S.B.Patil College of Engineering, Indapur.**

Dr.A.B.Gawali

IQAC Co-Ordinator

**IQAC Coordinator
S.B.Patil College of Engineering
Vangali, Tal. Indapur, Dist. Pune**

Dr.S.T.Shirkande

**Principal
Principal**

**S B Patil College of Engineering
Vangali, Tal. Indapur, Dist- pune**