

MAHARASHTRA ACADEMY OF ENGINEERING AND EDUCATIONAL RESEARCH'S
MAHARASHTRA INSTITUTE OF TECHNOLOGY, PUNE
[Engineering College]

Woman's Grievance Committee

There is a special committee constituted for prevention/action against sexual harassment of female teaching staff, non-teaching staff and girl students as outlined below.

Sr. No.	Name of the Committee Members	Designation
1	Prof. (Mrs.) J. A. Pandit	Presiding Officer/ Chairperson
2	Prof. Dr. L.K. Kshirsagar	Member
3	Prof. (Mrs.) P.R. Adavi	Member
4	Prof. (Mrs.) S.D. Sirsikar	Member
5	Prof. (Mrs.) M.R. Ingale	Member
6	Prof. (Mrs.) B.S. Tiple	Member
7	Prof. Pranali L. Madhur	Member
8	Mrs. Sujata B. Gogate	Member
9	Ms. Shrutkirti Fadnavis	Member, Psychologist
10	Adv.V.R. Ramtirthakar	NGO Member
11	Shri Abhay D. Birari	Member Secretary

Upon receiving any complaint one or more members should first discuss with the grieved person about the genuineness and gravity of the situation and accordingly advise her to give a written complaint.

Function of the Cell:

The complaint Mechanism:

- The aggrieved member/complainant shall submit a written and signed complaint to the Secretary of the Grievance Committee with a copy to the Chairman within 7 days after the commitment of grievance.
- If the case falls outside the purview of the Cell, the complainant will be informed about the same by the appropriate authority.
- If the case comes under the purview of the Cell, In case of any difficulties, the Grievance Committee shall have a discussion with the Director before a decision is taken.

Terms of Reference:

The Grievance Committee shall consider all grievances submitted in writing by an individual regarding employment, working conditions, eve teasing and any other alleged injustice done to female employee/ girl students while discharging their duties/attending sessions at the Institute. The Grievance Committee shall have access to all files, confidential or otherwise relevant to the individual's grievance.

Prof.Dr. L. K. Kshirsagar

Principal