



Phaltan Education Society's COLLEGE OF ENGINEERING

(Approved by AICTE, Delhi /Approved by Govt of Maharashtra DTE)

Email: coeprincipal@yahoo.in Web : www.coe-phaltan.edu.in

Sr.No. 31 Thakurki, Tal. Phaltan, Dist. Satara

Ref.No:- COE /240/01/2023-24.

Date: 04/08 /2023

Office Order

Following faculty members has been appointed to work for "Internal Complaints Committee" composed as per UGC guideline for academic year 2023-24 in the institute. *fill further notice.*

Sr. No.	Name of Members	Designation	Officials
1	Mrs. Dhanshri S. Bhoite	Assistant Professor	Presiding Officer
2	Mrs. Dipali D. Jadhav	Assistant Professor	Member Secretary
3	Mr. Amit T. Bhosale	Assistant Professor	Member
4	Mrs. Dhanshri G. Bankar	Assistant Professor	Member
5	Mr. Nilkanth S. Pawar	Office Superintendent	Member
6	Mrs. Shabana P. Shaikh	Lab Assistant	Member
7	Adv. Shirin Shaha	NGO Member	Member
8	Mrs. Vaibhavi Bhosale	Nirbhaya Squad Incharge (Police Representative)	Member
9	Ms. Sai Sawant	Student (TY Computer)	Member
10	Ms. Riya Saste	Student (SY E& TC)	Member
11	Ms. Suhana Shaikh	Student (FY Computer)	Member

Objectives:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- ❖ To develop a policy against sexual harassment of women at the Institute.
- ❖ To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- ❖ To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- ❖ To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- ❖ To create a secure physical and social environment to deter any act of sexual harassment.
- ❖ To evolve a permanent mechanism for the prevention and Redressal of sexual harassment cases and other acts of gender based violence at the Institute.
- ❖ To organize seminar, workshop lecture to create awareness about sexual harassment prevention, prohibition & Redressal.
- ❖ To act as safeguard for the rights of female students, faculty and staff.
- ❖ To provide a platform for listening to complaints for staff and students.
- ❖ Incorporate hygiene habits and ensure a healthy atmosphere in and around the college.

[Signature]

Principal
PES's COE, Phaltan

Copy to:

1. All members of committee
2. Police Squad

Phaltan Education Society's
College of Engineering, Phaltan

14-09 -2024

To,

**All Committee Members;
Internal Complaint Committee
PES's College of Engineering, Phaltan.**

Member,

All the respected members of Internal Complaint committee are hereby informed that, the meeting of academic year 2024-25 is arranged on 19th September 2024 at 5.00 pm in ICC office.

-----Agenda-----

- 1- To read and finalize the minutes of the last meeting.
- 2- To discuss on events to be organized in AY 2024-25 SEM I .
- 3- Discussion on Complaints regarding Sexual Harassment.
- 4- With Presiding Officer's permission discussion on the spot issues.

Badha

Prof. Dipali D. Jadhav
Member Secretary
Internal Complaint Committee
College of Engineering, Phaltan

Respected Members,

Prof. D. S. Bhoite *[Signature]*

Prof. D. G. Bankar *[Signature]*

Mr. N. S. Pawar *[Signature]*

Ms. S. P. Shaikh *[Signature]*

Ms. Riya Saste *[Signature]*

Prof. A. T. Bhosale

Ms. Vaibhavi Bhosale

Adv. Shirin Shaha *[Signature]*

Ms. Sai Sawant *[Signature]*

Ms. Suhana Shaikh *[Signature]*

The minutes of meeting of Internal Complaint Committee was held on 19th Sept, 2024 at 5pm in ICC office.

Following members were present :

- 1) Prof. Dhanashri S. Bhoite - Presiding officer
- 2) Prof. Dipali D. Jadhav - member Secretary
- 3) Prof. Dhanashri G. Bankar - Faculty member
- 4) Ms. S. P. Shaikh - Non teaching member
- 5) Mr. N. S. Pawar - Non-teaching member
- 6) Ms. Riya Saste - Student member
- 7) Ms. Suhana Shaikh - Student Member
- 8) Ms. Sai Sawant - Student member
- 9) Adv. Shirin Shah. - Advocate.

* Agenda of meeting :

- 1) To read and finalize the minutes of last meeting.
- 2) To discuss on events to be organised in AY 2024-25 (sem-I).
- 3) Discussion on complaints regarding Sexual Harassment.
- 4) With presiding officer's permission, discussion on the spot issues.

① To read and finalize the minutes of last meeting.

- As discussed, International Women's day was celebrated on 8th march 2024.
- Health check-up camp conducted for girls student on 7th march, 2024.
- Health checkup camp conducted for Dalwadi village women on 8th march, 2024.

- Expert talk conducted on 7th march 2024 on Safety & security by Nibhaya Patrak on

② To discuss the events to be organized in AY 2024-25 (sem-I).

- On the occasion of Navratri -

① Expert lecture is planned on Women Empowerment.

② Expert talk on "Women's Right".

③ Dandiya / Garba.

④ celebration of Navratri days.

⑤ organization of girls meeting.

Advisor: D. G. Bankar

Secunder: D. D. Tadhar

③ Discussion on complaints regarding Sexual Harassment.

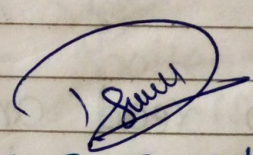
- No any complaint registered till date regarding Sexual Harassment.

④ With Presiding officers permission, discussion on any spot issues.

- No any spot issues to discuss.

Tadhar

Ms. D. D. Tadhar
Member Secretary
ICC


Mrs. D. S. Bhoite
Presiding officer
ICC



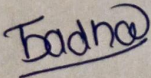
PHALTAN EDUCATION SOCIETY'S
COLLEGE OF ENGINEERING

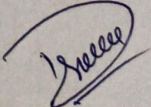
INTERNAL COMPLAINT COMMITTEE (ICC)
AY 2024-25

Action Taken Report

Meeting Date - 19.09.2024

Issue No.	Issue	Action Taken
1	To confirm the minutes of last meeting.	The minutes of meeting held on 23 rd Feb 2024 were read out and confirmed.
2	To discuss the events to be organize in AY 2024-25 Sem I.	<ol style="list-style-type: none">1. Navaratri days were Celebrated from 3 to 11th Oct 2024.2. Legal and Psychological Awareness talk was conducted by Adv. Shirin Shah on 4 Oct 2024.3. Girls meeting conducted on 23 Sept 2024.4. Expert talk in Women's Safety and Gender Equality by Nirbhaya Pathak on 10 Dec 2024.
3	To discuss complaints regarding sexual harassment and cleaning.	No any sexual harassment complaint registered till date.
4	Any Spot issues	No such issues discussed.


Ms. D. D. Jadhav
Member Secretary


Mrs. D. S. Bhoite
Presiding Officer

Phaltan Education Society's
College of Engineering

Date: 27/12/2024

To,
All Committee Members,
Internal Complaint Committee,
PES's College of Engineering.

All the respected members of Internal Complaint Committee are hereby informed that, the second meeting of Academic Year 2024-25 (Sem-I) is arranged on 30th December, 2024 at 4.45pm in ICC office.

-----Agenda -----

1. To read and finalize the minutes of the last meeting.
2. To Plan the activities for Krantijyoti Savitribai Phule Jayanti 2025.
3. Discussion on the Complaints regarding Sexual Harassment.
4. With Presiding Officer's permission discussion on the spot issues.

Jadhav

Prof. Dipali D. Jadhav
Member Secretary
Internal Complaint Committee

Respected Members,

Prof. D. S. Bhoite

Prof. D. G. Bankar

Mr. N. S. Pawar

Ms. S. P. Shaikh

Ms. Riya Saste

Prof. A. T. Bhosale

Ms. Vaibhavi Bhosale

Adv. Shirin Shaha

Ms. Suhana Shaikh

Ms. Sonam Sawant

The meeting of internal complaints committee held on 30th December, 2024 at 4.45 in ICC office

(AY 2024-25 sem-I - second meeting)

- Following members were present for meeting.

- 1) Prof. Mrs. D.S. Bhoite - Presiding officer
- 2) Prof. Ms. D.D. Tadhai - member Secretary
- 3) Prof. Mr. A.T. Bhosale - Faculty member
- 4) Prof. Mrs. D.G. Banakar - ———
- 5) Mr. N.S. Pawar - Non-teaching member
- 6) Mrs. S.P. Shaikh - Non-teaching member
- 7) Ms. Riya Sate - Student coordinator
- 8) Suhana Shaikh - ———
- 9) Saini Sawant - ———

* Agenda of meeting -

- 1) To read and finalize the minutes of last meeting conducted on 19/09/2024.
- 2) To plan the activities for Kranti Jyoti Savitribai Phule Jayanti 2025.
- 3) Discussion on the complaints regarding Sexual Harassment.
- 4) With presiding officer's permission, to discuss any spot issues.

① To read & finalize the minutes of last meeting conducted on 19/9/24:
- Navaratri Days were celebrated from 3rd to 11th Oct. 2024.

- For all ladies faculties and girls students Navaratri dandiy were organized
- Expert talk on "Legal and Psychological awareness" was conducted by Adv. Shirin Shaha on 4th Oct. 2024.

- Girls meeting was taken on 23rd sept 2024, to plan different activities by ICC and discuss girls problems.
- Nirbhaya Pathak talk was conducted on women's safety, gender equality on 10th, Dec 2024.

② To plan the activities for Krantijyoti Savitribai Phule Jayanti 2025.

- Krantijyoti Savitribai Phule Jayanti is planned as follows : (3rd Jan 2025)

① Photo Pujan

② Introduction to program and role of Savitribai Phule.

③ Speech on her life.

Advisor : A.T. Bhasale

Secunder : S.P. Shaikh

③ To discuss the complaints regarding Sexual Harassment.

- No any complaint registered till date.

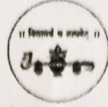
④ With presiding officers permission, discussion on the spot issues.

- No any spot issues discussed.

End

Ms. D. D. Tadnav
Member Secretary
ICC

Mrs. D. S. Bhoire
Presiding officer
ICC



PHALTAN EDUCATION SOCIETY'S
COLLEGE OF ENGINEERING

INTERNAL COMPLAINT COMMITTEE (ICC)
AY 2024-25

Action Taken Report

Meeting Date - 30.12.2024

Issue No.	Issue	Action Taken
1	To confirm the minutes of last meeting.	The minutes of meeting held on 23 rd Feb 2024 were read out and confirmed.
2	To plan activities for Krantijyoti Savitribai Phule Jayanti.	1. Krantijyoti Savitribai Phule Jayanti celebrated on 3 Jan 2025 2. Speech on Life of Savitribai Phule by Ms. Vedika Kadam on 3 Jan 2025.
3	To discuss complaints regarding sexual harassment and cleaning.	No any sexual harassment complaint registered until date.
4	Any Spot issues	No such issues discussed.

Badha
Ms. D. D. Jadhav
Member Secretary

[Signature]
Mrs. D. S. Bhoite
Presiding Officer

Phaltan Education Society's
College of Engineering

Date: 03/03/2025

To,
All Committee Members,
Internal Complaint Committee,
PES's College of Engineering.

All the respected members of Internal Complaint Committee are hereby informed that, the First meeting of Academic Year 2024-25 (Sem-II) is arranged on 5th March, 2025 at 05.00 pm in ICC office.

-----Agenda -----

1. To read and finalize the minutes of the last meeting.
2. To Plan the activities for International Women's Day 2025.
3. Discussion on the Complaints regarding Sexual Harassment.
4. With Presiding Officer's permission discussion on the spot issues.

Badhwa

Prof. Dipali D. Jadhav

Member Secretary

Internal Complaint Committee

Respected Members,

Prof. D. S. Bhoite

Prof. D. G. Bankar

Mr. N. S. Pawar

Ms. S. P. Shaikh

Ms. Riya Saste

Prof. A. T. Bhosale

Ms. Vaibhavi Bhosale

Adv. Shirin Shaha

Ms. Suhana Shaikh

Ms. Sonam Sawant

The minutes of internal complaint committee meeting of AY 2024-25 (Sem-I) held on 5th March at 5.00 PM in the Icc office.

The following members were present for the meeting:

- 1) Prof. Mrs. D.S. Bhoite - Presiding officer
- 2) Prof. Ms. D.D. Jadhav - member secretary
- 3) Prof. A.T. Bhosale - Teaching member
- 4) Prof. Mrs. D.G. Bankar - Teaching member
- 5) Mr. N.S. Pawar - Non-teaching member
- 6) Mrs. S.P. Shaikh - Non-Teaching member
- 7) Mrs. Shirin Shaha - Advocate
- 8) Riya Saste - Student
- 9) Sai Sawant - —
- 10) Shubang Shaikh - —

* Agenda of meeting :-

- 1) To read and finalize the minute of last meeting conducted on 30/12/2024.
- 2) To plan the activities for international women's day 2025.
- 3) To discuss the complaints regarding sexual harassment.
- 4) With presiding officers permission, discussion on the spot issues.

- 1) To read and finalize the minute of last meeting conducted on 30/12/2024
- As discussed, we have celebrated Krantijyoti Savitribai Phule Jayanti on 3rd January 2025.

The minutes of internal complaint committee meeting of AY 2024-25 (Sem-I) held on 5th march at 5.00 pm in the Icc office.

The following members were present for the meeting:

- 1) Prof. Mrs. D.S. Bhoite - Presiding officer
- 2) Prof. Ms. D.D. Jadhav - member secretary
- 3) Prof. A.T. Bhosale - Teaching member
- 4) Prof. Mrs. D.G. Bankar - Teaching member
- 5) Mr. N.S. Pawar - Non-teaching member
- 6) Mrs. S.P. Shaikh - Non-Teaching member
- 7) Mrs. Shirin Shaha - Advocate.
- 8) Riya Saste - Student
- 9) Sai Sawant - —
- 10) Subhansha Shaikh - —

* Agenda of meeting :-

- 1) To read and finalize the minute of last meeting conducted on 30/12/2024.
- 2) To plan the activities for international women's day 2025.
- 3) To discuss the complaints regarding sexual harassment.
- 4) With presiding officers permission, discussion on the spot issues.

- 1) To read and finalize the minute of last meeting conducted on 30/12/2024
- As discussed, we have celebrated Krantijyoti Savitribai Phule jayanti on 3rd january 2025.

- Photo puja was done by presiding officer prof. D.S. Bhoite and some ladies faculties with some girls student.
- Vedika Kadam, a girl student gave the speech on the life and work of Savitribai Phule.
- Principal prof. Dr. N.G. Narve sir also gave the talk on Savitribai Phule and her combi contribution in education field.

2) To plan the activities for international women's day 2023:-

- Following activities were planned:

- 1) Hemoglobin checking camp for girls and ladies faculty members.
- 2) Cooking competition for ladies faculty.
- 3) Ladies faculty meeting.

3) To discuss the complaints regarding Sexual Harassment:-

- No any complaint registered till date.

4) With presiding officer's permission, discussion on the spot issues.

- Information given to all ICC members that Nirbhaya pathak will take round near campus twice in a day for their safety.

Jadhav

M.S. D.D. Jadhav
Member Secretary
ICC

Bhoite

Mrs. D.S. Bhoite
Presiding officer
ICC



PHALTAN EDUCATION SOCIETY'S
COLLEGE OF ENGINEERING

INTERNAL COMPLAINT COMMITTEE (ICC)
AY 2024-25

Action Taken Report

Meeting Date - 05.03.2025

Issue No.	Issue	Action Taken
1	To confirm the minutes of last meeting.	The minutes of meeting held on 30 Dec 2024 were read out and confirmed.
2	To plan activities for Academic Year 2024-25 Sem II.	<ol style="list-style-type: none">1. Expert Talk on Healthy Diet for Girls by Dr. Sonali Gundage on 9 June 2025.2. Ladies Faculties Meeting was organized on 5 June 2025.3. Punyashlok Ahilyabai Holkar Jayanti was Celebrated on 31 May 20254. International Women's Day was celebrated with cooking competition for Ladies Faculties on 7 March 2025.3. Hemoglobin checkup Camp for Girls on 17 March 2025.
3	To discuss complaints regarding sexual harassment and cleaning.	No any sexual harassment complaint registered until date.
4	Any Spot issues	No such issues discussed.

Bodha

Ms. D. D. Jadhav
Member Secretary

12/3/25

Mrs. D. S. Bhoite
Presiding Officer