

MITADTU/Reg/2025-26/ 3116

Date: 29/08/2025

## Constitution of Internal Complaint Committee

An Internal Complaint Committee of the MIT ADT University has been constituted as per notification issued by University Grants Commission dated 2nd May 2016 (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 for the period of three years from 1<sup>st</sup> September 2025 to 31<sup>st</sup> August 2028 which is as below:

Sr	Structure	Name	Designation
1	Women faculty member employed at Senior Level as a Professor as Presiding Officer	Dr. Priya Singh Dean, Faculty of Humanities and Social Sciences	Presiding Officer
2	Two faculty members and two non-teaching employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge nominated by the executive authority	Dr. Bhavana Kadu Assistant Professor, School of Law	Faculty Member
		Dr. Eknath Pore Associate Professor	Faculty Member
		Mrs. Shalan Lad Admin Officer	Non-teaching Member
		Mr. Mangesh Vitekar Admin Officer, Institute of Design	Non-teaching Member
3	Member amongst nongovernment organisations or associations committed of women or a person familiar with the issues relating to the sexual harassment	Ms. Aparna Kelkar Advocate	Member

**TENURE:** The tenure of the Internal Complaint Committee will be for the period of three years i.e. from 1.9.2025 to 31.8.2028.

## RESPONSIBILITIES OF INTERNAL COMPLAINT COMMITTEE

- 1) The Internal Complain Committee shall:
  - a) provide assistance if an employee or a student chooses to file a complaint with the police.
  - b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights and minimize the need for purely punitive approaches that lead to further resentment, alienation, or violence.
  - c) protect the safety of the complainant by not divulging the person's identity and provide the mandatory relief byway of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint or also provide for the transfer of the offender.
  - d) ensure that victims or witnesses are not victimized or discriminated against while with complaints of sexual harassment
  - e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
- 2) The Committee Members shall follow the guidelines and norms laid down by Hon'ble Supreme Court in Vishaka and Others Vs. State of Rajasthan and others (JT 1997 (7) SC 384) and GR issued by Govt. of Maharashtra dated 19/6/2014.
- 3) The chairman, with the consent of the members, can call special meetings in an emergency at any time and submit their report to the Vice Chancellor for further necessary action.
- 4) The remuneration/honorarium/TA/DA for attending meetings for external members of the ICC will be applicable as per MIT-ADT University policy.



**Dr. Mahesh Chopade**  
**Registrar**