

## **End the Silence: Report Sexual Harassment at Work Place**

### **What is Sexual Harassment?**

*Unwelcome acts like 'physical contact' and  
'advances'*

*A demand or request for 'sexual favours'*

*Making 'Sexually coloured remarks'*

*'Showing pornography'*

### **Internal Committee Members**

**Dr. Aparna G. Sajjan - (Presiding Officer)** -  
Department of General Sciences and Engineering.

**Mrs. Prachi D. Kale - (Teaching Female Member)** -  
Department of Mechanical Engineering.

**Mr. Madan M. Jadhav - (Teaching Male Member)** -  
Department of Electronics & telecommunications.

**Mr. Natu N. Nitve - (Non-teaching Male Member)** -  
Workshop Department.

**Mrs. Pornima Sarode - (Non-teaching Female Member)** - Library Department

**Advt. Ms. Neelima Gujar - (External Expert)** -  
Environmental Forum of India, Baramati



### **Who can register a Complaint?**

Any student, service provider, teaching, non-teaching staff may lodge a complaint against a student, service provider, teaching, non-teaching staff

### **How do we register a complaint?**

Complaint is to be made in writing by the woman within 3 months of the date of the incident.

If the aggrieved woman is unable to file complaint in given time due to her physical or mental incapacity, she can file it even after 3 months.

The inquiry must be completed within a period of 90 days

### **Contact Details**

**Internal Complaint Committee,  
VPKBIET, Baramati  
Email: [aparna.sajjan@vpkbiet.org](mailto:aparna.sajjan@vpkbiet.org)  
Phone No. 8149073476**