



An ISO 9001 : 2008
Certified Institution

Dr. Pooja Maheshwari
SECRETARY
Ref No. : VIT/25-315A

Dr. Sadanand B. Deshpande
PRINCIPAL
Date: 06/08/2025

“Academic Year 2025–26”
INTERNAL COMPLAINT COMMITTEE (ICC)
(As per AICTE Regulations 2016 & POSH Act, 2013)

1. Constitution

The Internal Complaint Committee (ICC) is constituted at Vidarbha Institute of Technology, Nagpur in accordance with **Section 4 of AICTE (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016**. vide F. AICTE/WH/2016/01 dated 10th June 2016. and the provisions of the POSH Act, 2013.

The committee aims to ensure a safe, secure, and respectful environment for women employees and students.

2. Objectives

- To prevent sexual harassment at the workplace and within the campus.
- To provide a safe and supportive environment for women.
- To address complaints related to sexual harassment in a timely and confidential manner.
- To promote awareness about gender sensitization and legal provisions.

3. Composition of the Committee

Sr. No.	Name	Designation in Institute	Representation	Role
1.	Prof. Kiran Kimmatkar	HOD, Electrical Engineering	Faculty	Presiding Officer (Chairperson)
2.	Dr. Nilesh Bodne	HOD, E&C Engineering	Faculty	Member
3.	Prof. Prachi Chintawar	Faculty, Electrical Engineering	Faculty	Member
4.	Prof. Dnyaneshwar Thawkar	Faculty, Mechanical Engineering	Faculty	Member
5.	Mrs. Rajeshree Ninave	Non-Teaching Staff (Accounts)	Staff	Member
6.	Ms. Dhanshree Zade	Non-Teaching Staff (Administration)	Staff	Member
7.	Ms. Aditi Hatwar	Student (CSE)	Student Representative	Member
8.	Ms. Apeksha Ambade	Student (CSE)	Student Representative	Member
9.	Ms. Kalyani Kherde	Student (CSE)	Student Representative	Member
10.	Mrs. Meera Kadbe	NGO Member , Olawa Mahila Bahu Uddeshiy Sanstha.	External	Member

4. Roles & Responsibilities

- To receive and address complaints of sexual harassment.
- To ensure confidentiality and fair inquiry process.
- To conduct awareness programs on gender sensitization.
- To recommend appropriate action as per rules and regulations.
- To submit reports to the competent authority.

5. Grievance Redressal Mechanism

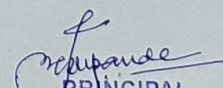
Any aggrieved woman employee or student may submit a written complaint to the ICC. The committee shall conduct an inquiry and resolve the complaint within the stipulated time as per AICTE/UGC norms.

6. Contact Details

Chairperson: Prof. Kiran Kimmatkar
Mobile No. : 9158989369

7. Approval




PRINCIPAL
VIDARBHA INSTITUTE OF TECHNOLOGY
Uti (Bhiwapur), Umred Road, Nagpur
Principal