

 ESTD-1996	<p style="text-align: center;"> ZEAL EDUCATION SOCIETY'S ZEAL INSTITUTE OF BUSINESS ADMINISTRATION, COMPUTER APPLICATION AND RESEARCH (ZIBACAR) NARHE PUNE - 41 INDIA Programme – MBA & MCA </p>	
	Revision: 00	

INTERNAL COMMITTEE (IC) DETAILS (2025-26)

OBJECTIVES OF IC:

Objectives of the Internal Committee (IC) for Prevention of Sexual Harassment of Women at the Workplace:

- To establish clear guidelines and a formal policy to address sexual harassment of women within the Institute.
- To ensure the policy is effectively enforced through proper complaint reporting, documentation, and follow-up actions.
- To reinforce the Institute's dedication to maintaining a campus environment free from gender discrimination.
- To foster a supportive social and psychological atmosphere that builds awareness about various forms of sexual harassment.
- To provide a safe and protective physical and social setting that discourages any incidents of sexual harassment.
- To develop a long-term, systematic framework for preventing and resolving cases of sexual harassment and other gender-based misconduct at the Institute.

BACKGROUND & RATIONALE:

Sexual harassment violates two key constitutional rights of women: **the right to equality (Article 14)** and **the right to live with dignity (Article 21)**. In 1997, the Supreme Court issued binding guidelines defining workplace sexual harassment, steps for prevention, disciplinary actions, and employer responsibilities to ensure a safe environment.

The **Committee for Managing Gender Issues** acts as the Internal Complaints Committee at IIM Bodh Gaya, as required by these guidelines. While it handles complaints, its role also includes creating awareness, offering counselling, and educating the campus community on gender issues. Induction sessions and gender sensitization workshops are conducted for both students and staff to promote a respectful and aware environment.

JURISDICTION:

This policy and its rules shall apply to all students, faculty members, and non-teaching staff currently associated with IIM BG. It also extends to service providers and any external individuals who are present on the Institute's premises at the time an act falling under this policy is committed.

COMPOSITION:

The IC consists of nine members, with women making up at least half of the committee. The Committee is headed by a woman faculty member who serves as the Chairperson.

Sr. No	NAME OF MEMBER	DESIGNATION	MOBILE NO	EMAIL ADDRESS
1.	PROF. AISHWARYA KOMTI	Presiding officer	9822192801	aishwarya.komti@zealeducation.com
2.	Dr. BABASAHEB MOHITE	Member	9850098225	babasaheb.mohite@zealeducation.com
3.	MRS. ASHWINI MARNE	Member	9922846309	ashwini.marne@zealeducation.com
4.	MR. DIPAK KULKARNI	Member	8856008989	dipak.kulkarni@zealeducation.com
5.	MS. PAYAL DHAME	Student	9657525527	payaldhame@gmail.com
6.	Ms. MRUNAL PETHE	Student	8855096667	Mrunalpethe1704@gmail.com
7.	Ms. SHRAVANI JADHAV	Student	8767977566	Shravani.jadhav7566@gmail.com
8.	Ms. AISHWARYA KARLE	Student	8149049141	aishwaryakarle@gmail.com
9.	Adv. ASHOK KHAMKAR	Expert Member	9822452191	ashokkhamkar@gmail.com

POWER AND DUTIES OF THE COMMITTEE:

The Committee is **not intended to act as a moral authority**, nor will it interfere with anyone's personal privacy. Its primary role is to raise awareness about sexual harassment, address complaints, and recommend appropriate action in cases of non-consensual harassment, without restricting consensual expressions of sexuality on campus.

- Preventive:** To establish and maintain a safe environment free from sexual harassment, including protection from interactions with visitors or others present at the workplace.
- Gender Sensitization:** This involves raising awareness about gender and sexuality issues and fostering an environment of gender equality, where everyone can work with a sense of safety, respect, and dignity.
- Remedial:** The complaint-handling system should be secure, easily accessible, and responsive to the concerns of those reporting incidents.



Ref. No.: ZES/ZIBACAR/2025-26/3203C1)

Date : 02/10/2025

OFFICE ORDER

Following members are hereby appointed as the Internal Committee (IC) as per the guidelines provided by the Government of Maharashtra and the Directorate of Technical Education (DTE) for the academic year 2025-26. The committee shall function in accordance with the prescribed norms and responsibilities for ensuring a safe and compliant institutional environment.

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