



Estd : 1984

**K.D.K.COLLEGE OF ENGINEERING**

Great Nag Road, Nandanvan, Nagpur - 440 009.

Approved by AICTE New Delhi, Directorate of Technical Education, M.S. Mumbai  
& Affiliated to R.T.M. Nagpur University, Nagpur.

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**Dr. Devendra P. Singh**  
Principal**Dr. Avinash M. Badar**  
Vice Principal**VISION : Service to the Society Through Quality Technical Education**

Ref. No. : KDKCE/ICC/410G/2021-22

Date : 01 AUG 2021

**NOTIFICATION****Sub. :- Constitution of Internal Complaints Committee (ICC) against sexual harassment and gender violation.**

With reference to UGC advisory vide letter No. 91-3/2014(GS) dated 28<sup>th</sup> January, 2015 and Pursuant to the provisions content in clause 8 of ordinance 4 of 2007, published by the R.T.M. Nagpur University, Nagpur, vide letter no. RTMNU/GA/S/263 dated 17/03/2008 regarding constitution of Internal Complaints Committee (ICC) against sexual harassment and gender violation, the college committee consisting of the following members is reconstituted.

**ICC for Prevention, Prohibition and redressal of Sexual Harassment Committee:-**

S. N.	Name of the Member	Designation	Mobile No.	Email ID
1.	Mrs. Smita S. Kshirsagar	Presiding Officer & Asso. Professor	9822592329	smita.kshirsagar315@gmail.com
2.	Mrs. Pallavi U. Bisen	Member & Asst. Professor	8237875920	pallavi_randive@rediffmail.com
3.	Mrs. Sushma S. Nandanwar	Member & Asst. Professor	8149077296	nandanwarsushama@gmail.com
4.	Mr. Anant B. Bute	Non-Teaching Member & System Analyst	9923810729	anant_bute@yahoo.com
5.	Ms. Maya N. Nege	Non-Teaching Member & Clerk	9767697533	mayanege@gmail.com
6.	Ms. Mashrita S. Tabhane	Student Representative (Civil )	9579794295	mashritatabhane321@gmail.com
7.	Ms. Khushi Dhengre	Student Representative (Mechanical)	9168372745	khushidhengre9@gmail.com
8.	Ms. Parmita Hendre	Student Representative (Electrical)	7066326072	parmitahendre@gmail.com
9.	Dr. Mrs. Sangita P. Bhagadkar	NGO Member	9767901487	bhagadkarsangita1509@gmail.com

**The jobs & responsibilities of the Committee are as under :-**

1. To establish that inappropriate behavior of a sexual nature, and or retaliation will not be tolerated and set forth procedures for resolving such allegations.
2. To look into the truth of the allegation contained in the complaint.
3. To recommend the penalties action to be taken against any person found guilty of having sexually harassed the complaint, up to and including termination, to the HR Department.
4. To recommend appropriate psychological, emotional and physical support (counseling, security and other assistance) for the victim to the HR Department.
5. To monitor the follow-up action to be taken by the HR Department on receipt of the Report of the Committee.

**Copy to :**

1. All Committee Members (for NA)
2. Vice-Principal for Information.
3. All HOD's for Information.
4. College Notice board & for circulation.
5. College web site incharge.
6. Warden Hostel.
7. KDK Security.

  
Principal  
K. D. K. College of Engg.  
NAGPUR