



M.S.P. Mandal's  
**SHRI SHIVAJI INSTITUTE OF PHARMACY,  
PARBHANI-431401.**

(Affiliated to MSBTE, PCI New Delhi & Approved by AICTE, DTE, Mumbai.)

**Internal Complaint Committee**

- **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is an act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto**
- **To comply with the directives of Hon'ble Supreme Court of India requiring all employers to develop and implement a policy for prevention of sexual harassment at the workplace**
- **Following will be considered as Sexual Harassment to any female employee.**
  - a) Physical Contact and advances
  - b) A demand or request of Sexual favour.
  - c) Making sexually coloured remarks
  - d) Showing pornography
  - e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
  - f) Implied or explicit promise of preferential treatment in employment.
  - g) Implied or explicit threat of detrimental treatment in her employment

Sr. No.	Name of Committee Member	Designation	Position	Contact No.
01	Dr. Rajesh. R. Wake	Principal	Chairman	02452 220974
02	Mr. Sunil K. Dagdu	Lecturer	Member	9423444112
03	Mr. Girish B .Kulkarni	Lecturer	Member	9422192145
04	Mr. Sadanand S.Khandare	Lab.Technician	Member	8830346984
05	Kum. D .S. Dake	F.Y. D. Pharm.	Girls Representative	02452 220974
06	Kum. A. P. Jadhav	S.Y. D. Pharm.	Girls Representative	02452 220974
07	Mr. S.L.Raut	Parent	Member	8830368710