

MINUTES OF THE MEETING
Internal Complaints Committee (ICC)



Ref. No.: DYP-ATU/ICC/2025-26/3

Date of Meeting: 13/04/2026

Meeting Details:

Time: 1.20 PM

Venue / Mode: NSDC Board Room, NB 2, DYPUT, Talsande / Offline

Members Present

1. Mrs. Pushpa N. Kashi
2. Dr. Snehal P. Khandekar
3. Dr. Sarika S. Wandre
4. Mrs. Sunita S. Pawar
5. Dr. Babasaheb S. Gholap
6. Mr. Narendra V. Gaikwad

Members Absent

1. Dr. Ranjeet S. Patil

Agenda-wise Proceedings

Agenda Item No. 1: Welcome and Opening Remarks by the Chairperson

The Chairperson welcomed all the members and thanked them for their presence. The meeting was called to order after confirming the quorum.

Agenda Item No. 2: Confirmation of Minutes of the Previous Meeting

The minutes of the previous meeting held on 27th February 2026 were placed before the members. After due discussion, the minutes were confirmed unanimously / with the following amendments:

Members from various departments were reminded and requested to submit the names of Gender Champions, at the earliest for necessary action.

Agenda Item No. 3: Review of Action Taken Report (ATR)

The Action Taken Report (ATR) on the decisions of the previous meeting was presented by the Member Secretary. The Committee reviewed and noted the ATR and expressed satisfaction with the compliance status.

Agenda Item No. 4: Matters Discussed for Information

The following matters were discussed and noted for information:

4.1 Approval of ICC policies

The Committee discussed the existing ICC policies in detail. It was resolved to undertake a comprehensive review of all policies, incorporating expert suggestions and aligning them with the latest UGC norms and guidelines. For the purpose of systematic review and reform, the policies were assigned to respective members as follows:

- *Policy on Prevention, Prohibition & Redressal of Sexual Harassment* was assigned to Dr. Sarika S. Wandre and Dr. Ranjeet S. Patil for review and recommendations.
- *Gender Sensitization & Awareness Policy* was assigned to Mrs. Sunita S. Pawar and Ms. Disha D. Malgavi for review and recommendations.
- *Sensitization of Students & Employees Policy* was assigned to Dr. Babasaheb S. Gholap and Mr. Narendra V. Gaikwad for review and recommendations.

The members were requested to review the respective policies thoroughly and submit their suggestions on or before 24th April 2026 after necessary revisions in accordance with UGC norms for further approval by the Committee.

Agenda Item No. 5: Matters for Discussion and Recommendation

The following matters were placed before the Committee for recommendation:

5.1 Awareness and sensitization programs on Prevention of Sexual Harassment (POSH) (Planning of workshops/guest lectures for students and staff)

The Committee discussed the planning of awareness and sensitization programmes on Prevention of Sexual Harassment (POSH). It was resolved that Mr. Narendra V. Gaikwad and Dr. Babasaheb S. Gholap will take the initiative to organize a lecture for faculty members. The programme is tentatively scheduled to be conducted on first week of May 2026. The members were requested to make necessary arrangements for the successful execution of the programme.

Resolution:

The Committee recommended the above matters unanimously.

Agenda Item No. 6: Matters for Approval / Ratification

The following proposals were approved:

Sensitization Programs on Prevention of Sexual Harassment (POSH)

Resolution:

After detailed deliberations, the Committee approved the above proposal and recommended them for further necessary action as per institutional norms.

Agenda Item No. 7: Any other matter with the permission of the Chair

With the permission of the Chair, the following additional matters were discussed:

1. The Committee discussed additional matters related to strengthening accessibility and administrative updates. It was proposed to facilitate the availability of a scanner/QR code system within the university campus to enable students to conveniently register complaints.
2. Further, the Committee noted changes in the composition of the Internal Complaints Committee. Mrs. Ashwini N. Sawant has been replaced by a newly nominated member Ms. Disha D. Malagavi. Additionally, Dr. Namita S. Patil has been replaced by Mrs. Sunita S. Pawar as a member of the Committee.

Resolution:

The Committee approved the above decisions and resolved to implement the same at the earliest.

Agenda Item No. 8: Closing remarks and vote of thanks

The meeting concluded with a vote of thanks proposed by the Member Secretary, thanking the Chairperson and all members for their valuable guidance and cooperation.

Conclusion

The meeting ended at 2.00 pm with mutual consensus and appreciation.

Prepared by	Approved by
 Member Secretary Name: Dr. Snehal P. Khandekar Designation: Assistant Professor	 Chairperson Name: Mrs. Pushpa N. Kashi Designation: Assistant Professor

Enclosures:

- Attendance Sheet (Annexure-I)
- Action Taken Report (ATR)
- Supporting / Approved Documents, if any

Copy To

- Office of the Hon'ble Vice-Chancellor
- Office of the Registrar
- Office of the IQAC
- Office Record