



Shri Vile Parle Kelavani Mandal's

DWARKADAS J. SANGHVI COLLEGE OF ENGINEERING

(Autonomous College Affiliated to the University of Mumbai)

NAAC Accredited with "A" Grade (CGPA : 3.18)



Ref. No. DJSCE/2026

Date: 5th February, 2026

NOTICE

The Internal Complaints Committee (ICC) is re-constituted based on the POSH Act, 2013 which addresses the issue of sexual harassment of women at workplace. The POSH Act has been enacted with the objectives of preventing and protecting women against workplace sexual harassment and to ensure effective redressal of complaints of sexual harassment.

The list of Internal Complaints Committee (ICC) is as under:

Sr. No.	Post of Committee Members	Name	Mobile No.	Email ID
1	Presiding Officer	Dr. Vishaka Kelkar	9820171520	Vishaka.Kelkar@djsce.ac.in
2	Member	Dr. Darshana Sankhe	9833652010	Darshana.Sankhe@djsce.ac.in
3	Member	Dr. Atul Dhale	9869821688	Atul.Dhale@djsce.ac.in
4	Member	Mrs. Shreeya Hadkar	7506941172	Shreeya.Hadkar@djsce.ac.in
5	Member	Mr. Milind Thakur	779844326	Milind.Thakur@djsce.ac.in
6	Member	Mrs. Yogita Shinde	9821981277	Yogita.Katkar@djsce.ac.in
7	External Member	Adv. Shivam Jain Kakadia	8655561176	shivamjain.me@gmail.com

The Internal Complaints Committee shall promote awareness about the POSH Act 2013, policies and procedures among employees and students.

In this regard, we have displayed a copy of The Gazette of India on our website for information of all concerned.

Best Wishes!

Dr. Hari Vasudevan
Principal



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ANNUAL REPORT

Under Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

1. Introduction

In compliance with Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) hereby submits its Annual Report for the above-mentioned reporting period.

The Internal Complaints Committee is committed to ensuring a safe, secure, inclusive and dignified work environment for all employees, faculty members, staff, students, interns, contractual personnel and visitors. The Committee undertakes preventive, prohibitive and redressal measures to eliminate sexual harassment at the workplace.

2. Constitution of the Internal Complaints Committee

The existing Internal Complaints Committee of the college has the following Members in its constitution.

Sr. No.	Name	Designation in ICC	Official Designation
1	Dr. Vishakha Kelkar	Presiding Officer	Associate Professor
2	Dr. Darshana Sankhe	Member	Assistant Professor
3	Dr. Atul Dhale	Member	Professor
4	Mrs. Shreeya Hadkar	Member	Registrar
5	Mr. Milind Thakur	Member	Office Superintendent
6	Mrs. Yogita Shinde	Member	Accountant
7	Dr. Asha Bajpai	External Member	NGO-Counselor

3. Meetings Conducted

During the reporting period, the Internal Complaints Committee convened meetings to review statutory compliance under the POSH Act 2013, discuss preventive measures, review awareness initiatives, and ensure that an effective grievance redressal mechanism remains available within the institution.

The Committee reviewed institutional compliance and confirmed that appropriate preventive measures and awareness activities were carried out during the year.

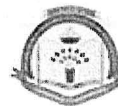


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4. Awareness and Preventive Activities

To promote awareness regarding the provisions of the POSH Act and encourage respectful workplace behaviour, the following activities were conducted:

- POSH Awareness Training Programme.
- Orientation sessions for newly joined employees.
- Awareness emails/notices circulated among employees.
- Display of POSH policy and IC contact details at prominent locations.

Number of awareness programmes conducted: 1

Number of participants: 36

5. Complaints Received and Disposed

Particulars	Number
Complaints pending at the beginning of the year	0
Complaints received during the year	0
Complaints disposed of during the year	0
Complaints pending for more than 90 days	0
Complaints pending at the end of the year	0

6. Compliance Status

The Institution has taken the following measures towards compliance with the Act:

- Internal Complaints Committee constituted as per statutory requirements.
- POSH Policy implemented and communicated.
- Awareness programmes conducted.
- Confidentiality maintained in all proceedings.
- Complaint redressal mechanism made accessible to all stakeholders.

7. Declaration

The Internal Complaints Committee certifies that this report has been prepared in accordance with the provisions of Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and is submitted for onward submission to the appropriate authority.

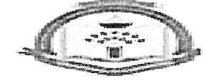
Place: Mumbai

Date:

Meha
Dr. Vishaka Kelkar
Presiding Officer.

PLOT NO. U-15, JVPD SCHEME, BHAKTIVEDANTA SWAMI MARG, VILE PARLE (WEST), MUMBAI - 400056.

Tel.: 42335000/42335001 Email : info@djsce.ac.in / admin@djsce.ac.in Website : www.djsce.ac.in



कामाच्या ठिकाणी महिलांच्या लैंगिक छळास (प्रतिबंध, मनाई आणि निवारण) अधिनियम -२०१३ चे नियम १४ अंतर्गत तक्रार समितीचा वार्षिक अहवाल सन २०२५						
वार्षिक अहवाल						
अ.क्र.	कार्यालयाचे नांव पत्ता व ईमेल आयडी	अहवाल वर्षामध्ये प्राप्त तक्रारी	अहवाल वर्षामध्ये निकाली निघालेल्या तक्रारी	९० दिवसांपेक्षा अधिक दिवस प्रलंबित असलेल्या तक्रारींची संख्या	या कायदयान्वये किती कार्यशाळा आणि जनजागृतीचे कार्यक्रम आयोजित करण्यात आले	विभागाने (employer) केलेल्या कार्यवाहीचे स्वरूप
1	SVKM's Dwarkadas J Sanghvi College of Engineering No. U, 15, Bhaktivedanta Swami Rd, opp. Cooper Hospital, Navpada, JVPD Scheme, Vile Parle, Mumbai, Maharashtra 400056 admin@djsce.ac.in	0	0	0	1	1) संस्थेमध्ये अंतर्गत तक्रार समिती (Internal Complaints Committee - ICC) ची नियमानुसार स्थापना करण्यात आलेली आहे. 2) कार्यस्थळी महिलांच्या लैंगिक छळास प्रतिबंध करण्यासाठी अधिनियम व नियमानुसार आवश्यक सूचना, फलक व जनजागृती कार्यक्रम राबविण्यात आले. 3) कर्मचारी व विद्यार्थिनींमध्ये जागरूकता निर्माण करण्यासाठी मार्गदर्शन सत्र / कार्यशाळा आयोजित करण्यात आल्या. 4) अधिनियमातील तरतुदींचे पालन करण्याबाबत सर्व विभागप्रमुख व कर्मचाऱ्यांना सूचना देण्यात आल्या. 5) संस्थेमध्ये सुरक्षित, सन्मानजनक व लैंगिक छळमुक्त कार्यपरिसर राखण्यासाठी आवश्यक उपाययोजना सातत्याने करण्यात येत आहेत.

Dr. Vishakha Kelkar
 Presiding Officer



Mumbai, Maharashtra, India

SVKM, Gulmohar Road, Kamala Nagar, Vile Parle West, K/W Ward, Mumbai Zone 3, Mumbai, Mumbai Suburban District, Maharashtra, 400057, India
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