



**Progressive Education Society's B.Ed. College,
Shivajinagar, Pune-5**

Prevention, Prohibition and Redressal of Sexual Harassment of Women

Sexual Harassment of Women is a punishable offense resulting in termination, suspension, pay reduction and penalty. *Sexual harassment includes physical contact and advances, a demand or request for sexual favour; making sexually coloured remarks; showing pornography; or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.* As per subsection (1) of Section 4, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 an Internal Committee is formed in college to report sexual harassment. Following Internal Committee members are to guide and help you with your grievances.

Internal Committee Members

Sr. No.	Name of the Member	Position in IC	Contact Number
1.	Mrs. Sonali Pujari	Presiding Officer	8830178868
2.	Mrs. Vidya Gavit	Member	8605826222
3.	Ms. Suvarna Nirbhavane	Member	9545407608
4.	Dr. Madura Pawar	Member	9822854259
5.	Dr. Chintamani Ghate	External Member	9822046252
6.	Mrs. Suvarna Bhagwat	Member	9284657396
7.	Mrs. Anjali Achyut	Member	9422521606
8.	Mrs. Varsha Mhatre	Member	9822450425

Dr. Trupti Bhalerao

Principal



Progressive Education Society's B.Ed. College, Shivajinagar, Pune-5

Internal Committee (IC for POSH)

(Under Sub Section 1 of Section 4 of Sexual Harassment Act 2013)

For Prevention, Prohibition and Redressal of Sexual Harassment of Women (POSH)

Internal Committee under Sub Section 1 of Section 4 of Sexual Harassment Act 2013 for Prevention, Prohibition and Redressal of Sexual Harassment of Women (POSH) is formulated and registered with SHE Portal in March 2026. The responsibilities and functions of the Internal Committee are as below:

1. To create healthy, safe and secure environment for the students, faculty and non-teaching staff which is free from any gender discrimination.
2. To conduct awareness programmes for students, faculty and non-teaching staff to sensitize them about what constitutes sexual harassment and provisions made in POSH Act, 2013 as a legal protection.
3. To strictly enforce a zero-tolerance policy against any form of sexual harassment within the college.
4. To provide a highly confidential, accessible and supportive mechanism for victims (both students and employees) to lodge the complaints.
5. To conduct objective, unbiased and time bound investigation for registered complaints.
6. To provide the report of the investigation to the college authorities recommending appropriate disciplinary action.
7. To submit and upload annual report to SHE Portal about all the activities and cases dealt under Internal Committee.

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Sr. No.	Name of the Member	Position in IC	Contact Details
1.	Mrs. Sonali Pujari	Presiding Officer	pujarisonalimodernbedcollege@gmail.com
2.	Mrs. Vidya Gavit	Member	gavitvidyapesmodernbedcollege@gmail.com
3.	Ms. Suvarna Nirbhavane	Member	nirbhavanesuvarnapesbedcollege@gmail.com
4.	Dr. Madura Pawar	Member	pawarmaduramodernbedcollege@gmail.com
5.	Dr. Chintamani Ghate	External Member	cghate@rediffmail.com
6.	Mrs. Suvarna Bhagwat	Member	suvarnabhagwatpesbedcollege@gmail.com
7.	Mrs. Anjali Achyut	Member	anjaliachutpesbedcollege@gmail.com
8.	Mrs. Varsha Mhatre	Member	varshamhatrepesbedcollege@gmail.com

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