

**“Resolution of Constitution of Internal Committee for Prevention of Sexual Harassment of Women at Workplace”**

“RESOLVE THAT, be and is hereby, pursuant to section 4 of the Sexual Harassment of the Women at the workplace (Prevention, Prohibition and Redressal), Act 2013 and all other applicable, if any, provisions for the time being in force read with Rules & regulations framed under the Act and subject to such guidelines issued from time to time for the protection of the Women against the sexual harassment at the workplace, the Board has constituted an Internal Complaints (hereinafter called “IC”);

RESOLVED FURTHER THAT **Rutuaj Karpe** shall be the Presiding Officer of the Committee.

RESOLVED FURTHER THAT **Ashish Kawale**, and **Bhuwan Purohit** shall be the Internal Members.

RESOLVED FURTHER THAT **Mrs. Aparna Gonate** shall be the External Member.

“RESOLVE FURTHER THAT, be and is hereby, the IC to be vested with the same powers, while trying the suit, as vested in the Civil Court under the Civil Procedure Code 1908 and shall act upon the following terms of reference:

1. To receive and dispose of the complaint received from the aggrieved women
2. To ensure the complaint to be received in writing
3. To ensure to provide all reasonable assistance to the aggrieved women to make the complaint in writing.
4. To conduct the inquiry.
5. To take every such step at the request of the aggrieved women for the amicable settlement of the matter.
6. To ensure that monetary settlement is not through conciliation
7. To keep the record of every complaint and settlement and to report it to the employer.
8. To provide the requisite copy of the settlement to the parties to the complaint.
9. To ensure not to conduct an inquiry into the matter settled earlier.
10. To submit an annual report to the employer and “District Officer”



Resolution No. 001

Resolution Date: 29/05/2026

Signatures:

