

# ANNUAL REPORT OF INTERNAL COMMITTEE

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

**Institution:** Matoshri College of Engineering & Research Centre, Nashik

**Report Year:** 2025–26

## 1. Constitution of Internal Committee

The Internal Committee was duly constituted in accordance with Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The details of the Internal Committee and the penal consequences of sexual harassment are made available on the institution's website for wider dissemination and accessibility: (<https://engg.matoshri.edu.in/anti-sexual-harassment-cell>)

## 2. Number of Complaints Received

**Nil (0)**

## 3. Number of Complaints Disposed of During the Year

**Nil (0)**

## 4. Number of Cases Pending for More Than 90 Days

**Nil (0)**

## 5. Awareness Programmes / Workshops Conducted

**Total Programs Conducted: 2**

### (1) Personality Enrichment and Wellness Session

- Date: 26 September 2025
- Venue: Swami Vivekananda Hall
- Resource Person: Ms. Pratima Karkale
- Objective: To promote self-care, personal grooming, professional etiquette, communication skills, health awareness, stress management, hygiene, nutrition and overall well-being among female students.

A seminar on 'Personality Enrichment and Wellness session' was organized September 26, 2025 at 1.00 pm with an aim to promote self-care, personal grooming, and professional etiquette amongst the girl students, contributing to their holistic development. Ms. Pratima Karkale was invited as an expert for this seminar. Dr. V. H. Patil welcomed the expert. Ms. Pratima Karkale explained the importance of soft skills and professional etiquettes in bringing about one's holistic development. She explained that the soft skills and professional etiquettes



can foster effective communication, strong relationships, adaptability, and problem-solving qualities that drive personal and professional growth. She gave tips about the time management and discussed about the techniques one can adopt to get relief from work pressure. She also emphasized the benefits of nutrition, exercise, rest and relaxation to have a healthy and happy life. She further enlightened the students regarding the importance of hygiene to be maintained during menses. Dr. R.S. Khule concluded the program by vote of thanks.



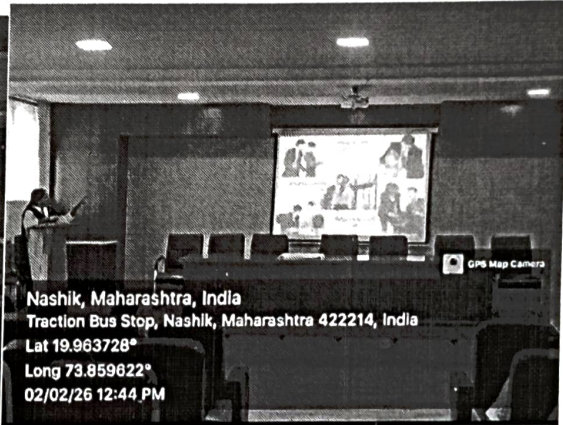
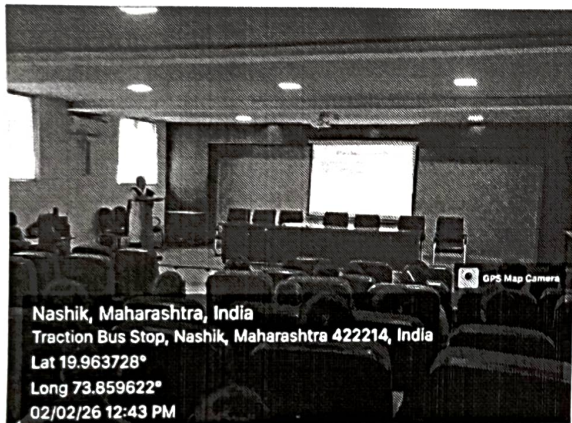
## (2) Seminar on Sexual Harassment of Women at Workplace (POSH Act, 2013)


- Date: 02 February 2026
- Venue: Swami Vivekananda Hall
- Resource Person: Dr. R. S. Khule
- Objective: To create awareness regarding the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Vishakha Guidelines, functioning of the Internal Committee, and the SHE-Box Portal for grievance redressal.

With the intent to disseminate information regarding the Sexual Harassment electronic (SHE) box portal, the Internal Committee (IC) and to create awareness regarding POSH Act, a seminar was arranged in Matoshri College of Engineering and Research Centre, Nashik, Dr



R.S. Khule delivered seminar on 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013'. The speaker gave the information about the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013" which was formulated to create working environment safe for the woman to work without any apprehension and subsequently make it possible for them to move towards their own economic empowerment as well as make important contributions to the development of the Country. The speaker highlighted Vishakha guidelines and elaborated the terms in act. She also enlightened the attendees regarding mechanism of working of ICC. The speaker finally appealed to all ladies' staff members to strictly Say 'No' to any sort of Sexual Harassment and make this Earth a safe and healthy Workplace



  
Dr. V. H. Patil,  
Chairperson,  
Women's Grievance Redressal Cell,  
MCERC, Nashik