



ZEAL EDUCATION SOCIETY'S

ZEAL COLLEGE OF ENGINEERING AND RESEARCH

(Formerly Dnyanganga College of Engineering and Research)

(Approved by AICTE, New Delhi and Affiliated to Savitribai Phule Pune University, Pune)

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Hon. S. M. Katkar

B.A. (Hons), L.L.B.

FOUNDER DIRECTOR

Dr. A. M. Kate

M. E., Ph. D (Mech.)

PRINCIPAL

Ref: ZCOER/AP/6627A/2016-17

Date: 15/02/2017

Office order

Following members have been appointed as an Internal Complaint Committee (ICC) as per the guidelines provided by Maharashtra state Commission for women, for the year 2017.

ICC Designation	Name	Designation	Mobile	Email
Presiding Officer	Dr.Ubale S. A	Associate Professor	8605705655	swapnaja.ubale@zealeducation.com
Faculty Member 1	Mrs. Mehta E.S	Assistant Professor	8087983288	ekta.mehta@zealeducation.com
Faculty Member 2	Mrs..Patil P.L	Assistant Professor	9823383002	poonam.patil@zealeducation.com
Non Teaching Member 1	Mr.S.D.Shewale	Lab Assistant	8793387823	swapnil.shewale@zealeducation.com
Non Teaching Member 2	Mrs..Deshpande A.K	Rector	8007589891	Ashwini.deshpande@zealeducation.com
Student-Under graduation	Pallavi Bhalerao Vishal Kandesar	Student	7058691512 8446207984	bhaleraopallavi60@gmail.com vishalsk1996@gmail.com
Student-Post graduate	Mungale A A.	Student	8983366056	ashutosh.mungle@zealeducation.com
Student-Ph.D	Mr.Gajare C.M.	Student	8793351679	cmgplace@gmail.com
External Member(NGO etc.)	Mrs. Mahadik Mathura		9823735214	mathura mahadik@gmail.com



A. M. Kate
Dr. A. M. Kate
Principal

Principal
Zeal College of Engineering
& Research, Narhe, Pune - 41.

Objectives :

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To develop a policy against sexual harassment of women at the Institute.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination