

**K. D. K. COLLEGE OF ENGINEERING**

Great Nag Road, Nandanvan, Nagpur - 440024.

(An Autonomous Institute w.e.f. 2024-25)

Accredited by NAAC

Approved by AICTE New Delhi, Directorate of Technical Education, M.S. Mumbai

& Affiliated to R.T.M. Nagpur University, Nagpur.

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Dr. Valsson P. Varghese
PrincipalDr. Avinash M. Badar
Vice Principal**VISION: Service to the Society Through Quality Technical Education**

Ref. No.: KDKCE/ICC/694-C/2026-27

Date : 01/06/2026

NOTIFICATION**Sub. :- Constitution of Internal Complaints Committee (ICC) against sexual harassment and gender violation.**

With reference to UGC advisory vide letter No. 91-3/2014(GS) dated 28th January, 2015 and Pursuant to the provisions content in clause 8 of ordinance 4 of 2007, published by the R.T.M. Nagpur University, Nagpur, vide letter no. RTMNU/GA/S/263 dated 17/03/2008 regarding constitution of Internal Complaints Committee (ICC) against sexual harassment and gender violation, the college committee consisting of the following members is reconstituted.

ICC for Prevention, Prohibition and redressal of Sexual Harassment Committee:-

S. N.	Name of the Member	Designation	Mobile No.	Email ID
1.	Dr. Sunanda P. Khandait	Presiding Officer -Chairperson	9403590001	spkhandait.kdkce@gmail.com
2.	Mrs. Sushma S. Nandanwar	Member Secretary	8149077296	nandanwarsushama@gmail.com
3.	Dr. Ms. Kavita B. Bajpai	Member	9422476488	kavi_baj@rediffmail.com
4.	Dr. Mrs. Kamal S. Chandwani	Member	9764000811	kamal.chandwani@kdkce.edu.in
5.	Mr. Anant B. Bute	Non-Teaching Member	9923810729	anant_bute@yahoo.com
6.	Mrs. Kiran R. Bathawa	Non-Teaching Member	9021584857	bathwapooja@gmail.com
7.	Mr. Swaraj N. Pawar	Student Representative (CSE)	9529273904	swarajpawar1305@gmail.com
8.	Ms. Nupur G. Raut	Student Representative (Civil)	8208451729	nupuraut007@gmail.com
9.	Ms. Tanishka Sharma	Student Representative (AIDS)	9373186614	tanishkasharma.1612@gmail.com
10.	Dr. Mrs. Sangita P. Bhagadkar	NGO Member	9767901487	bhagadkarsangita1509@gmail.com

The Jobs & responsibilities of the Committee are as under :-

1. To establish that inappropriate behavior of a sexual nature, and or retaliation will not be tolerated and set forth procedures for resolving such allegations.
2. To look into the truth of the allegation contained in the complaint.
3. To recommend the penalties action to be taken against any person found guilty of having sexually harassed the complainant, up to and including termination, to the HR Department.
4. To recommend appropriate psychological, emotional and physical support (counseling, security and other assistance) for the victim to the HR Department.
5. To monitor the follow-up action to be taken by the HR Department on receipt of the Report of the Committee.

Copy to :

1. All Committee Members (for NA)
2. Vice-Principal for Information.
3. All HOD's for Information
4. College Notice board & for circulation.
5. College web site incharge.
6. Warden Hostel.
7. KDK Security.

Dr. Valsson P. Varghese
PrincipalK.D.K. College of Engineering,
Nagpur