



**Marathwada Mitra Mandal's,**  
**Institute of Management Education Research & Training,**  
**302/A Deccan Gymkhana, BMCC Road, Pune- 411004**

**Women Grievance Committee**

The guidelines contained in the judgment dt. 13.8.97 of the Hon. Supreme Court in Vishaka & others versus State of Rajasthan envisaged creation of an appropriate complaint mechanism in the employer's organization including a Complaints Committee of the composition stipulated therein for speedy redress of the complaint made by the victim.

As per the guidelines of Hon. Supreme Court in above mentioned case **Institute of Management Education Research & Training** has constituted '**Women Grievance Committee**' for speedy redressal of any complaint related to Sexual Harassment or Gender Discrimination and curb any such incidence.

**Objectives :**

1. To examine complaints of sexual harassment or sexual discrimination pertaining to the female staff members and the female students.
2. Take necessary remedial measures wherever possible or submit its findings with recommendations to the Director.
3. To pursue for time-bound enquiry of the complaints, wherever necessary. Mrs. Jayashree Pardeshi
4. To provide special counselors to the victim, as and when necessary.
5. To report to the Governing Council and the Director of Institute, if there is a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.
6. To ensure safe and healthy working environment for the female employees and the students, whereby they are protected against any kind of victimization and are always provided with environment which is free from fear and is conducive to progress and for discharging their duties.

**Women Grievance Committee of Institute of Management Education Research & Training:**

<b>Sr. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Representing Committee as</b>
1.	Prof. Ruchira Tapre	Assistant Professor, IMERT	Secretary
2.	Prof. Pranjal Jadhav	Assistant Professor, IMERT	Teaching Staff
3.	Prof. Yogini Kulkarni	Assistant Professor, IMERT	Teaching Staff
4.	Mrs. Jayashree Pardeshi	Accountant, IMERT	Non-Teaching Staff
5.	Ms. Rutushree Nair	-	Student Representative
6.	Ms. Kaveri Dahiphale	-	Student Representative
7.	Ms. Ranjani Andhare	-	Student Representative