



**MBIT**  
MADHUBEN & BHANUBHAI PATEL  
INSTITUTE OF TECHNOLOGY



Ref.No.MBIT/86/2024/1990

20<sup>th</sup> September, 2024

**OFFICE ORDER**

**Internal Committee (IC) A.Y. 2024-25**

As per UGC (prevention, prohibition & redressal of sexual harassment of women employee and student in higher education's institution at workplace) Regulation, 2015 MBIT has formed IC as below for safety and security of female staff and students.

The Internal Committee of MBIT serves as a critical mechanism for addressing grievances related to Specifically discrimination, and other forms of misconduct within the academic community. Specifically focusing on the well-being and safety of women staff, the IC plays a pivotal role in creating a conducive work environment that fosters dignity, respect equality.

**Objectives of the IC:**

- Ensuring a Safe and Supportive Environment:** The primary ambition of the IC is to create an environment where women staff feel safe and supported to raise concerns without fear of reprisal. This entails fostering a culture where harassment and discrimination are not tolerated and where individuals are empowered to speak up.
- Promoting Gender Equality:** The IC aims to promote gender equality by addressing systemic issues that disproportionately affect women in academia. This includes tackling gender bias, ensuring equitable access to opportunities, and supporting the advancement of women in their careers.
- Facilitating Fair and Transparent Processes:** The IC strives to uphold fairness and transparency in its processes for investigating complaints. This involves providing clear guidelines, conducting impartial investigations, and ensuring that all parties involved are treated with respect and dignity.

**Members of the committee:**

Sr. No.	Name	Comm. Designation	Email ID
1	Dr. Sudhir Vegad, I/C Principal	Chairperson	svegad@mbit.edu.in
2	Dr Darshana Prajapati, HoD, ASH	Presiding officer	head.ash@mbit.edu.in
3	Smt. Ashaben Dalal, President JMS, Anand	External member from NGO	-
4	Dr Shital Gondaliya, HoD, CE	Faculty Member	head.ce@mbit.edu.in
5	Prof. Jagruti Prajapati, HoD, IT	Faculty Member	head.it@mbit.edu.in
6	Ms. Megha Patel, Lab Asst., CE Dept.	Member	mdpatel@mbit.edu.in
7	Mr. Shailesh U Baria, Lab Asst., IT Dept.	Member	subaria@mbit.edu.in
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9	Ami Mistry, LR	Student member	12102040701010@mbit.edu.in

**Prof. (Dr.) Sudhir Vegad**  
I/c. Principal



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**CVM**  
UNIVERSITY

Ref.No.MBIT/86/2024/3280

19<sup>th</sup> November 2024

**Annual Report**  
**Internal Committee (IC)**

**A.Y. 2024-25**

**Summary of Half-Yearly Report of Internal Committee (IC)**

The Internal Committee was established to address workplace conduct and ensure a safe, respectful, and inclusive environment for all. Its mandate includes investigating complaints related to harassment, discrimination, and other violations of policies.

**Activities and Investigations:**

During the reporting period, the committee received no complaints regarding various issues such as harassment, discrimination, and conflicts of interest.

**Findings and Analysis:**

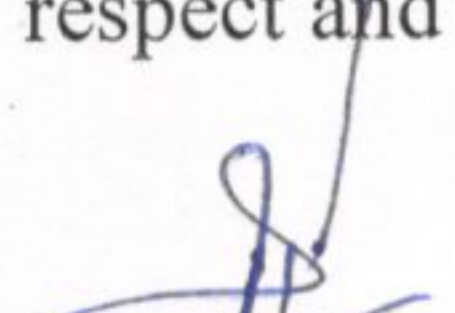
The committee identified a concerning pattern of harassment in the workplace, particularly towards female employees, which highlighted the need for increased awareness and training on respectful workplace conduct.

**Recommendations:**

Based on its findings, the committee recommended the implementation of mandatory training programs on diversity, inclusion, and respectful workplace behavior for all employees.

**Conclusion:**

In conclusion, the Internal Committee has played a vital role in promoting a safe, respectful, and inclusive workplace environment. Through its investigations, recommendations, and proactive measures, the committee has made significant strides towards fostering a culture of respect and equality within the organization.

  
Prof. (Dr.) Sudhir Vegad  
I/c. Principal



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