



Institute of Management
Studies & Research
THINK BEYOND

MKES Institute of Management Studies & Research

No. 1, Bhavishya Bharat Campus, Off. Swami Vivekananda Rd, Bhadran Nagar, Mumbai,
Maharashtra 400064

Approved by AICTE, New Delhi

Annual Report Of **INTERNAL COMMITTEE**

For the Year 2024-25

INTERNAL COMMITTEE

To ensure the wide dissemination and gender-based violence perpetrated against employees and students of all sexes, an Internal Committee is formed in the campus as per the directions of AICTE and Government of India with effect from 31-03-2023. The committee aims to act decisively against all gender-based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation.

Internal Committee of MKES-IMSR is established under Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide no. F.AICTE/ WH/2016/01 dated 10th June, 2016.

Following are the members of the Committee for the year 2024-25

Sr. No.	Name	Designation	E-mail	Phone No.
1	CA Dr. Varsha Ainapure	Chairperson	varsha@mkesimsr.ac.in	7506054375
2	Dr. Charmi Shah	Faculty Member	charmi@mkesimsr.ac.in	9930029671
3	Ms. Shillpa Tiwari	Faculty Member	shillpa@mkesimsr.ac.in	
4	Ms. Dhruvi Barot	Non-teaching Member	dhruvi@mkesimsr.ac.in	7977583718
5	Ms. Khushboo Savla	Non-teaching Member	khushboo@mkesimsr.ac.in	7021684941
6	Ms. Rukaiya Joshi	NGO Representative	rukaiyaj@gmail.com	9820136781
7	Mr. Mihir Doctor	Student Member	03mihir@mkesimsr.ac.in	7738248772
8	Mr. Harsh Ghadigaonkar	Student Member	04harsh@mkesimsr.ac.in	8356090273
9	Ms. Heli Shah	Student Member	14heli@mkesimsr.ac.in	8080915700

Committee was reconstituted for administrative purposes.

Following are the members of the Re constituted Committee for the year 2025-26

Sr. No.	Name	Designation	E-mail	Phone No.
1	CA Dr. Varsha Ainapure	Chairperson	varsha@mkesimsr.ac.in	7506054375
2	Dr. Charmi Shah	Faculty Member	charmi@mkesimsr.ac.in	9930029671
3	Ms. Shillpa Tiwari	Faculty Member	shillpa@mkesimsr.ac.in	
4	Ms. Dhruti Barot	Non-teaching Member	dhruti@mkesimsr.ac.in	7977583718
5	Ms. Khushboo Savla	Non-teaching Member	khushboo@mkesimsr.ac.in	7021684941
6	Ms. Rukaiya Joshi	NGO Representative	rukaiyaj@gmail.com	9820136781
7	Mr. Parth Parmar	Student Member	36parth@mkesimsr.ac.in	96192 42832
8	Mr. Ruban Chandran	Student Member	4ruban@mkesimsr.ac.in	84338 80367
9	Ms. Ayushi Oza	Student Member	34ayushi@mkesimsr.ac.in	96197 11135

MKES-IMSR started working during the year 23-24. Committee met twice during the year 2024-25 to discuss following points:

1. The Chairperson welcomed the members and briefed them about the background, composition, scope and objectives of the committee.
2. A copy of the AICTE Regulations applicable to all Institutes was circulated amongst the members and the Chairperson read out and discussed the important clauses relevant for the Institute.
3. It was reconfirmed that the institute will do everything consistent with the enforcement of this policy and with the law to protect the privacy of the individuals involved and to ensure that the Complainant and the Respondent are treated fairly.
4. During the academic year 2024-25 students performed the skit highlighting the impact of sexual harassment on students' life.
5. Conclusion: Following details about the complaints were placed before the committee.

Details of the Complaints

Sr. No.	No. of complaints Received	No. of complaints Addressed	No. of complaints Appealed	Av. Time for Complaint Redressal
1	Nil	Nil	Nil	Nil

At MKES-IMSR, we endeavor to provide a conducive and healthy work environment where the relationship amongst the employees, students as well as with the Employer are cordial and supporting in all aspects, so that each individual shall have an enriching experience. The objective of this policy is to ensure our employees and students that MKES-IMSR is determined to provide them excellent, comfortable, safe and healthy institutional environment, so that they can come out with their best in all facets.

CA Dr. Varsha Ainapure,
Director, MKES-IMSR