



# VIDYA PRATISHTHAN'S SCHOOL OF ARCHITECTURE, BARAMATI

Approved by Council of Architecture, New Delhi & Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University, Pune  
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Ref. No.:- VPSOAWEC/2023/339

Date:- 11/07/2023

## OFFICE ORDER

### Prohibition of Sexual Harassment of Woman

*Pursuant to the directives of the Supreme Court of India Women Empowerment Cell (WEC) has been set up at Vidya Pratishthan's School of Architecture, Baramati to uphold the dignity of women at work place.*

#### Members of WEC, VPSOA

##### Ar. Rajshree Patil (I/C Principal)

Convener

Tel: (02112) 239540

Mob. No. 9823921200 [rajshree.patil@vpsoa.org](mailto:rajshree.patil@vpsoa.org)

##### Hon. Adv. Neelima Gujar

Member, Environmental Forum of India, Baramati.

Tel. (02112) 239169 [nelimaqujar5@gmail.com](mailto:nelimaqujar5@gmail.com)

##### Ar. Priyanka Barge (Assistant Professor)

Member

Mob. No. 8308007676 [priyanka.barge@vpsoa.org](mailto:priyanka.barge@vpsoa.org)

##### Dr. Anand Shrigondekar (Assistant Professor)

Member

Mob. No. 9130590438

[anand.shrigondekar@vpsoa.org](mailto:anand.shrigondekar@vpsoa.org)

##### Mrs. Pooja Shaha (Accountant, VPSOA)

Member

Mob. No. 9860430073 [accounts@vpsoa.org](mailto:accounts@vpsoa.org)

##### Mrs. Pratibha Pawar (Clerk, VPSOA)

Member

Mob. No. 8805180148 [pratibha.pawar@vpsoa.org](mailto:pratibha.pawar@vpsoa.org)

##### Ms. Sayali Ubale (Student, VPSOA)

Fourth Year B. Arch.

Member

Mob. No. 9356581669 [ubalesayali20@gmail.com](mailto:ubalesayali20@gmail.com)

#### PURPOSE AND FUNCTION

To facilitate a gender-sensitive and congenial working atmosphere at VPSOA, Baramati so that women at work place are not subjected to gender specific discrimination or sexual harassment.

#### WHAT CONSTITUTES HARASSMENT?

Any unwelcome sexually determined behavior (physical, verbal or any other form) which violates a women's dignity and interferes with her ability to operate freely at work. Harassment would also include gender based discriminatory behavior.

#### WHO CAN APPROACH THE WEC?

Any woman employee academic/ non-academic (including contractual, casual and temporary) or female student of VPSOA, Baramati may approach the WEC in person.

#### HOW TO LODGE A COMPLAINT?

The person concerned can personally approach/ write/ e-mail any member of the Women Empowerment Cell. The name of the complainant will be kept confidential.

The WEC shall function as per the norms / guidelines / rules and regulations as prescribed by the Government of Maharashtra/ Savitribai Phule Pune University/ Council of Architecture. The WEC will work for the period of three years or as specified by the Competent Authority of VPSOA, Baramati.



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I/C PRINCIPAL  
Vidya Pratishthan's  
SCHOOL OF ARCHITECTURE, BARAMATI  
Vidyanagari, Baramati Dist. Pune 413133

Vidyanagari, Bhigwan Road, Baramati, Dist. Pune (Maharashtra) - 413 133, India.

☎ 02112-239540, 239545 ✉ principal.vpsoa@vidyapratishthan.com 🌐 www.vpsoa.org

🌐 Vidya Pratishthan's School of Architecture 📱 vpsoa.official