



## MKCL

Creating a Knowledge Lit World

www.mkcl.org

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### NOTICE

On December 09, 2013 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' came into effect, which is an Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental thereto. Further, with effect from April 01, 2018 'Anti-Sexual Harassment Policy' was approved by the Board of Maharashtra Knowledge Corporation Ltd. (MKCL). As per the said policy, sexual harassment shall include any harassment caused to female or male employees. It would also include harassment caused to or by either gender.

Pursuant to applicable provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013 (**"the Act"**) and the 'Anti-Sexual Harassment Policy' of the Company, the "Internal Complaints Committee" has been renamed as "Internal Committee" (IC). The main function of the IC is to provide protection against sexual harassment of employees at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. As the tenure of some Members is concluding, the said Committee has been re-constituted by the Board in its meeting held on August 10, 2023 for all offices of the Company **with effect from September 01, 2023** as follows-

Sr. No.	Name of Member	Designation and email id	Term of office	Members
1	Ms. Deepti Vyas	Sr. Solution Architect <a href="mailto:deeptivy@mkcl.org">deeptivy@mkcl.org</a>	September 01, 2023 to August 31, 2026	Presiding Officer
2	Ms. Shraddha Gotkhindikar	Sr. Learning Experience Designer <a href="mailto:shraddhag@mkcl.org">shraddhag@mkcl.org</a>	April 01, 2021 to March 31, 2024	Member
3	Ms. Madhuri Shinde	Assistant to Joint Managing Director <a href="mailto:madhuris@mkcl.org">madhuris@mkcl.org</a>	September 01, 2023 to August 31, 2026	Member
4	Mr. Yogesh Thorwe	General Manager <a href="mailto:yogesht@mkcl.org">yogesht@mkcl.org</a>	September 01, 2023 to August 31, 2026	Member
5	Mr. Amit Ranade	Sr. General Manager <a href="mailto:amitr@mkcl.org">amitr@mkcl.org</a>	April 01, 2021 to March 31, 2024	Member
6	Mr. Sachin Nirgudkar	Sr. Deputy Company Secretary <a href="mailto:sachinn@mkcl.org">sachinn@mkcl.org</a>	September 01, 2023 to August 31, 2026	Member
7	Adv. (Ms.) Suneeti Govitrikar	Advocate (Familiar to issues relating to sexual harassment) <a href="mailto:govitrikar.suneeti@gmail.com">govitrikar.suneeti@gmail.com</a>	September 01, 2023 to August 31, 2026	Member

The 'Anti-Sexual Harassment Policy' specifying the norms, scope, preventive actions, complaint mechanism, procedures, disciplinary actions, etc. is available on Company's website [www.mkcl.org](http://www.mkcl.org) and on the employee portal <http://g10.mkcl.org>.

**For Maharashtra Knowledge Corporation Ltd.**



**Veena Kamath**  
Managing Director

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