



FORT INTERNATIONAL ACADEMY

CBSE AFFL. CODE: 1130098

UDISE NO.: 27340203903

INTERNAL COMPLAINTS COMMITTEE (AY 2025-26)

To safeguard the interests of all the women employees working in the school campus, Fort International Academy, Panhala of the school has constituted an Internal Complaints Committee (ICC) as per the provisions Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013 on 02nd April 2026. The committee conducts awareness programmes for all its employees and ensures that a safe and healthy work environment for all its employees. Complaint Boxes are placed strategically and checked regularly by the Committee members to address the complaints, if any. The ICC is an independent committee and comprises of the following members:

NO	NAME	CATEGORY	DESIGNATION
1	MRS SHILPA VANKUDRE	PRESIDING OFFICER OF THE COMMITTEE	PRINCIPAL
2	MR PETER DHANAWADE	MEMBER	(MIDDLE & SECONDARY YEAR PROGRAMME)
3	MRS VASUNDARA SHAH	MEMBER	SEGMENT LEADER (PREPARATORY YEAR PROGRAMME)
4	MRS AMBIKA PATIL	MEMBER	SEGMENT LEADER (FOUNDATION YEAR PROGRAMME)
5	MRS SURABHI PATIL	MEMBER	ADMIN STAFF
6	MRS SHAHISTA MANER	MEMBER	LEGAL EXPERT

Complaint boxes to be easily accessible. Awareness programmes are conducted to generate awareness.

Shankudre

PRINCIPAL
FORT INTERNATIONAL ACADEMY

PRINCIPAL



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VIDYANAGARI (WAGHBIL),
PANHALA, KOLHAPUR - 416 201