

2019-20 TO 2022-23



MANOHARRAO KAMDJI MAHAVIDYALAYA



INTERNAL COMPLAINT COMMITTEE/Women cell

Introduction:

INTERNAL COMPLAINT COMMITTEE formerly known as The Women Cell is constituted to help maintain a harmonious atmosphere at the institute, to enable women to pursue their work with dignity and reassurance. This cell functions as the "Complaints Committee" as required by the "Sexual Harassment of Women at Workplace Preservation, Prohibition and Redresser). In accordance with the UGC, (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational Institutes) regulations 2015, the college has constituted an Internal complaint Committee to deal with gender-based violence and to conduct gender sensitization programmes, as our Institution focuses on empowerment of girl students and accommodates activities and policies for girl students and runs this Committee for the Prevention of Sexual Harassment of Women in Working Place.

The Internal Complaint Committee organizes Guest Lectures through NSS which include psychological counselling, pre- marriage counselling by inviting prominent experts from various fields of study. The Internal Complaint Committee is entrusted with the responsibility to facilitate an environment of safety and trust among the girl students and boys as well. The sole objective of the Internal Complaint Committee is to bring awareness on gender sensitization and optimistic outlook and value towards the rights of girls, and to make girl students aware of their rights. Guest lectures of legal experts are being organized from time to time. Internal Complaint Committee, student Council and Anti -ragging Cell has girls' students as its representative. Internal Counselling and Psychiatrists are being invited for delivering guidance lectures. Health and Hygiene Lectures on 'Importance of mental as well as physical health' are being organized. We have been motivating girl students to avail the opportunities after lifting of lockdown restrictions and the students are apprised of the opportunities of Skill Development through EDC.

Aim

To provide adequate relief to the complainant and ensure suitable redresser of her grievances and to resolve the disputes or women harassment incidents through counselling or hearing before the Committee members.

Objectives:

The INTERNAL COMPLAINT COMMITTEE /Women Cell functions with the following objectives:

- To make them aware of their rights.
- To help them in knowing the importance of good health and nutrition and facilities available for them.
- To help them in developing decision making abilities and be self-dependent.
- To assist them in overall development of their personality.

In case of any incident of harassment, the complaints must be brought to the notice of the members of the committee in writing or through Phone number. The committee will address the issue in compliance with the law in force to curb and prevent sexual harassment on its campus and will initiate all proceedings as required. It shall:

Treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee.

Treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the Perpetuer is a student.

Ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations.

Monitor timely submission of report of ICC.

Powers:

INTERNAL COMPLAINT COMMITTEE / The Women Cell is empowered to punish the guilty persons in due constitution with the principal of the institution. The nature of the punishment is as follows:

1. Information to the parents.
2. Financial punishment.
3. Information to police for legal inquiry and action (If situation arises so)
4. Expelling from college as per the rule of university.
5. Achievements of the Cell:

COLLEGE HELPLINE NUMBER : 0712-2761879, 9765800011, 8329208070

Members of the Internal complaint Committee are as follows:

Name	phone number	Email id
Dr Usha Sakure	9765800011	usha.ngp6@gmail.com
Dr Meenakshi Wasnik	8329208070	mwasnik@gmail.com
Dr Yamuna Rewatkar.	9923573274	yamunakhobragade@gmail.com
Dr Naina Dewani	9960695646	nayanadewani03@gmail.com




PRINCIPAL
Manoharneo Kamdi Mahavidyalaya
Chitnavispura, Mahal, NAGPUR



Mahatma Bahuddeshiya Shikshan Sanstha's

Manoharrao Kamdi Mahavidyalaya

Accredited by NAAC, Bangalore

(ARTS & COMMERCE) JUNIOR & SENIOR COLLEGE

Chitanvispura, Mahal, Nagpur- 440032

Principal - Dr. Usha Sakure - Mob. No. 9765800011

Website : <https://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Objective

Date :

Ref. No.

1. To enhance the self-esteem and self-confidence of women students.
faculty and staff in the college
2. To promote intellectual personality development of student and cultural activities for overall
3. To develop critical thinking ability of women students such that enhances decision-making ability.
4. to enable women to make informed choices in areas like education employment and health especially reproductive health
5. To enhance their participation on an equal footing in all areas




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Mahatma Bahuddeshiya Shikshan Sanstha's
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Chitanvispura, Mahal, Nagpur- 440032
Principal - Dr. Usha Sakure - Mob. No. 9765600011
Website : <http://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No. _____

Date : _____

Manoharrao kamdi mahavidyalaya

Chitanvispura Mahal Nagpur-440032

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Approved by Government of Maharashtra

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Website-<https://manoharraokamdi.edu.in>

Sexual Harassment of Women at Work Place

(Prevention Prohibition and Redressal)

Act 2013

Internal Complaints Committee

2019-20

Dr Usha Sakure- Chairperson

Dr Meenakshi wasnik IQAC Coordinator

Dr Yamuna Rewatkar- Convenor

Dr Sujata Randhir- Member

BA III Chitra Barapatre

BCom III- Prabha Dharmik

Usha Sakure
M. Wasnik
Yamuna Rewatkar
Sujata Randhir
Chitra Barapatre
Prabha Dharmik



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Principal - Dr. Usha Sakure - Mob. No. 9765800011

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Ref. No.

Date :

Notice-19-20

01/07/2019

This is to inform all the members of the Internal complaint committee to attend the meeting on 10/07/2019 at Principal's chamber at 12 pm.

Agenda

1. to confirm the minutes of the previous meeting.
2. To introduce women's cell committee, its functioning to newly admitted girl students.
3. Review of grievance redressal issues.
4. any other matter with the permission of the chair.

Dr Usha Sakure- Chairperson

Dr Meenakshi wasnik IQAC Coordinator

Dr Yamuna Rewatkar- Convenor

Dr Sujata Randhir- Member

BA III Chitra Barapatre

BCom III- Prabha Dharmik

Convenor
Dr Yamuna Rewatkar



Principal
OFFICIATING PRINCIPAL
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Website : <https://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No.

Date :

**MINUTES OF THE MEETING OF INTERNAL COMPLAINT COMMITTEE
OF THE COLLEGE HELD ON 10/07/19.**

The meeting of the Internal complaint committee was held on 10/07/19 at 12 pm in the principal's chamber and the minutes were confirmed.

The proceedings of the meetings were as follows.

1. Minutes of the previous meeting were read out by the Convenor and confirmed.
2. Newly admitted girl students were informed regarding the committee and its working procedures. It was discussed that our college is a safe place for girl students and several programmes are carried out to bring out the necessary awareness amongst the students.
3. Since there was no case of any abuse the redressal is Nil.
4. The meeting ended with a vote of thanks.

Principal
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Website : <http://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No.

Date :

Action taken report of Internal complaint committee held on 10/07/19.

1. The students understood the importance of the cell.
2. The girl students were acquainted with the Committee members, and they should contact them in case of any problem or difficulty.
3. Since there was no case of any abuse the redressal is Nil.

Resolution- Regarding matters relating to complaint issues, it was found that there is no case of sexual harassment brought to the notice of the cell so far and the redressed is Nil.


Principal
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Sexual Harassment of Women at Work Place
(Prevention Prohibition and Redressal)
Act 2013

Internal Complaints Committee

2020-21

- | | | | |
|---------------------------|---|-----------------|------------------------|
| 1. Dr. Usha Sakure | - | Chairperson | <i>Usha Sakure</i> |
| 2. Dr. M.V. Wasnik | - | Iqac Cordinator | <i>M. Wasnik</i> |
| 3. Dr. Yamuna Rewatkar | - | Convenor | <i>Yamuna Rewatkar</i> |
| 4. Dr. Nayna Dewani | - | Member | <i>Nayna Dewani</i> |
| 5. Sachin Chapke | - | Member | <i>Sachin Chapke</i> |
| 6. Kalyani Kubde BA II | - | Member | <i>Kalyani Kubde</i> |
| 7. Hina Balpande B.ComIII | - | Member | <i>Hina Balpande</i> |



Mahatma Bahuddeshiya Shikshan Sanstha's
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Ref. No.

Date :


**MINUTES OF THE MEETING OF INTERNAL COMPLAINT COMMITTEE OF
THE COLLEGE HELD ON 04/09/2020.**

The meeting of the Internal complaint committee was held on 04/09/2020 at 12 pm in the principal's chamber and the minutes were confirmed.

The proceedings of the meetings were as follows.

1. minutes of the previous meeting were read out by the Convenor and confirmed.
2. Newly admitted girl students were informed regarding the committee and its working procedures. It was discussed that our college is a safe place for girl students and several programmes related to gender sensitization are carried out to bring out the necessary awareness amongst the students.
3. The committee through thorough discussion suggested to conduct gender sensitization programmes for the students. Since it is a corona period so the programme should be online in nature so that maximum students participate in the webinar. Dates and probable speakers were confirmed for the programme.
4. Since there was no case of any abuse the redressal is Nil.
5. The meeting ended with a vote of thanks.




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Ref. No.

Date :

Notice-20-21

31/08/2020

This is to inform all the members of the Internal complaint committee to attend the meeting on 04/09/20 at Principal's chamber at 12 pm.

Agenda

- 1 to confirm the minutes of the previous meeting.
- 2 To introduce women's cell committee, its functioning to newly admitted girl students.
- 3 to organize programmes on gender sensitization for the students.
- 4 Review of grievance redressal issues.
- 5 any other matter with the permission of the chair.

Kewalkar
Convenor



Usha

OFFICIATING PRINCIPAL
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Website : <https://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No.

Date :

Action taken report of Internal complaint committee held on 04/09/2020.

1. The students understood the importance of the cell.
2. Two Online Webinars were conducted on the topics "Students and Gender sensitization and Redefining Gender in Changing times. The Speakers were Dr Farzana ali and Dr Shubhashree Mukherjee.
3. Since there was no case of any abuse the redressal is Nil.

Resolution- Regarding matters relating to complaint issues, it was found that there is no case of sexual harassment brought to the notice of the cell so far and the redressed is Nil.


Principal
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Sexual Harassment of Women at Work Place

(Prevention Prohibition and Redressal)

Act 2013

Internal Complaints Committee

2021-22

1 Dr Usha Sakure	Chairperson
2 Dr Meenakshi Wasnik-	iqac Coordinator
Dr Yamuna Rewatkar,	Convenor
3 Shri Sachin chapke-	Member
4 Dr Naina Dewani	Member
5 Seema patil	Member
6 Surekah Manohar	Member
7 Juhi Gajapure	Member BA-III
8 Nidhika Mandlik	Member B.Com III

Usha Sakure

Meenakshi Wasnik

Yamuna Rewatkar

Sachin Chapke

Naina Dewani

Seema Patil

Surekah Manohar

Juhi Gajapure

Nidhika Mandlik



Mahatma Bahuddeshiya Shikshan Sanstha's
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Principal Resi. : 9785800011 Website : <https://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No.

Date :

Notice

06/01/22

This is to inform all the members of the Internal complaint committee to attend the meeting on 15th January 2022 in Principal's chamber at 12 pm.

Agenda

- 1 to confirm the minutes of the previous meeting.
- 2 To discuss about the Sexual harassment act 2013.
- 3 to organize programmes on gender sensitization for the students.
- 4 Review of grievance redressal issues.
- 5 any other matter with the permission of the chair.

K. K. Khatkar
Convenor



[Signature]
Principal

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Principal Resi. : 9765800011 Website : <http://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No.

Date :

MINUTES OF THE MEETING OF INTERNAL COMPLAINT COMMITTEE OF THE COLLEGE HELD ON 15th January 2022

The meeting of the Internal complaint committee was held on 15th January 2022
at 12 pm in the principal's chamber and the following members were present.

1 Dr Usha Sakure	Chairperson
2 Dr Meenakshi Wasnik-	iqac Coordinator
Dr Yamuna Rewatkar.	Convenor
3 Shri Sachin chapke-	Member
4 Dr Naina Dewani	Member
5 Seema patil	Member
6 Surekha Manohar	Member
7 Juhi Gajapure	Member BA-III
8 Nidhika Mandlik	Member B.Com III

Usha Sakure
Meenakshi Wasnik
Yamuna Rewatkar
Sachin Chapke
Naina Dewani
Seema Patil
Surekha Manohar
Juhi Gajapure
Nidhika Mandlik

The proceedings of the meetings were as follows.

- 1 minutes of the previous meeting were read out by the Convenor and confirmed.
- 2 Detail discussion on sexual harassment Act 2013 was explained by the convenor of the meeting.
- 3 the committee took up the discussion of the activity to be conducted. All the members including the convenor decided upon taking an online webinar on gender sensitization for the students. The date of the activity, topic of presentation and the resource person to be invited was finalized for the programme. The programme will be taken through google meet. Duties of making the banner, brochure, registration link, feedback forms were assigned for the event.

4 Review of grievance redressal issues where some of the student complained of lack of cleanliness in the toilet which was noted.

5 Any other matter with permission of the chair.

The meeting ended with a vote of thanks.

Resolution- Regarding matters relating to complaint issues, it was found that there is no case of sexual harassment brought to the notice of the cell so far and the redressal is Nil. The cleanliness of the toilet will be taken care of.

Kouatkar
Convener



[Signature]
Principal

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Mahatma Bahuddeshiya Shikshan Sanstha's
Manoharrao Kamdi Mahavidyalaya

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Principal Resi. : 9785800011 Website : <https://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No.

Date :

Action taken report of Internal complaint committee held on 15th July 2021

- 1 The students understood the importance of the cell.
- 3 Since there was no case of any abuse the redressal is Nil.

P. Dewabkar
Convenor



S. S. S.
Principal

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Mahatma Bahuddeshiya Shikshan Sanstha's
Manoharrao Kamdi Mahavidyalaya

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Ref. No.

Date : ✓

Notice

10 July 2021.

This is to inform all the members of the Internal complaint committee to attend the meeting on 15th July 2021 at Principal's chamber at 12 pm.

Agenda

- 1 to confirm the minutes of the previous meeting.
- 2 To introduce women's cell committee, its functioning to newly admitted girl students.
- 3 any other matter with the permission of the chair.

Hewalkar

Convener



[Signature]

Principal

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Ref. No.

**MINUTES OF THE MEETING OF INTERNAL COMPLAINT COMMITTEE OF
THE COLLEGE HELD ON 15th July 2021.**

Date :

The meeting of the Internal complaint committee was held on 15th July 2021 at 12 pm in the principal's chamber and the following members were present.

1 Dr Usha Sakure	Chairperson
2 Dr Meenakshi Wasnik-	iqac Coordinator
3 Dr Yamuna Rewatkar.	Convener
4 dr Naina Dewani	Member
5 Seema patil	Member
6 Surekaha Manohar	Member
7 Juhi Gajapure	Member BA-III
8 Nidhika Mandlik	Member BCom-III

Usha Sakure
Meenakshi Wasnik
Yamuna Rewatkar
Naina Dewani
Seema Patil
Surekha Manohar
Juhi Gajapure
Nidhika Mandlik

The proceedings of the meetings were as follows.

- 1 minutes of the previous meeting were read out by the Convener and confirmed.
- 2 Newly admitted girl students were informed regarding the committee and its working procedures.
- 3 The meeting ended with a vote of thanks.

Resolution- Regarding matters relating to complaint issues, it was found that there is no case of sexual harassment brought to the notice of the cell so far and the redressed is Nil.

Yamuna Rewatkar
Convener



Usha Sakure

Principal

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Ref. No.

Date :

Action taken report of Internal complaint committee held on 15th Jan 2022

- 1 The online webinar was conducted on 5/04/22 and 9/04/22 on gender Sensitization and on Domestic violence under the banner of Women cell.
- 2 As per the duties assigned, all the committee members coordinated and performed their roles accordingly.
- 3 Since there was no case of any abuse the redressal is Nil.


Convener




Principal

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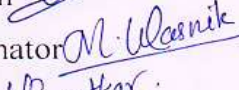
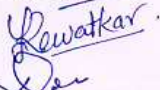



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Sexual Harassment of Women at Work Place
(Prevention Prohibition and Redressal)
Act 2013

Internal Complaints Committee

2022-23

- | | | | |
|----------------------------|---|-----------------|---|
| 1. Dr. Usha Sakure | - | Chairperson |  |
| 2. Dr. M.V. Wasnik | - | Iqac Cordinator |  |
| 3. Dr. Yamuna Rewatkar | - | Convenor |  |
| 4. Dr. Nayna Dewani | - | Member |  |
| 5. Sachin Chapke | - | Member |  |
| 6. Samiksha Palsapure BA I | - | Member | |
| 7. Kajal Thakre B.A II | - | Member |  |



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Ref. No.

Date :

Notice

4/03/2023

This is to inform all the members of the internal complaint committee to attend the meeting on 6th March 2023 at 10.00 a.m. in Principal's chamber.

Agenda

- 1 To confirm the minutes of the previous meeting.
- 2 To discuss about the Sexual harassment act 2013.
- 3 To review on the programme conducted on social awareness for the students.
- 4 To review on the programme conducted relating to mental abilities and attributes.
- 5 Any other matter with the permission of the chair.




Principal

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Ref. No.

Date :

MINUTES OF THE MEETING OF INTERNAL COMPLAINT COMMITTEE OF THE COLLEGE HELD ON 6th March 2023

The meeting of the internal complaint committee was held on 6th March 2023 at 10.00 a.m. in the principal's chamber and the following members were present.

1. Dr Usha Sakure	Chairperson
2. Dr Meenakshi Wasnik	IQAC Coordinator
3. Dr Yamuna Reswatkar.	Convener
4. Shri Sachin Chapke	Member
5. Dr Naina Dewani	Member
6. Kajal Thakare	Member BA-III
7. Samiksha Palsapure	Member B.Com I

The proceedings of the meetings were as follows.

1. Minutes of the previous meeting were read out by the Convener and confirmed.

2. Detail discussions on sexual harassment Act 2013 was explained by the convener of the meeting.

3. The committee took up the discussion of the activity to be conducted for the social awareness among the students. The committee members decided to conduct an online webinar. The topic selected was "Youth Addictions: Problems and Remedies" which was decided to be organized under Social Awareness Cell of IQAC on 15th November 2023 at 10.00 am. It was decided to invite Dr Pradeep Patil (M.D. Psychiatry) Professor and Head Dept. of Psychiatry Datta Meghe Institute of Higher Education and Research, Nagpur as a Resource Person. The banners will be forwarded to the students for participation.

4. The committee took up the discussion of the activity to be conducted for the social awareness among the students. The committee members decided to conduct an online webinar. The topic selected was "Stress Management and Youth" which was decided to be organized under Psychological Cell of IQAC on 9th November 2023 at 11.00 a.m. through YouTube. It was decided to invite Ms. Namrata Babhalkar, Assistant Professor, Dept of Psychology, Hislop College, Nagpur as a Resource Person. The banners will be forwarded to the students for participation.

5. The meeting ended with a vote of thanks.



PRINCIPAL
Manoharrao Kamdi Mahavidyalaya
Chilarvispura, Mahal



Mahatma Bahuddeshiya Shikshan Sanstha's

Manoharrao Kamdi Mahavidyalaya

Accredited by NAAC, Bangalore

(ARTS & COMMERCE) JUNIOR & SENIOR COLLEGE

Chitanvispura, Mahal, Nagpur- 440032

Principal - Dr. Usha Sakure - Mob. No. 9765800011

Website : <https://manoharraokamdi.edu.in> Email : manoharraokamdi@gmail.com

Ref. No.

Date :

Action taken report of Internal complaint committee held on 8th September 2022

1. As per the duties assigned, all the committee members coordinated and performed their roles accordingly.
2. Since there was no case of any abuse the redressal is Nil.



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Ref. No.

Date :

Notice

05/09/2022

This is to inform all the members of the internal complaint committee to attend the meeting on 8th September 2022 in Principal's chamber at 10.00 a.m.

Agenda

- 1 to confirm the minutes of the previous meeting.
- 2 To discuss about the Sexual harassment act 2013.
- 3 To organize programmes on social awareness for the students.
- 4 To organize programmes relating to mental abilities and attributes.
- 5 Any other matter with the permission of the chair.



Usha Sakure
Principal

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Ref. No.

Date :

MINUTES OF THE MEETING OF INTERNAL COMPLAINT COMMITTEE OF THE COLLEGE HELD ON 8th September 2022

The meeting of the internal complain committee was held on 8th September 2022 at 10.00 a.m. in the principal's chamber and the following members were present.

1. Dr. Usha Sakure
2. Dr. Meenakshi Wasnik
3. Dr. Yamuna Rewaikar
4. Nayana Desai
5. Shri Sachin Chapke
6. Kajal Thakare
7. Samiksha Palaspure

Chairperson
IQAC Coordinator
Convener
Member
Member
Member BA-III
Member B.A I

Usha Sakure
Yamuna Rewaikar
Sachin Chapke
Kajal Thakare
Samiksha Palaspure

The proceedings of the meetings were as follows.

1. Minutes of the previous meeting were read out by the Convener and confirmed.
2. Detail discussions on sexual harassment Act 2013 was explained by the convener of the meeting.
3. The committee took up the discussion of the activity to be conducted for the social awareness among the students. The date of the activity, topic of presentation and the resource person to be invited was finalized for the programme. The programme will be taken through google meet. Duties of making the banner, brochure, registration link, feedback forms were assigned for the event.
4. During the discussion, the committee came up with an idea to conduct programme relating to the issues of the mental abilities and attributes of the students. The committee members decided the date and topic of the programme. Dr. Yamuna Rewaikar was appointed as the co-ordinator of the programme. It was decided to conduct the programme through google meet. The Principal assigned duties to the members for making the banner, brochure, registration link, feedback forms.
5. The meeting ended with a vote of thanks.



Usha Sakure
PRINCIPAL
Manoharrao Kamdi Mahavidyalaya
Chitanvispura, Mahal, NAAC



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Chitanvispura, Mahal, Nagpur- 440032

Principal - Dr. Usha Sakure - Mob. No. 9765800011

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Ref. No.

Date :

Action taken report of internal complaint committee held on 6th March 2023

1. Psychological Cell of IQAC conducted One Day Webinar on Stress Management and Youth on 9th November 2022 at 11.00 a.m. through YouTube. The objective of the webinar is to assess the cognitive and emotional functioning of youth and to assess mental abilities and attributes, including achievement and ability, personality and neurological functioning. Ms. Namrta Babhulkar, Assistant Professor, Dept of Psychology, Hislop College, Nagpur was invited as a Resource Person. The topic of her presentation was "Stress Management and Youth."
2. With an objective to develop new and improved strategies among the young students to prevent drug use and its consequences, Social Awareness cell of IQAC organized one day webinar on 15th November 2022 at 10.00 am. Dr Pradeep Patil (M.D. Psychiatry) Professor and Head Dept. of Psychiatry Datta Meghe Institute of Higher Education and Research, Nagpur was invited as a Resource Person to deliver the presentation on the topic "YOUTH ADDICTIONS: PROBLEMS AND REMEDIES."
3. Resolution- Regarding matters relating to complaint issues, it was found that there is no case of sexual harassment brought to the notice of the cell so far and the redressal is Nil. The cleanliness of the toilet will be taken care of. Since there was no case of any abuse the redressal is Nil.



Signature of the Principal

Principal

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Ref. No.

Date :

MANOHARRAO KAMDI MAHAVIDYALAYA INTERNAL COMPLAINT COMMITTEE/Women cell

Introduction:

INTERNAL COMPLAINT COMMITTEE /The Women Cell is constituted to help maintain a harmonious atmosphere at the institute, to enable women to pursue their work with dignity and reassurance. This cell functions as the "Complaints Committee" as required by the "Sexual Harassment of Women at Workplace Preservation, Prohibition and Redresser). In accordance with the UGC, (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational Institutes) regulations 2015, the college has constituted an Internal complaint Committee to deal with gender-based violence and to conduct gender sensitization programmes.

Aim

To provide adequate relief to the complainant and ensure suitable redresser of her grievances and to resolve the disputes or women harassment incidents through counselling or hearing before the Committee members.

Objectives:

The INTERNAL COMPLAINT COMMITTEE /Women Cell functions with the following objectives:

- To make them aware of their rights.
- To help them in knowing the importance of good health and nutrition and facilities available for them.
- To help them in developing decision making abilities and be self-dependent.
- To assist them in overall development of their personality.

In case of any incident of harassment, your complaints be kindly be brought to the notice of the members of the committee in writing or through Phone number. The committee will address the issue in compliance with the law in force.

To curb and prevent sexual harassment on its campus our institute will initiate all proceedings as required. It shall.

Treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee.

Treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the Perpetuer is a student.

Ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations.

Monitor timely submission of report of ICC.

Powers:


INTERNAL COMPLAINT COMMITTEE / The Women Cell is empowered to punish the guilty persons in due constitution with the principal of the institution. The nature of the punishment is as follows:

1. Information to the parents.
2. Financial punishment.
3. Information to police for legal inquiry and action (If situation arises so)
4. Expelling from college as per the rule of university.
5. Achievements of the Cell:

COLLEGE HELPLINE NUMBER : 0712-2761879

Members of the Internal complaint Committee are as follows:

Dr Usha Sakure	phone number	Email id	Designation
Dr Meenakshi Wasnik	8329201090	mvukonik@gmail.com	Assit. Professor
Dr Yamnuna Rewatkar.	9923573274	yamnuna.kheboragade@gmail.com	
Dr Naina Dewani	9960695646	Dayanadewani08@gmail.com	
Seema Patil	9881031348	seemapatil231@gmail.com	
Surekha manohar	7774002545	Surekhamanohar@gmail.com	Assis. F
Student			
Student			


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