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Shri Balaji Sansthan, Deulgaon Raja's

## **SHRI VYANKATESH ARTS, COMMERCE & SCIENCE COLLEGE**

**DEULGAON RAJA, DIST. BULDANA (M.S.) - 443 204**  
(Affiliated to Sant Gadge Baba Amravati University, Amravati)



## **SELF STUDY REPORT**

**Criteria-V Student Support and Progression**

**5.1 Student Support**

**5.1.4 QnM**

*The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases*

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Shri Balaji Sansthan Deulgaon Raja's

## SHRI VYANKATESH ARTS, COMMERCE & SCIENCE COLLEGE

Deulgaon Raja - 443 204, Dist. Buldana (M.S.)

NAAC RE-ACCREDITED AT 'B' LEVEL

▲ Affiliated to SGBAU, Amravati ▲ College Code No. 309 ▲ UGC Recog. U/S 2 (F) & 12 (B)

Outward No. SVC / IQAC / 2024

Date: 02 /05/2024

### Declaration

This is to declare that the supporting documents provided in this file, including information, reports, numerical data, true copies, etc., have been verified by the Internal Quality Assurance Cell and the Head of the Institution. It is confirmed to be accurate and authentic.

Dr. E. B. Bhalerao

Coordinator, IQAC  
Shri Vyankatesh Arts, Commerce &  
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Dist. Buldhana-443204 (MS)

Dr. D. V. Gore



PRINCIPAL  
Shri Vyankatesh Arts, Comm. &  
Science College, Deulgaon Raja  
Dist. Buldana Pin - 443 204





## **Shri Vyankatesh College, Deulgaon Raja**

### **Internal Complaint Committee (ICC)**



## 1) Internal Complaints Committee (ICC) -Policy Document



**Shri Vyankatesh Arts, Commerce & Science College**  
**Deulgaon Raja, Dist. Buldana – 443204**

Re-accredited with 'B' Grade by NAAC



### **Internal Complaint Committee** **Policy Document**

In pursuance of UGC (Prevention, prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. (published in the Gazette of India dated 2nd, May 2016). Internal Complaints Committee (ICC) is re-constituted to deal with the complaints relating to Sexual harassment in college. Any woman (employee or student) can approach this committee directly or through the principal if she has any grievance of harassment of the nature stipulated in the act.

#### **Objective:**

1. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
2. To provide a safe and secure environment in college.
3. To instil positive self-esteem and confidence in the female students to take the right decisions in and for their lives.
4. To spread awareness among the students about the social, legal and constitutional rights of women to prevent exploitation based on gender.
5. To develop a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
6. To develop a multidisciplinary approach for overall personality development.



The ICC comprises the following members in the academic year: 2022-2023

**Internal Complaint Committee (2022-23)**

| Sr. No. | Name                     | Designation                           |
|---------|--------------------------|---------------------------------------|
| 1.      | Dr. Jyoti D. Dhokale     | Presiding Officer                     |
| 2.      | Prof. Dr. S. D. Chavan   | Faculty Member                        |
| 3.      | Miss. M.S. Muley         | Faculty Member                        |
| 4.      | DR. R.L. Telgad          | Faculty Member                        |
| 5.      | Mrs. S.V. Rodge          | Non-teaching Employee                 |
| 6.      | Shri. Prakash Ingale     | Non-teaching Employee                 |
| 7.      | Sapna Gawai              | Student Representative                |
| 8.      | Priya Zore               | Student Representative                |
| 9.      | Shrawni Wyaware          | Student Representative                |
| 10.     | Sau. Maltitai R. Kayande | Member of Non-Government Organization |

**Functions:**

- Addressing the issues related to the well-being of women students and lady faculty members.
- Assist the ICC in conducting the inquiry if/when there is a complaint.
- Inviting expert lawyers, police and doctors to address women-related issues.
- Conducting various women's enrichment programs for the students.
- Demonstrate the talent of girl students.
- Preventing any act of sexual harassment.
- Record the minutes of the regular meetings.
- Maintain the records of the activities conducted and submit the same to the IQAC Committee.
- Organize several Programs to enhance the confidence level of girl students for their empowerment in society
- Create awareness about women's welfare laws and counselling.



- Counsel and solve the personal and academic-related problems of Women.

**Timelines as per the Act**

|  |  |
|--|--|
| Submission of Complaint:                       | Within 3 months of the last incident               |
| Notice to the Respondent                       | Within 7 days of receiving a copy of the complaint |
| Completion of Inquiry                          | Within 90 days                                     |
| Submission of Report by ICC/LCC to Employer/DO | Within 10 days of completion of the inquiry        |
| Implementation of Recommendations              | Within 60 days                                     |
| Appeal   | Within 90 days of the recommendations              |

**Rules & Regulation of ICC:**

- UGC regulations 2015
- Sexual Harassment Act 2013
- Handbook on sexual harassment of women at the workplace



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Dist. Buldana, Pin-443204



## 2) Working Rules of ICC



**Shri Vyankatesh Arts, Commerce & Science College**  
**Deulgaon Raja, Dist. Buldana - 443204**

Re-accredited with 'B' Grade by NAAC



### **Internal Complaint Committee**

#### **Working Rule of ICC**

The Internal Complaint Committee (ICC) in a college is established to address issues related to sexual harassment and to ensure a safe and respectful environment for all students and staff. The functioning of the ICC is guided by legal frameworks such as the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and any applicable state regulations. Below is an outline of the working rules of the ICC in a college:

#### **1. Formation and Composition**

**Chairperson:** A senior female faculty member.

**Members:** At least two female faculty members or employees, a representative from a non-governmental organization (NGO) or someone familiar with issues related to sexual harassment, and a few student representatives.

**Diversity:** Ensuring diverse representation to reflect the college community.

#### **2. Objectives**

**Prevention:** To prevent incidents of sexual harassment within the campus.

**Redressal:** To address complaints of sexual harassment in a timely and fair manner.

**Awareness:** To conduct awareness programs and workshops on gender sensitivity and sexual harassment.

#### **3. Preventive Measures**

**Awareness Campaigns:** Organizing workshops, seminars, and orientation sessions to educate students and staff about sexual harassment and the ICC's role.

**Information Dissemination:** Displaying posters, distributing pamphlets, and maintaining an informative section on the college website about the ICC and its functions.

**Training Programs:** Conducting training sessions for ICC members on handling complaints sensitively and effectively.

#### **4. Complaint Mechanism**

**Filing a Complaint:**

**In-Person:** Complaints can be submitted in person to any ICC member.

**Written Submission:** Complaints can be filed in writing and submitted to the ICC office or

**Email:** An official email address for ICC to receive complaints electronically.

**Anonymous Complaints:** Provisions for anonymous reporting to encourage victims who may fear retaliation.

#### **5. Investigation Process**

**Initial Review:** The ICC reviews the complaint to determine its validity and seriousness.

**Notification:** Informing the accused about the complaint and seeking their response.

**Fact-Finding:** Conducting a thorough investigation which includes:

**Interviews:** Speaking with the complainant, the accused, and any witnesses.



Evidence Collection: Gathering any physical or documentary evidence related to the complaint.

Confidentiality: Maintaining strict confidentiality throughout the process to protect the privacy of all parties involved.

#### **6. Redressal and Action**

Interim Measures: Implementing measures such as changing class schedules or work duties to protect the complainant during the investigation.

Report Preparation: Preparing a detailed report with findings and recommendations based on the investigation.

Disciplinary Actions: Recommending appropriate actions which may include:

Warnings: Issuing formal warnings to the perpetrator.

Suspension: Temporarily suspending the accused from the college.

Expulsion: Expelling the accused in severe cases.

Counselling: Mandating counselling for both the victim and the perpetrator, if needed.

Legal Action: Referring the case to law enforcement if it involves criminal conduct.

#### **7. Support for Complainants**

Counselling Services: Providing access to counselling and support services for complainants.

Academic Support: Ensuring that the complainant's academic progress is not adversely affected.

Protection Measures: Implementing measures to prevent retaliation against the complainant.

#### **8. Periodic Review and Training**

Regular Reviews: Conducting periodic reviews of ICC processes and effectiveness.

Feedback Mechanism: Incorporating feedback from students and staff to improve the committee's functioning.

Training Programs: Regularly training ICC members and updating them on legal developments and best practices.

#### **9. Documentation and Reporting**

Record-Keeping: Maintaining detailed records of all complaints, investigations, and outcomes.

Annual Report: Preparing an annual report summarizing the activities of the ICC, the number of cases handled, and the outcomes, and submitting it to the appropriate college authorities.

The College provides specific facilities for women in terms of—

##### **a. Safety and Security:**

1. There is a separate Internal Compliant Committee for girls and ladies' employees.
1. In the college campus CCTVs are available 24x7.
2. There are frequent visits of *Damini Pathak* for girls' safety.
3. A suggestion box is also kept for the complaints or suggestions of the girls. The suggestions box is opened with the help of the local police officials every week.
4. Our college has a compound wall. The compound wall makes the college more beautiful and safer for students.



**b. Counseling:**

1. The ICC (Internal Complaint Committee) is established for the grievance redressal of the girls.
2. Lady teachers work as the mentors of the girls in and outside the campus.
3. Counseling programs are also organized for girls.
4. About five to seven activities are regularly organized for the empowerment as well as for the security of the women such as, Lawyer's Guidance, Police Official's Guidance, Medical Guidance.

**C. Common Rooms:**

1. The college constructed a posh girls' common room with a toilet and bathroom.
2. There is a separate Reading Room for Girl Students in the Library
3. There is a pure drinking water facility of Aqua Guard with a water cooler.
4. There is a Vending Machines for sanitary napkins.

**Day Care Center: Nil**

**Other relevant information**

Every year the college celebrates a big function of World Women's Day. About five to seven activities are regularly organized for the empowerment as well as for the security of women such as the Lawyer's Guidance Programme, Workshop on Indian Penal Code Information Police Official's Guidance Programme, Medical Guidance Programme, Workshop on Awareness about Cyber Crime, Cyber Security, Orientation Programme, Rally and Street Play based on Gender Equity, Night Walk through a city under the activity of 'Ratragini Rally', Workshop on awareness about Health and Hygiene for girls, Poster Presentation Based on the theme of Gender Equity, Workshop on Self Defense for Girls, Essay Competition on Gender Equity, A guest lecture on the birth anniversary of 'Savitribai Phule', Awareness Programme with respect to sexual harassment of women at the public Places, Health awareness Programme of Gynaecologist, an awareness Programme to avoid any untoward incident in terms of women in the campus, A rally for save girl child.

**Proof of Specific facilities provided for women in terms of Safety and Security:**

Internal Complaint Committee is constituted to empower and safeguard the rights of female members. To promote gender equity, Internal Complaint Committee of institute conducts several activities such as awareness programmes on 'Gender Equity', Legal Guidance Against Women Harassment, Cyber Crime, Nutrition for Healthy Life, Health and Hygiene, women's safety, Self Defense, Save Girl Child and Beti Bachav and Beti Padhav, Night Walk through city under the activity of 'Ratragini Rally', Poster Presentation Based on theme of Gender Equity, Women's Empowerment Programmes and Workshops etc. for welfare and overall personality development of students. The ICC organized state level webinar on the occasion 'Savitribai Phule birth Anniversary on Women Empowerment'. The ICC celebrated International Women's Day by organizing an online guest lecture on Women Empowerment and Poetry Reading Competition and Poster Presentation Competition on Women Empowerment.



3) Prevention, Prohibition and redressal of sexual harassment of women employees/students in higher educational institutions regulation 2013

रजिस्ट्री सं० डी० एल०—(एन)04/0007/2003—13 REGISTERED NO. DL—(N)04/0007/2003—13

  
**भारत का राजपत्र**  
**The Gazette of India**

असाधारण  
EXTRAORDINARY  
भाग II — खण्ड 1  
PART II — Section 1  
प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं० 18] नई दिल्ली, मंगलवार, अप्रैल 23, 2013/ वैशाख 3, 1935 (शक)  
No. 18] NEW DELHI, TUESDAY, APRIL 23, 2013/ VAISAKHA 3, 1935 (SAKA)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।  
Separate paging is given to this Part in order that it may be filed as a separate compilation.

**MINISTRY OF LAW AND JUSTICE**  
(Legislative Department)  
*New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)*

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:—

**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE  
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**  
(No. 14 of 2013) [22nd April, 2013.]

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 matters connected therewith or incidental thereto.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.



|                                      |  |                                    |          |
|--------------------------------------|--|------------------------------------|----------|
|                                      | 2  | THE GAZETTE OF INDIA EXTRAORDINARY | [PART II |
|                                      | Be it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:---   |                                    |          |
|                                      | CHAPTER I  |                                    |          |
|                                      | PRELIMINARY  |                                    |          |
| Short title, extent and commencement | <p>1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.</p> <p>(2) It extends to the whole of India.</p> <p>(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.</p>   |                                    |          |
| Definitions.                         | <p>2. In this Act, unless the context otherwise requires,---</p> <p>(a) "aggrieved woman" means--</p> <p>(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;</p> <p>(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;</p> <p>(b) "appropriate Government" means---</p> <p>(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly--</p> <p>(A) by the Central Government or the Union territory administration, the Central Government;</p> <p>(B) by the State Government, the State Government;</p> <p>(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;</p> <p>(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;</p> <p>(d) "District Officer" means an officer notified under section 5;</p> <p>(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;</p> <p>(f) "employee" means a person employed at a workplace for any work on regular, temporary, <i>ad hoc</i> or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;</p> <p>(g) "employer" means--</p> <p>(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;</p> <p>(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.</p> |                                    |          |



*Explanation.*— For the purposes of this sub-clause “management” includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) “Internal Committee” means an Internal Complaints Committee constituted under section 4;

(i) “Local Committee” means the Local Complaints Committee constituted under section 6;

(j) “Member” means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) “prescribed” means prescribed by rules made under this Act;

(l) “Presiding Officer” means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) “respondent” means a person against whom the aggrieved woman has made a complaint under section 9;

(n) “sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) “workplace” includes —

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;



|  |   |  |            |
|--|---|--|------------|
|  | 4 | THE GAZETTE OF INDIA EXTRAORDINARY   | [PART II-- |
|  |   | (vi) a dwelling place or a house;  |            |
|  |   | (p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten. |            |
| Prevention of sexual harassment                |   | 3. (1) No woman shall be subjected to sexual harassment at any workplace.  |            |
|  |   | (2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:--   |            |
|  |   | (i) implied or explicit promise of preferential treatment in her employment; or  |            |
|  |   | (ii) implied or explicit threat of detrimental treatment in her employment; or   |            |
|  |   | (iii) implied or explicit threat about her present or future employment status; or   |            |
|  |   | (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or   |            |
|  |   | (v) humiliating treatment likely to affect her health or safety.   |            |
|  |   | CHAPTER II   |            |
|  |   | CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE  |            |
| Constitution of Internal Complaints Committee. |   | 4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":   |            |
|  |   | Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.  |            |
|  |   | (2) The Internal Committee shall consist of the following members to be nominated by the employer, namely: --  |            |
|  |   | (a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:   |            |
|  |   | Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1):   |            |
|  |   | Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;  |            |
|  |   | (b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;   |            |
|  |   | (c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:   |            |
|  |   | Provided that at least one-half of the total Members so nominated shall be women.  |            |
|  |   | (3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.  |            |
|  |   | (4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.   |            |



| Sec. 11  | THE GAZETTE OF INDIA EXTRAORDINARY   | 5   |
|--|--|---|
| <p>(5) Where the Presiding Officer or any Member of the Internal Committee,--</p> <p>(a) contravenes the provisions of section 16; or</p> <p>(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or</p> <p>(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or</p> <p>(d) has so abused his position as to render his continuance in office prejudicial to the public interest,</p> | <p>such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.</p> |   |
| <p>CHAPTER III</p>   |  |   |
| <p>CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE</p>  |  |   |
| <p>5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.</p>  |  | <p>Notification of District Officer.</p>  |
| <p>6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.</p>  |  | <p>Constitution and jurisdiction of Local Complaints Committee</p>                      |
| <p>(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.</p>  |  |   |
| <p>(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.</p>   |  |   |
| <p>7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely:--</p>   |  | <p>Composition, tenure and other terms and conditions of Local Complaints Committee</p> |
| <p>(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;</p>   |  |   |
| <p>(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;</p>   |  |   |
| <p>(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:</p>   |  |   |
| <p>Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:</p>   |  |   |
| <p>Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;</p>  |  |   |
| <p>(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member <i>ex officio</i>.</p>  |  |   |
| <p>(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.</p>   |  |   |



|                                |   |   |           |
|--------------------------------|---|---|-----------|
|                                | 6 | THE GAZETTE OF INDIA EXTRAORDINARY  | [PART II- |
|                                |   | <p>(3) Where the Chairperson or any Member of the Local Complaints Committee ---</p> <p>(a) contravenes the provisions of section 16; or</p> <p>(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or</p> <p>(c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or</p> <p>(d) has so abused his position as to render his continuance in office prejudicial to the public interest,</p> <p>such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.</p> <p>(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.</p>   |           |
| Grants and audit.              |   | <p>8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.</p> <p>(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.</p> <p>(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.</p> <p>(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.</p>   |           |
|                                |   | <p>CHAPTER IV</p> <p>COMPLAINT</p>  |           |
| Complaint of sexual harassment |   | <p>9. (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:</p> <p>Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing:</p> <p>Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.</p> <p>(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.</p> |           |
| Conciliation                   |   | <p>10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:</p>  |           |



|                    | <p>Sec. 1] THE GAZETTE OF INDIA EXTRAORDINARY 7</p>  |  |
|--------------------|--|--|
|                    | <p>Provided that no monetary settlement shall be made as a basis of conciliation.</p> <p>(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.</p> <p>(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.</p> <p>(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.</p>  |  |
| <p>45 of 1860.</p> | <p>11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if <i>prima facie</i> case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:</p> <p>Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:</p> <p>Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.</p> | <p>Inquiry into complaint</p>            |
| <p>45 of 1860.</p> | <p>(2) Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.</p>   |  |
| <p>5 of 1908</p>   | <p>(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—</p> <p>(a) summoning and enforcing the attendance of any person and examining him on oath;</p> <p>(b) requiring the discovery and production of documents; and</p> <p>(c) any other matter which may be prescribed.</p> <p>(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.</p>   |  |
|                    | <p style="text-align: center;">CHAPTER V<br/>INQUIRY INTO COMPLAINT</p> <p>12. (1) During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Committee or the Local Committee, as the case may be, may recommend to the employer to—</p> <p>(a) transfer the aggrieved woman or the respondent to any other workplace; or</p>  | <p>Action during pendency of inquiry</p> |



(b) grant leave to the aggrieved woman up to a period of three months; or

(c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report.

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be—

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

Punishment for false or malicious complaint and false evidence

14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.



| Sec. 1]  | THE GAZETTE OF INDIA EXTRAORDINARY   | 9  |
|--|--|--|
| <p>(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.</p>   | <p>15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to --</p>  | <p>Determination of compensation.</p>  |
| <p>(a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;</p> <p>(b) the loss in the career opportunity due to the incident of sexual harassment;</p> <p>(c) medical expenses incurred by the victim for physical or psychiatric treatment;</p> <p>(d) the income and financial status of the respondent;</p> <p>(e) feasibility of such payment in lump sum or in instalments.</p>  | <p>22 of 2005</p> <p>16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:</p> | <p>Prohibition of publication or making known contents of complaint and inquiry proceedings.</p> |
| <p>Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.</p>  | <p>17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.</p>  | <p>Penalty for publication or making known contents of complaint and inquiry proceedings.</p>    |
| <p>18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.</p> | <p>(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations.</p>  | <p>Appeal</p>  |
| <p>CHAPTER VI<br/>DUTIES OF EMPLOYER</p>   |  |  |
| <p>19. Every employer shall --</p> <p>(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;</p> <p>(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;</p>   |  | <p>Duties of employer.</p>   |

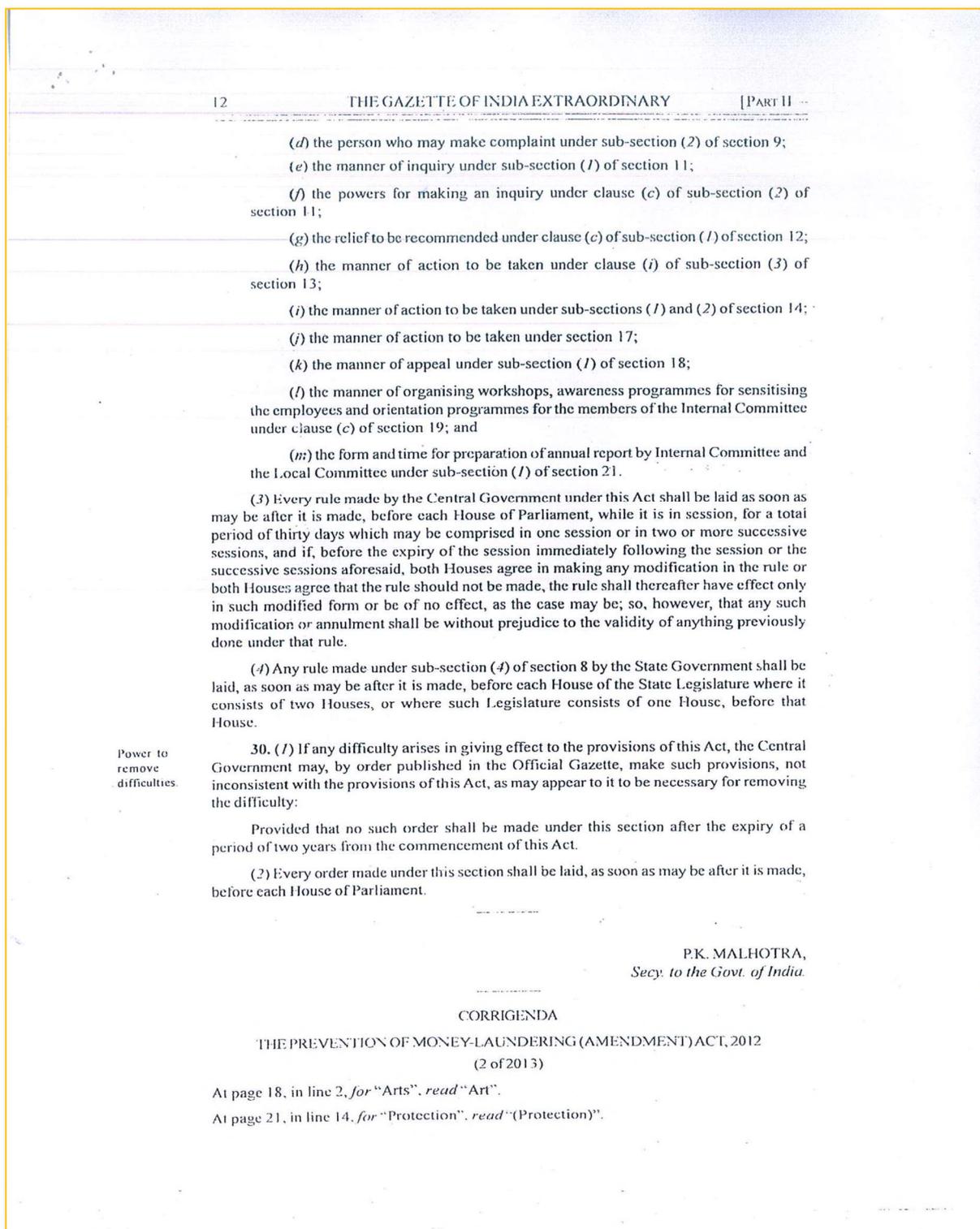


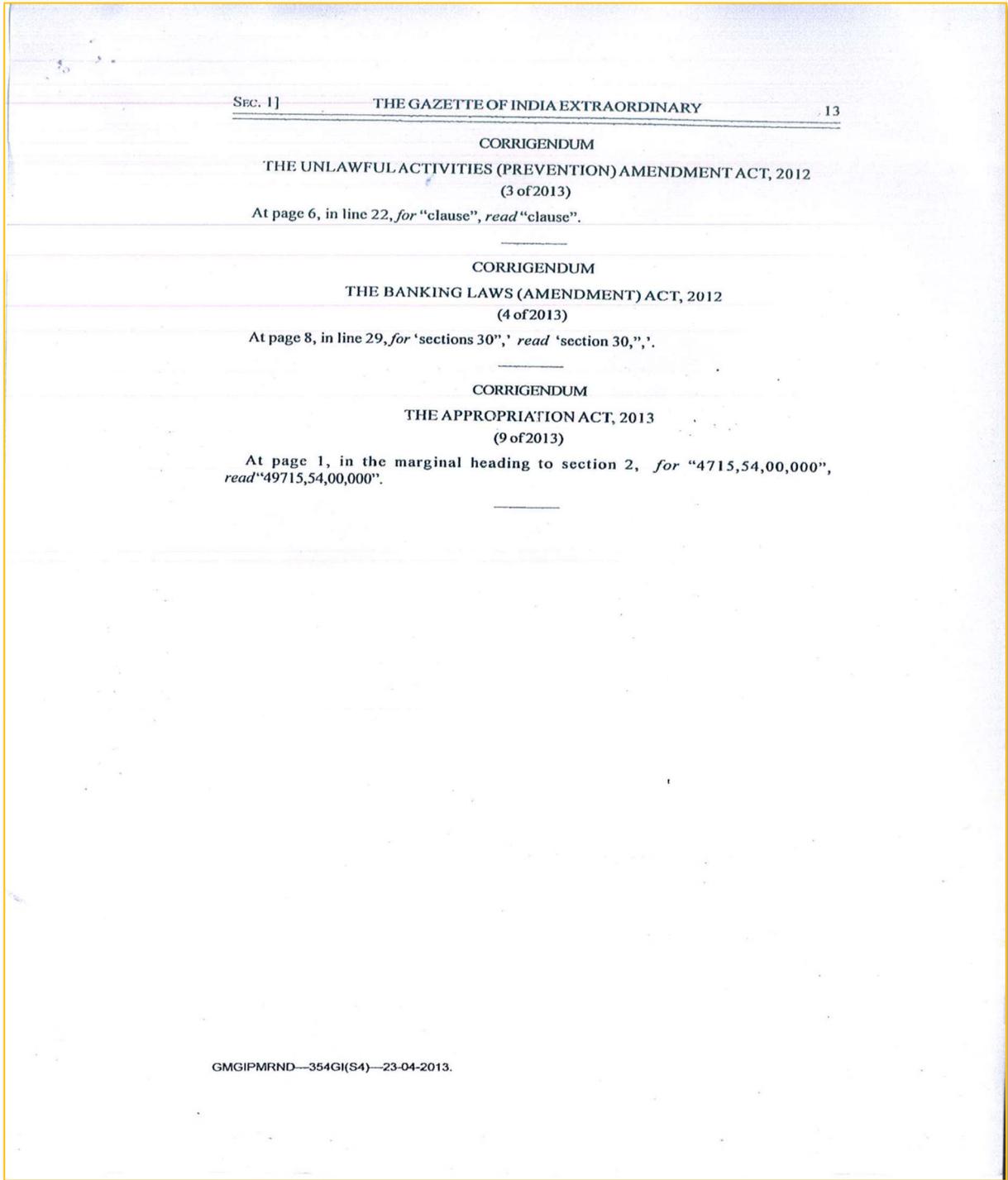
|  |    |  |                            |
|--|----|--|----------------------------|
|  | 10 | THE GAZETTE OF INDIA EXTRAORDINARY   | [PART II--                 |
|  |    | <p>(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;</p> <p>(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;</p> <p>(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;</p> <p>(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;</p> <p>(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force;</p> <p>(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place;</p> <p>(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;</p> <p>(j) monitor the timely submission of reports by the Internal Committee.</p> | 45 of 1860.<br>45 of 1860. |
|  |    | CHAPTER VII<br>DUTIES AND POWERS OF DISTRICT OFFICER   |                            |
| Duties and powers of District Officer.                             |    | 20. The District Officer shall,--  |                            |
|  |    | <p>(a) monitor the timely submission of reports furnished by the Local Committee;</p> <p>(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.</p>  |                            |
|  |    | CHAPTER VIII<br>MISCELLANEOUS  |                            |
| Committee to submit annual report                                  |    | 21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.   |                            |
|  |    | (2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.  |                            |
| Employer to include information in annual report                   |    | 22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.   |                            |
| Appropriate Government to monitor implementation and maintain data |    | 23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.  |                            |
| Appropriate Government to take measures to publicise the Act       |    | 24. The appropriate Government may, subject to the availability of financial and other resources,--  |                            |
|  |    | (a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace;   |                            |



| Sec. 1]   | THE GAZETTE OF INDIA EXTRAORDINARY   | 11  |
|---|--|---|
| (b) formulate orientation and training programmes for the members of the Local Complaints Committee.  |  |   |
| 25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,---   | (a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;   | Power to call for information and inspection of records |
|   | (b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.                                |   |
| (2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.                     |  |   |
| 26. (1) Where the employer fails to---  | (a) constitute an internal Committee under sub-section (1) of section 4;   | Penalty for non-compliance with provisions of Act.      |
|   | (b) take action under sections 13, 14 and 22; and  |   |
|   | (c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder.   |   |
| he shall be punishable with fine which may extend to fifty thousand rupees.   |  |   |
| (2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to---   | (i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:  |   |
|   | Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment; |   |
|   | (ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.                     |   |
| 27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf. |  | Cognizance of offence by courts                         |
| (2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.   |  |   |
| (3) Every offence under this Act shall be non-cognizable.   |  |   |
| 28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.  |  | Act not in derogation of any other law.                 |
| 29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.  |  |   |
| (2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:--   | (a) the fees or allowances to be paid to the Members under sub-section (1) of section 4;   | Power of appropriate Government to make rules.          |
|   | (b) nomination of members under clause (c) of sub-section (1) of section 7;  |   |
|   | (c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (1) of section 7;  |   |





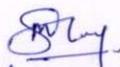


#### 4) Internal Complaint Committee (2018-19)

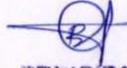
##### Internal Complaints Committee

The ICC comprises the following members for the academic year 2018-2019

| Sr.No | Name                      | Designation                           |
|-------|---------------------------|---------------------------------------|
| 1     | Miss. M.V. Autee          | Presiding Officer                     |
| 2     | Dr. S. D. Chavan          | Faculty Member                        |
| 3     | Dr. Rupali Telgad         | Faculty Member                        |
| 4     | Smt.S.V. Rodge            | Non-teaching Employee                 |
| 5     | Girl Student              | Student Representative                |
| 6     | Girl Student              | Student Representative                |
| 7     | Girl Student              | Student                               |
| 8     | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |

  
Chairperson  
ICC



  
PRINCIPAL  
Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buldana, Pin-443204

(2019-20)

### Internal Complaints Committee

The ICC comprises the following members for the academic year 2019-2020

| Sr. No | Name                      | Designation                           |
|--------|---------------------------|---------------------------------------|
| 1.     | Miss. Manjusha Autee      | Presiding Officer                     |
| 2.     | Dr. S. D. Chavan          | Faculty Member                        |
| 3.     | Dr. Rupali Telgad         | Faculty Member                        |
| 4.     | Smt. S.V. Rodge           | Non-teaching Employee                 |
| 5.     | Shri. Prakash Ingale      | Non-teaching Employee                 |
| 6.     | Girl Student              | Student Representative                |
| 7.     | Girl Student              | Student Representative                |
| 8.     | Girl Student              | Student Representative                |
| 9.     | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |

*[Signature]*  
Chairperson  
ICC



*[Signature]*  
for PRINCIPAL  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204



(2020-21)

## Internal Complaints Committee

The ICC comprises the following members for the academic year 2020-2021

| Sr.No | Name                      | Designation                           |
|-------|---------------------------|---------------------------------------|
| 1.    | Dr. J. D. Dhokale         | Presiding Officer                     |
| 2.    | Prof. Dr. S. D. Chavan    | Faculty Member                        |
| 3.    | Miss. Manjusha Mule       | Faculty Member                        |
| 4.    | Dr. R. L. Telgad          | Faculty Member                        |
| 5.    | Mrs. S.V. Rodge           | Non-teaching Employee                 |
| 6.    | Shri. Prakash Ingale      | Non-teaching Employee                 |
| 7.    | Ku. Sakshi Wagh           | Girl Student Representative           |
| 8.    | Ku. Pragati Darkonde      | Girl Student Representative           |
| 9.    | Ku. Shagufta Kachchhi     | Girl Student Representative           |
| 10.   | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |

  
 Chairperson  
 ICC



  
 PRINCIPAL  
 Shri Vyankatesh Art's Commerce &  
 Science College, Deulgaon Raja  
 Dist Buldana, Pin-443204



(2021-22)

## Internal Complaints Committee

The ICC comprises the following members for the academic year 2021-2022

| Sr. No. | Name                      | Designation                           |
|---------|---------------------------|---------------------------------------|
| 1.      | Dr. J. D. Dhokale         | Presiding Officer                     |
| 2.      | Prof. Dr. S. D. Chavan    | Faculty Member                        |
| 3.      | Dr. R. L. Telgad          | Faculty Member                        |
| 4.      | Miss. Manjusha Mule       | Faculty Member                        |
| 5.      | Mrs. S.V. Rodge           | Non-teaching Employee                 |
| 6.      | Shri. Prakash Ingale      | Non-teaching Employee                 |
| 7.      | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |
| 8.      | Ku. Shagufta Kachchhi     | Girl Student Representative           |
| 9.      | Ku. Suhani Khadakpurkar   | Girl Student Representative           |
| 10.     | Ku. Sapna Gawli           | Girl Student Representative           |

  
Chairperson  
ICC



  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204

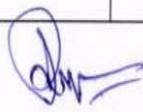


(2022-23)

## Internal Complaints Committee

The ICC comprises the following members for the academic year 2022-2023

| Sr.No. | Name                     | Designation                           |
|--------|--------------------------|---------------------------------------|
| 1.     | Dr. Jyoti D. Dhokale     | Presiding Officer                     |
| 2.     | Prof. Dr. S. D. Chavan   | Faculty Member                        |
| 3.     | Miss. M.S. Muley         | Faculty Member                        |
| 4.     | DR. R.L. Telgad          | Faculty Member                        |
| 5.     | Mrs. S.V. Rodge          | Non-teaching Employee                 |
| 6.     | Shri. Prakash Ingale     | Non-teaching Employee                 |
| 7.     | Sapna Gawai              | Student Representative                |
| 8.     | Priya Zore               | Student Representative                |
| 9.     | Shrawni Wyaware          | Student Representative                |
| 10.    | Sau. Maltitai R. Kayande | Member of Non-Government Organization |

  
Chairperson  
ICC



  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204



### 5) Checking of Complain Box



Checking of Complain Box in presence of Presiding officer in presence of lady police



**Checking of Complain Box by Damini Pathak**



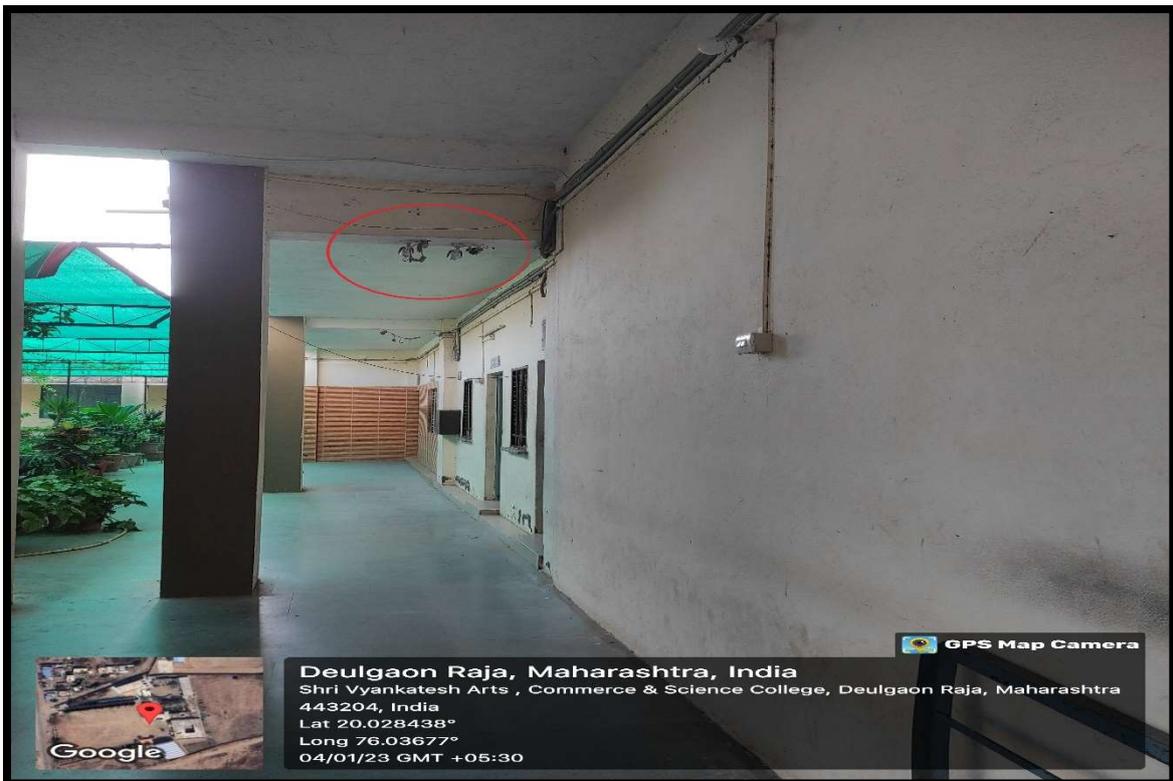
Prin Dr. Jadhao, Sunil Khedekr, APSI and Head, Damini Pathak, Lady Constable Versha Shinde, Manjusha Muley and others after installation of Complaint Box for the girl students



Checking of Complain Box



### 6) CCTV for Security





### CCTV for Security





### CCTV for Security





## CCTV for Security



## College Entrance





### 7) Display Board regarding Eve-Teasing is Strictly Prohibited in the Campus



## 8) Minutes of Meeting of ICC: 2018-19

### The meeting of Internal Complaint Committee

#### MINUTES

Date: 05.12. 2018

Time: 01.00 p.m.

Venue: The Cabin of Hon. Principal

Members present for the meeting.

| Sr.No | Name                      | Designation                           |
|-------|---------------------------|---------------------------------------|
| 1     | Miss. M.V. Autee          | Presiding Officer                     |
| 2     | Dr. S. D. Chavan          | Faculty Member                        |
| 3     | Dr. Rupali Telgad         | Faculty Member                        |
| 4     | Smt.S.V. Rodge            | Non-teaching Employee                 |
| 5     | Girl Student              | Student Representative                |
| 6     | Girl Student              | Student Representative                |
| 7     | Girl Student              | Student                               |
| 8     | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |

#### **Members absent for the meeting.**

1) Shri S. S. Khandebharad

The following points were discussed in the meeting.

**Item 1)** To discuss about the organization and to decide the name of the female instructor for Self Defense Workshop: -

Seeing the events of eve teasing, chasing, and each type of ill-treatment given to the girls in society, it has become an ardent need to empower them physically. For the same cause the Internal Complaint Committee decided to conduct a workshop on Self Defense for the girl students imparting education in the college. It was suggested by the Hon. Principal to invite a lady instructor for this workshop so that the girl



students could easily and without hesitating to learn and practice various steps of self-defense whenever necessary. The chairperson of the committee suggested the name of Miss. Rani Sudamrao Jogdand a Black Belt holder in Karate. It was sanctioned by the Hon. Principal and it was decided to conduct the workshop on December 26, 2018, in the Indoor complex of the college at 8.30 am

**Item 2)** To discuss and decide on the name of the chief guest for the program of Guest Lecture on the occasion of Savitribai Phule's Birth Anniversary.

It is the need of the time to provide the information about the great work of social reformers for stimulating the students to read the books for their self-progress and personality development. It is the tradition of the college to organize programs on the same basis. ICC also organizes a guest lecture on biography and the valuable work done by Savitribai Phule every year with the same purpose. Hon. Principal suggested the name of Shri Sham Mude sir, ex-chairperson and active member of SatyashodhakShikshak Sabha. All the members agreed with this apt name as the chief guest of the above stated function which is to be conducted in the college on 3<sup>rd</sup> January.

**Item 3)** To discuss and decide about organization of Rally, Road Play and essay competition based on Gender Equity.

Taking into consideration the necessity of awareness awakening about gender equity, about the rights and equity in education, status in society, rights in decision making, economic rights etc. it was decided to organize a rally and conduct a road show based on the gender equity to aware the society about the above and other factors. So that the youth also realize the importance of gender equity and help to prohibit the mal-practice of female infanticide, dowry system and so on. To make them realize the importance of gender equity in the society, it was decided to conduct an essay competition on the topic 'STRI PURUSH SAMANTA: KALACHI GARAJ'

**Item 4)** To discuss about organization of an Awareness workshop on the Penal Code.

A workshop on Penal Code is organized every year in the college with the purpose to aware the students about the provisions in the law for the safety of the women in the society, school, colleges or at working places, and in their own family before or after marriage. As women have come out for seeking education, jobs, it has

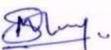


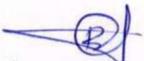
become an ardent need of the time to aware them about the offences done against them and the provisions of Indian Penal Code for their safety and security. This workshop is organized with the purpose to aware the young students about domestic and social offences against female as well as the safety provided to them by the law so that, they could help themselves if they face such unwanted events in the society. It was decided to invite well experienced and well reputed lawyer of Deulgaon Raja Court, Smt. Archnatai Ghewande on the occasion.

**Item 5)** To conduct 2<sup>nd</sup> Orientation Program for the girl students.

The committee conducts two orientation Programs in every academic year for the girl students of the college. The first program is conducted at the beginning of the academic year to acquaint them about the purpose and the work of the committee and to ensure them a healthy atmosphere while learning in the college. The purpose of the 2<sup>nd</sup> orientation program is to guide them about values that would help them to lead better life and encourage them for the higher education. It was decided to conduct the program for the girl students of the college.

All the items stated above were sanctioned unanimously.

  
Minutes prepared by  
Chairperson  
ICC

  
Minutes sanctioned by  
for **PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204



## 9) Action Taken Report of ICC: 2018-19

### Shri Vyankatesh Arts Commerce and Science College, Deulgaon Raja.

#### Action Taken Report

The following Activities were organized in the academic year : 2018-2019

| Sr. No. | Nature of Activities  | Date          |
|---------|---|---------------|
| 1.      | 1 <sup>st</sup> Orientation Program for girl students               | 23.Aug. 2018  |
| 2.      | One Day Workshop on Self Défense                                    | 26 Dec. 2018  |
| 3.      | Guest Lecture on the occasion of Savitribai Phule Birth Anniversary | 03 Jan. .2019 |
| 4.      | 2 <sup>nd</sup> Orientation Program for Girl Students               | 08 March 2019 |
| 5.      | One-Day Workshop on Indian Penal Code                               | 08 March 2019 |
| 6.      | Essay Competition Based on Gender Equity                            | 16 March 2019 |

#### 1) 1<sup>st</sup> Orientation Program of the girl students of the college

The 1<sup>st</sup> Orientation Program for the girl students of the college was conducted by the Internal Complaints Committee on 28<sup>th</sup> August 2018 at 11.00 am. with the purpose to acquaint the newly admitted girl students about purpose of ICC and ensure them a healthy atmosphere while getting education in the college. Hon. Principal of the college Dr. Gajanan Jadhao presided over the program. In his valuable speech, he guided the girl students about the healthy atmosphere, safety and security for the girl students provided in the college. He appealed them to tell their problems fearlessly if they have any. He also told them about complaint box placed in the ladies' common room and appealed them not to discontinue their education.

Smt. Maltitai Kayande , an NGO member of the committee also guided the students on various aspects the girl students face in the college as well as in the society.



She spoke about the facilities provided in the college for the girls acquiring education in the college. She stated the importance of higher education and insisted the girls to continue their education for the development of their own purpose and the society. Miss. Manjusha Autee, the chairperson of the committee told them about the common room and other facilities such as Reading room, vending machine, complaint box and other. The complaints were asked if they had any; but as they didn't have any complaint the program was over.

## 2) One day Workshop on Self- Defense

26<sup>th</sup> December 2018: One day workshop on SELF DEFENSE was organized by Internal Complaints Committee on 26<sup>th</sup> Dec. 2018 at 11.00 a.m. in the Indoor Complex of the college. Black belt holder, Miss. Rani Sudamrao Kadam from Dist. Parbhani was invited as the instructor for the workshop.

The workshop began with the garlanding the photos of Lord Balaji and Savitribai Phule and lightening the lamp. Miss Rani Kadam guided the girl students about the need of self defense nowadays. She told the students to inculcate daring and confidence among themselves to face the challenges of the world. She demonstrated various steps of self –defense and attacks when necessary. She made the girl students to repeat the same steps so that they could practice them. The girl students did so and were helped to follow the steps properly.

Smt. Manjusha Muley (Autee) presided over the workshop. She also spoke about the importance of self defense in the present time. Dr. Rupali Telgad made an introductory speech whereas Miss. Seema Dhule anchored the programme.

## 3) Guest Lecture on the Occasion of Savitribai Phule Birth Anniversary

A Guest Lecture was organized by Internal Complaints committee in the college on 3<sup>rd</sup> of January 2019 on the occasion of Savitribai Phule with the aim to aware the students about the precious work of Savitribai.

Shri. Sham Mude, the former president and a devotee of Satyashodhak Movement of the Teachers. Honorable Principal of the college Dr. Gajanan Jadhao presided over the programme. The programme began with garlanding the photos of



Lord Balaji and Savitribai Phule as well as lightening the lamp. In his speech, shri. Mude spoke about the valuable work done by her in the field of education and for the society. Hon. Guest advised the students to follow her path while leaving the life. Hon. Principal, in his presidential speech told the importance of organizing such programmes about great personalities as they are the beacon lights in our life. Manjusha Autee – Muley made an introductory speech. Dr. R. L. Telgad expressed vote of thanks whereas Prof. M. B. Jadhao coordinated the programme. Most of the students were present for the programme.

#### **4) 2<sup>nd</sup> Orientation Programme for the Girl Students**

2<sup>nd</sup> Orientation Programme for the girl students of the college was conducted by the Internal Complaints Committee on 18<sup>th</sup> February 2019 at 11.00 am. with the purpose to ensure them a healthy atmosphere while getting education in the college. Hon. Principal of the college Dr. Gajanan Jadhao presided over the program . In his valuable speech , he guided the girl students about the healthy atmosphere, safety and security for the girl students provided in the college. He appealed them to share their problems fearlessly if they have any. Smt. Maltitai Kayande , an NGO member of the committee also guided the students about various aspects. She spoke about the facilities provided in the college for the girls acquiring education. She stated the importance of higher education and insisted the girls to continue their education for their self progress.

Miss. Manjusha Autee, the chairperson of the committee appealed them about proper use of the common room and other facilities such as vending machine, complaint box and other. The complaints were asked if they had any; but as they didn't have any complaint the program was over. Most of the girl students were present for the program.

#### **5) One Day Workshop on Indian Penal Code**

One Day Workshop on Indian Penal Code was organized on 08 March 2019 on the occasion of World Women's Day. The chief guest on this occasion was a well known lawyer in deulgaon Raja Court, smt. Archanatai Ghewande. The NGO member Smt. Maltitai Kayande was invited specially on the occasion. Miss. Manjusha Autee,



the chairperson of the committee presided over the workshop. The workshop begun with garlanding of the images of Lord Balaji and Savitribai Phule. Both the invitees were felicitated by the president of the workshop. Ad. Smt. Ghewande was specially felicitated for her selection on the post of the Notary of Deulgaon Raja Tahesil.

In her speech, Adv. Ghewande madam guided the girl students about various provisions provided by the law for the safety and security of women at different places such as family, educational institutions and at working places. She guided the students in detail about Act no. 354. Smt. Maltitai kayande told them the role of education and legal literacy in various aspects of life. Dr. R. L. Telgad made an introductory speech whereas Miss. Seema Dhule coordinated the programme.



**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204



## 10) Minutes of Meeting of ICC: 2019-20 Meeting-I

### The meeting of Internal Complaint Committee

#### MINUTES

**1<sup>st</sup> Meeting of Internal Complaint Committee**

**Date: 26<sup>th</sup> July 2019**

**Time: 01.30 p.m.**

**Venue: The Cabin of Hon. Principal**

**Members present for the meeting.**

| Sr. No | Name                 | Designation            |
|--------|----------------------|------------------------|
| 1      | Miss. Manjusha Autee | Presiding Officer      |
| 2      | Dr. S. D. Chavan     | Faculty Member         |
| 3      | Dr. Rupali Telgad    | Faculty Member         |
| 4      | Smt.S.V. Rodge       | Non-teaching Employee  |
| 5      | -----                | Non-teaching Employee  |
| 6      | Girl Student         | Student Representative |
| 7      | Girl Student         | Student Representative |
| 8      | Girl Student         | Student                |

**Members absent for the meeting**

Sau. Maltitai Kayande

Following points were discussed in the meeting.

**Item No .1:** - To appoint new member from non-teaching staff as a member of Internal Complaints Committee.

Shri S.S. Khandebharad the previous male Non-teaching Employee member of Internal Complaint Committee completed his service on Jan 31, 2019. To fill up the vacant membership due to his retirement, another name of Shri Prakash Ingale, male Non-teaching Employee was suggested by Dr. S. D. Chavan. All the Members along with Hon. Principal accepted the name of Shri Ingale as a member of Internal Complaint Committee from Non-Teaching Staff. Hon. Principal Dr. Jadhao Sir As well as all the members of Internal Complaint Committee Congratulated Shri Ingale Sir on his appointment.



**Item No. 2:-** To conduct 1<sup>st</sup> Orientation program for the newly admitted girl student

The committee conducts an Orientation Program for the girl students at the beginning of both of the academic sessions. It was decided to organize the 1<sup>st</sup> Orientation Program in the 2<sup>nd</sup> week of August to guide the girl students about the purpose of formation of Internal Complaints Committee under Women's Redressal Cell. To inform them about the working process of committee as well as to ensure them a healthy atmosphere while taking education in the college and even to inform them about the redressal of their grievances if they face any in the college campus. The purpose of this program is also to aware the students about the complaint box installed in the ladies common room.

**Item No. 3:-** To aware the girl students about the rules of Ladies Common Room

The Common Room is a necessary and important place in the college which the girl students use in their free periods. It is important to keep it clean and hygienic. The newly admitted girl students in the college are unaware about the rules laid about the use of common room. It was decided to call timely informal meetings with the girl students to make them aware of common room use and to make them the rules to be observed while using the Ladies Common Room. It was also decided to put on the necessary notices and phone numbers of Lady Police Officials in the ladies common room as well as to guide them about operating of sanitary napkin vending machine installed in the Ladies Common Room.

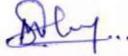
**Item No. 4:-** To discuss and decide about organization of One day Workshop on Laws and Indian Penal Code for women.

The Committee organizes Workshop on Penal code every year in the college with the purpose to aware the students about the provisions in the law for the safety of the women in the society, school, colleges or at working places, and in their own family before or after marriage. As the women have come out for seeking education, jobs, it has become an ardent need of the time to aware them about the offences done against them and the provisions of Indian Penal Code for their safety and security. This workshop is organized with the purpose to aware the young students about domestic and social offences against female as well as the safety provided to them by the law so that, they could help themselves if they face such unwanted events in the society. It was decided to invite Adv. Archnatai Ghewande to guide the students.



**Item No. 5:-** To organize a rally and Street play based on Save Girl theme

The situation of the society in concern with the issue of female child birth has improved at some extent. Still, we find the families which insist on the importance of the birth of male child and indulged in the crime such as female infanticide. It is the need of today to aware the Society about this offence; so that the committee decided to organize a rally and a street play indicating the importance of girls and that they are not inferior than boys and to stimulate the society about the importance of health and the education of the girls.

  
Minutes prepared by  
Chairperson  
Internal Complaints Committee

  
Minutes sanctioned by  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buldana, Pin-443204



## Meeting-II

### MINUTES

#### 2<sup>nd</sup> Meeting of Internal Complaint Committee

**Date:** 29.11. 2019

**Time:** 11.00 a.m.

**Venue:** The Cabin of Hon. Principal

**Members present for the meeting.**

| Sr. No | Name                 | Designation            |
|--------|----------------------|------------------------|
| 1      | Miss. Manjusha Autee | Presiding Officer      |
| 2      | Dr. S. D. Chavan     | Faculty Member         |
| 3      | Dr. Rupali Telgad    | Faculty Member         |
| 4      | Dr. J. D. Dhokale    | Faculty Member         |
| 5      | Smt. S.V. Rodge      | Non-teaching Employee  |
| 6      | Shri. Prakash Ingale | Non-teaching Employee  |
| 7      | Girl Student         | Student Representative |
| 8      | Girl Student         | Student Representative |
| 9      | Girl Student         | Student Representative |

Following points were discussed and sanctioned unanimously in the meeting.

**Item No. 1:-** To conduct 2<sup>nd</sup> Orientation Program for the girl students.

The Committee stressed the need to conduct the 2<sup>nd</sup> orientation programme of the girl students at the beginning of the second session. So, taking into consideration the exam period, it was decided to conduct the orientation programme in the 2<sup>nd</sup> week of January to aware the students about the objectives and role of ICC; gender-based violence harassment and safety measures. Mrs. Maltitai kayande NGO member of the ICC was considered as the resource's person. The purpose of this program is also to aware the students about the complaint box installed in the ladies common room.

**Item No. 2:-** To organize One Day Workshop on Awareness Health and Hygiene.

Personal hygiene plays a major role to promote healthy life. Most of the girl Students are from rural area so, it becomes very essential to aware



them about the importance of health and hygiene specially the care to be taken about healthy diet and the cleanliness during their menstruation period. The committee decided to conduct one day workshop based on healthy diet and care to be taken during the menstruation period. It was decided to invite Dr. Rajeshri Gite to guide the girl students about health and hygiene in the month of January.

**Item No. 3 :-** To discuss and decide about organization of Rally, on the occasion of World Women's

Day and to organize one act play based on the theme of Gender Equity.

To change the attitude of society towards the inequality between boys and girls, it is necessary to take certain steps to aware the society about this issue. Boys and girls must feel welcome in a safe and secure learning in college and could take education in a healthy atmosphere. The college organizes various events based on the issue of gender sensitivity to inculcate the value of gender equity among the students. This the issue not only limited for the college students but also relates to the society. Hence it was decided by the committee to organize the rally and street play as well as a one act play based on the theme sited earlier.

**Item No. 4 :-**To discuss about the organization of Self Defense Workshop for the girl students of the College.

Self Defense helps to prepare the women for unexpected situations and also helps for the development of mind and physical health. It helps in the women develop more confidence in themselves and their surroundings. It installs the ability to protect oneself and overcome an attacker and escape from unexpected situations. Taking these aims into consideration the committee decided to conduct a four days self-defense workshop in the college campus for the female students. The name of Prof. Dr. R.H. Devre was suggested by the committee members as the instructor for this workshop.

**Item No. 5 :-** To discuss about organization of one day workshop on awareness against Cyber Crime among the students of the college.

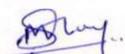
It has become the ardent need of the day to create awareness among the youth about the extent of utilization of internet purpose and preference. It is also necessary to aware them about cybercrime and cyber security and even the knowledge of legal acts regarding cyber-crime as the students are the largest users of social networking sites. Educating them on the related issues becomes a high priority. So it was decided to aware the students about cyber laws and regulations as well as cyber security by organizing a one day workshop about awareness against cyber-crime.

**Item No. 6 :-** To discuss and decide about the name of the chief guest for the program of



Guest Lecture on the occasion of Savitribai Phule Birth Anniversary.

It is the tradition of the college to organize guest lectures on birth and death anniversaries of the great personalities to acquaint the students about their great work for the Indian society, so that they may get stimulation to do something for their society by considering them their role models and performing their duties towards our nation. ICC organizes guest lecture on the occasion of birth anniversary of Savitribai Phule. It was decided to organize such guest lecture on the day to stimulate the students.



Minutes prepared by  
Chairperson  
Internal Complaints Committee



Minutes sanctioned by  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204



**11) Action Taken Report of ICC: 2019-20****Shri Vyankatesh Arts Commerce and Science College,  
Deulgaon Raja.****Action Taken Report****The following Activities were organized in the academic year: 2019-2020**

| Sr. No. | Name of the Program  | Date               |
|---------|--|--------------------|
| 01      | Orientation Program (1 <sup>st</sup> ) for the Girl Students   | 23 Aug. 2019       |
| 02      | One Day Workshop on Indian Penal Code                          | 23 Aug. 2019       |
| 03      | Rally And Street Play Based on Gender Equity                   | 17 Dec. 2019       |
| 04      | Four Days Self Défense Workshop                                | 15 to 17 Dec. 2019 |
| 05      | One Day Workshop on Awareness about Cyber Crime                | 17 Dec. 2019       |
| 06      | Night Walk through the city "Ratragini"                        | 22 Dec. 2019       |
| 07      | Orientation Program (2 <sup>nd</sup> ) for the Girl Students   | 02 Jan. 2020       |
| 08      | One Day Workshop on Awareness Health and Hygiene               | 02 Jan. 2020       |
| 09      | Inauguration of Ladies Common Room Club                        | 02 Jan. 2020       |
| 10      | Installation of Complaint Box by the Police Station            | 02 Jan. 2020       |
| 11      | Poster Presentation Based On the Theme Gender Equity           | 14 Jan. 2020       |
| 12      | One-Day Workshop on Awareness of Laws Regarding Women's Safety | 27 Jan. 2020       |
| 13      | One Act Play based on the theme: Gender Equity                 | 15 Feb. 2020       |
| 14      | Rally based on the theme 'Save Girl Save Nation'               | 08. March 2020     |

**1) 'STRI PURUSH SAMANTA : KALACHI GARAJ'**

Taking into consideration the need of awareness about Gender Equity, the essay competition was held on the topic 'STRI PURUSH SAMANTA : KALACHI GARAJ'. Near about 45 students participated and expressed their views beautifully through their writing .Ku. Shivani Nirphale from B.A.II stood first whereas Ku. Muskan Mhasalkar from 11<sup>th</sup> Com.Stood second and Arti Langote from B.Com.II stood third in



this competition .Sau. Manjusha Muley- Autee, Dr. R. L. Telgad and Miss. Seema Dhule took efforts for the success of the competition.

## 2) One Day Workshop on Cyber Crime

A One-day workshop on Cyber Crime was organized on 14<sup>th</sup> August 2017 by Internal Complaint Committee with the purpose to guide the students about provisions in the law to avoid crimes in the college campus. The chief guest of the programme was Mr. Sarang Nawalkar, P.I. of Deulgaon Raja Police Station whereas chairperson was Hon. Principal of the college Dr. Gajanan Jadhao. The programme began with lightening of the lamp and garlanding photos of lord Balaji and Sant Gadgebaba. The chiefguest in his speech guided the students about various provisions in the law for punishable offences in the campus such as chasing girls, showing them vulgar videos, abusing them, making unwanted calls, sending unwanted messages etc. Hon. Principal and chairperson of the programme in his speech advised the girl students to drop their complaints if any in the complaint box placed in ladies commom room and told to be aware while using cellphone. Miss. Manjusha Muley, chairperson of the committee made introductory speech. Prof. Miss. Seema Dhule anchored the programme while Dr. Telgad. expressed vote of thanks.

Almost all the students were present for the programme.

## 3) 1<sup>st</sup> Orientation Program for the girl students

The 1<sup>st</sup> Orientation Program for the girl students of the college was conducted by the Internal Complaints Committee on 23<sup>rd</sup> August 2019 at 10.30 am. with the purpose to acquaint the newly admitted girl students about purpose of ICC and ensure them a healthy atmosphere while seeking education in the college. Chairperson of the Committee Miss Manjusha Muley presided over the program. In her speech, she guided the girl students about the healthy atmosphere, safety and security for the girl students provided in the college. She also told them about complaint box and its use.

Dr. Rupali Telgad, member of the committee guided the students on various aspects the girl students face in the college as well as in the society. She spoke about the importance of higher education and insisted the girls not to continue their education at any cost. She also told them about the common room and other facilities such as Reading room, vending machine, complaint box and other. The complaints were asked if they had any; but as they didn't have any complaint the program was brought to an end. Miss Shubangi Nimbalkar Anchored the program Whereas Miss. Sneha Kasare a Student of B.Com. II Expressed vote of thanks.



#### 4) One Day Workshop on Awareness Indian Penal Code

One Day Workshop on Indian Penal Code was organized on 23<sup>rd</sup> August 2019. The chief guest on this occasion was a well-known lawyer in Deulgaon Raja Court, Smt. Archanatai Ghewande. Hon. Principal of the college Dr. Jadhao Sir presided over the workshop. The workshop begun with garlanding of the photos of Lord Balaji and Savitribai Phule.

In her speech, Adv. Ghewande madam guided the girl students about various provisions provided by the article 14, section 12, 18 and 20 related to defense, economic protection and domestic violence. She guided the students in detail about Act no. 354 and 509 bailable and non-bailable offences.

Miss. Manjusha Autee, Chairperson of the Committee made an introductory speech. Dr. R. L. Telgad coordinated the program whereas Miss. Pragati Darkonde A student from B.Com. II expressed the vote of thanks.

#### 5) Rally and Street Play Based on Gender Equity

The universal issue of gender equity and equality prompted the college and the Internal Complaints committee to take some useful steps to increase gender equity; hence the Rally was organized on the same issue on 17<sup>th</sup> October 2019 through the village Deulgaon Raja. The awareness was made among the people of the place about the importance of female child and equality of rights among boys and girls. The Rally was taken through the old and new parts of Deulgaon Raja city and the Street Play performed on the roads and crowded places. The students from NSS, NCC as well as other students in huge number participated in the rally. Sanskruti Pimpale, students from B.Com.. II, Priyanka Hiwale from B.A III, Sakshi Wagh from B.Sc. II, Kedar Upadhye From B.Com. II, Sarthak Minase from B.Com.II and other participated and performed in the Street Play “ Mulga Mulgi Manu Saman, Vadhu Deshachi Shan”. Miss. Manjusha Autee, Prof. Kale and Dr. Rupali Telgad took efforts and made the event successful.

#### 6) One Day Workshop Based on Health and Hygiene Awareness

Emphasizing on good personal health and hygiene, Internal Complaints Committee organized one day workshop on Health and Hygiene for the girl students in the college with the topic ‘Perfect Diet and Personal Hygiene’. Dr. Gite was the chief guest who guided the students about the perfect food ingredients useful for health maintenance. She informed the students about the sources of all needed vitamins for a healthy body. She also informed the students how to maintain personal health during the menstruation periods and the care to be taken during these days. Miss. Manjusha Muley, the Chairperson of ICC presided over the workshop. Dr. Rupali Telgad made the



introductory speech. Miss Shagufta from class B.A. I anchored the program whereas Miss. Pragati Darkonde from B.Com. I expressed the vote of thanks. Most of the girl students were present for the workshop.

#### **7) Poster Presentation Based On the Theme Gender Equity**

Gender inequity remains a major challenge in our society. To raise the voice against this and to promote gender equity in the society, Internal Complaints Committee organized a poster presentation competition in the college. 20 participants presented their posters with varieties of their ideas which included the theme of education, business, job etc. Dr. Gajanan Tambade from the science department, judged the posters. Miss. Shagufta Kachchi from B.A. I stood first, Miss. Shubhangi Zore from B.A. II stood second and Miss. Sakshi Wagh from B.Sc. II stood third in this competition. The winners were rewarded with certificates and cash prize of Rs. 201, 151 and 101 respectively.

#### **8) Orientation Program (2<sup>nd</sup>) for the Girl Students**

The 2<sup>nd</sup> Orientation program for the girl students was organized on Jan. 02, 2020 at 10.00 am in the college program hall to discuss some of the issues related to common room and any queries if they have. Sau. Maltitai Kayande the NGO member of the Internal Complaints Committee was present at the time. She spoke anxiously about the excessive use of mobiles and advised the students to use the mobiles if necessary. She also warned them about misuses of mobiles. Miss. Manjusha Muley, the Chairperson of the committee presided over the meeting whereas Dr. Rupali Telgad asked the students if they had any queries or any complaint. But as there was no any complaint was concluded.



### 9) Inauguration Ceremony Ladies Common Room Club

Ladies Common room Club was inaugurated in the college with the objectives to foster the spirit of oneness among the girl students in the college, to provide them the free platform for their expressions through speech on various topics, publishing poems and articles on the notice board provided in the ladies' common room and to nourish various qualities in them. The committee of the club was declared a felicitated by the chief guests Dr. Rajeshri Gite And Sau. Maltitai Kayande as mentioned here. President – Ku. Tejswini Zore (B.Sc. III), Vice President- Ku. Sakshi Wagh (B.Sc. II) Secretary- Ku. Pragati Darkonde, Ku. Vaishnavi Shinde and Ku. Shagufta Kachchhi. This inauguration function was conducted alongwith the health and hygiene program. Most of the girl students were present for the program.

### 10) Installation of Complaint Box

Considering the increase in the threat of female abusing, The Government decided to install the complaint boxes in each educational institutionsto provideprotection to the girl students. Hence a complaint box was installed on 02 January 2020 by the Police Department, Deulgaon raja on the entrance gate of the college and the students were made aware how to use the complaint box during the orientation prograame held on the same day. Hon. Principal of the collage, Mr. Khedekar, the incharge of Damini Pathak and Asst. Police Sub Inspector as well as Miss. Manjusha Muley, Chairperson ofInternal Complaints Committee was present at the time.

### 11) Four Days Self Defense Workshop

A four days workshop on SELF DEFENSE was organized by Internal Complaints Committee from 13<sup>th</sup> Dec. 2019 to 17<sup>th</sup> Dec. 2019 Prof. Dr. R. H. Devre instructed the girl students of the college during the workshop. The Workshop was inaugurated on 13.12.2019 at 11.00 a.m. in the Indoor Complex of the college. Dr. A. M. Awati, the Principal in charge was present the time. The workshop began with the garlanding the photos of Lord Balaji and Savitribai Phule and lightening the lamp by the dignitaries. Prof. Dr. R. H. Devre guided the girl students about the need of self-defense in the present days. He told the students to inculcate daring and confidence among themselves to face the challenges of the world. He demonstrated various steps of self-defense and various steps of attacks as well as pressure points during these four days. He made the girl students to practice the instructed steps. The girl students did so and were helped to follow the steps properly. The Valedictory Ceremony was held on 17.12.2019 in the seminar hall. Some of the clips about self defence were shown to the girl students. Mr. Khedekar Asst. PSI Police Station Deulgaon Raja Guided the



students. Hon. Principal of the college also guided the students. Sau. Manjusha Muley (Autee), Dr. Rupali Telgadand Dr. J. D. Dhokle took the efforts for success of the workshop. Most of the students attended the workshop.

### **12) Night Walk 'Ratagini'**

The students of the college participated as 'Ratagini'- in the Night Walk Rally Organized by the daily newspaper Divya Marathi on 22 December 2019. The walk began at 7.00 in the evening from the Committee Chowk and culminated at Bus Stand Chowk at 10.00 p.m. The rally went through Sarafa line, Mahadwar Chowk, haniwar Peth, Dr. Ambedkar Chowk, Ahimsa Marg, Old Jalna Road. The leading personalities participated in the walk were Sau. Sunita Shinde, Sau. Malti Kayande, Sarika Hagat, CEO of Deulgaon Raja. Almost all schools and colleges took active part in the walk along with staff members as well as female members of self-help groups, members of various committees, staff members of various offices participated in the walk. The walk culminated at bus stand chowk where the leaders expressed their thoughts and stated the importance of such events on the background of Nirbhaya and Priyanka Reddy case.

### **13) One Day Workshop on Awareness on Cyber Crime and Valedictory Ceremony of Four Days Self Defence Workshop**

One Day Workshop on Awareness on Cybercrime was conducted by ICC in the College on 17<sup>th</sup> Dec. 2019 in the programme hall to aware the college students about the extent of utilization of internet purpose and preference. The occasion was the valedictory ceremony of the Four Days Self Defense Workshop. The Chief guests were Basavraj Tamshete, PSI Police Station Deulgaon Raja, Shri Sunil Khedekar, Head Damini Team, Vijay Kite PSI Police Station Deulgaon Raja, and ladies police Varsha Shinde and Sonali Chavan. The president of the programme was Hon. Principal of the college Dr. G. B. Jadhao sir. Basvraj Tamshete guided the students about cybercrime and cyber security. Mr. Kite spoke about the legal acts regarding cyber-crime. Hon. Principal Dr. Jadhao sir expressed his anxiety about cruelty done with the women. He advised the girl students to use the techniques taught in during the workshop. Sau. Manjusha Mule made the introductory speech. Prof. M. B. Jadhao was the anchorer and Miss. Seema Dhule expressed the vote of thanks.

### **14) One Day Workshop on Awareness of Laws regarding women**



### Safety

One Day Workshop on Awareness of Laws regarding women Safety was Organized by Internal Complaints Committee in co-ordination with Taluka Vidhi Seva Samiti Deulgaon Raja on 20 Jan. 2020. Shri. Mutkule, Civil Court Judge, Ad. S.U. Narode, Ad. A.B. Shelke, Ad. B.N. Vighne were present at the time. Shri Mutkule spoke

About various laws for women safety, Shri. Narode guided the students about rights of children and laws related to it. Shri Shelke spoke about the laws and provisions protecting the women from domestic Dr. Anant Awati presided over the workshop. He in his presidential address told the students the importance of organization of such workshops. Manjusha Muley, the chairperson of ICC made an introductory speech as well as anchored the programme and Prof. M. B. Jadhao expressed the vote of thanks. Most of the students attended the workshop.

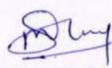
### 15) One Act Play Based On The theme of Gender Equity

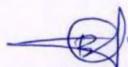
One Act Play based on the theme of gender equity was performed in by the college Students on the occasion of Annual Function in the college to spread the message of gender equity and equality. The students imparted the message to treat boys and girls equally in each and every family. The play convinced that the future of India will be bright only when there is equity on gender basis. Ku. Pushpanjali Zine, Ku. Shubhangi Nimbalkar, Ku. Maya khandagale, Ku. Komal Chavan, Ku. Sneha Kasare, Ku. Ujwala Dhekale, Ku. Swati Jadhao, and Ku. Priya Zore acted in the play. The script of the play was written by Pragati Darkonde from B.Com. II.

### 16) Rally based on the Theme Save Girl Save Nation on occasion of World Women's Day

Internal Complaints Committee Under Women's Redressal Cell of Shri Vyankatesh Art's, Commerce and Science College Deulgaon Raja Dist. Buldana organized a Rally on the occasion of World Women's Day to make the people aware about women empowerment highlighting the theme "Save Girl Save Nation". The Rally began at 9.00 am from Panchayat Samiti and culminated at Bus stand Chowk. 125 students participated enthusiastically in the rally with the banner bearing the theme "Save Girl Save Nation".

Miss. Manjusha Muley ICC Chairperson, Prof. Kale, Dr. Rupali Telgad and Dr. J.D. Dhokle took the efforts for making the rally Successful. The Rally sought the huge response from the local people.

  
Chairperson  
ICC

  
PRINCIPAL  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204



## 12) Minutes of Meeting of ICC: 2020-21 Meeting-I

### The meeting of Internal Complaint Committee

#### MINUTES

##### **1st Meeting of Internal Complaints Committee**

Date: 09th October 2020

Time: 01.30 p.m.

Venue: IQAC Department

Members present for the meeting.

| Sr. No. | Name                      | Designation                           |
|---------|---------------------------|---------------------------------------|
| 1       | Dr. J. D. Dhokale         | Presiding Officer                     |
| 2       | Prof. Dr. S. D. Chavan    | Faculty Member                        |
| 3       | Miss. Manjusha Mule       | Faculty Member                        |
| 3       | Dr. R. L. Telgad          | Faculty Member                        |
| 4       | Mrs. S.V. Rodge           | Non-teaching Employee                 |
| 5       | Shri. Prakash Ingale      | Non-teaching Employee                 |
| 6       | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |
|         |                           |                                       |

##### **Members Absent for the meeting:**

| Sr. No | Name                  | Designation                 |
|--------|-----------------------|-----------------------------|
| 1      | Ku. Sakshi Wagh       | Girl Student Representative |
| 2      | Ku. Pragati Darkonde  | Girl Student Representative |
| 3      | Ku. Shagufta Kachchhi | Girl Student Representative |

At the outset, Miss Manjusha Mule Madam welcomed all the participants of the Meeting.

**The following points were discussed in the meeting:**

**Item No. 1:- To reform the committee as some of the members have completed their tenure.**

As Sau. Maltitai Kayande, the NGO member of the committee has completed her tenure, it was necessary to appoint a new member or to continue her as the NGO member of



the committee. As the committee was satisfied with her work and as she wished to continue as a member of the NGO of the committee, her name was unanimously sanctioned by all the members. Similarly, the girl students' representatives are going to appear for their final class examination, so it was necessary to appoint new members in the committee. So, the name of Ku. Sakshi Wagh from B.Sc. III, Ku. Pragati Darkonde from B. Com. III and Ku. Shagufta Kachchhi from class B.A.II were suggested. The names of the above-cited students were sanctioned unanimously by all the members of the committee.

**Item No. 2:- To hand over the Internal Complaints Committee to a member of the teaching staff.**

As Dr. J D Dhokale Madam joined the Committee in the academic year 2019-2020, and is appointed as a Presiding Officer of the Internal Complaint Committee. So Miss Manjusha Mule Madam (Faculty Member) handed over the committee to her. Hon. Dr. Sudhir Chavan, Head, Dept. of English and IQAC Coordinator, SVC Deulgaon Raja wished her congratulations and good luck. All the other members also wished her congratulations.

**Item No. 3:- To get sanction to the following annual plan of the ICC**

The following annual plan of consisting of various regular and special activities with their due dates was presented before the committee for sanction

| Sr.No. | Name of the Activity   | Tentative Dates |
|--------|--|-----------------|
| 01     | Orientation Program for girl students (Online)                                 | 20 Oct. 2020    |
| 02     | One-day Workshop on Indian Penal Code (Online)                                 | 02 Nov. 2020    |
| 03     | Guest Lecture on the occasion of Savitribai Phule Birth Anniversary ( Online)  | 04 Jan. 2021    |
| 04     | Online One day Workshop on Health and Hygiene ( Online)                        | 03 Nov. 2020    |
| 05     | Guest Lecture based on the economic empowerment of women( Online)              | 08 Mar. 2021    |
| 06     | Poetry Reading and poster presentation Competition for girl students ( Online) | 09 Mar. 2021    |

As the whole world is facing covid-19 pandemic situation and so for the safety of students it was decided to conduct online activities which are very important and necessary, so that social distance can be maintained, from home only students can understand and learn about various activities



conducted by Internal Complaint Committee and participate in those activities. It was decided to conduct the following activities:

1. Orientation Program for girl students (Online).
2. One-day Workshop on Indian Penal Code (Online).
3. Guest Lecture on the occasion of Savitribai Phule's Birth Anniversary.
4. Online One-day Workshop on Health and Hygiene.
5. Guest Lecture based on the economic empowerment of women.
6. Poetry Reading and poster presentation Competition for girl students.

**Item No. 4:- To conduct an Orientation program for the newly admitted girl students**

As every year the committee conducts an Induction Program for the girl students at the beginning of both of the academic sessions so this year also it was decided to organize the Induction / Orientation Program in the 3rd week of October to guide the girl students about the purpose of formation of Internal Complaints Committee under Women's Redressal Cell. The main aim of this program is to inform them about the working process of the committee as well as to ensure them a healthy atmosphere while taking education in the college and even to inform them about the redressal of their grievances if they face any in the college campus. The purpose of this program is also to aware the students about the complaint box installed in the college and ladies' common room.

**Item No. 5:- To aware the girl students about the rules of the Ladies' Common Room**

The Common Room is a necessary and important place in the college which the girl students use in their free periods. It is important to keep it clean and hygienic. The newly admitted girl students in the college are unaware of the rules laid about the use of the common room. So, it was decided to inform students about the common room and to make them aware of common room use and its rules to be observed while using the Ladies' Common Room in the Orientation program. It was also decided to inform students about the necessary notices and phone numbers of Lady Police Officials in the ladies' common room as well as to guide them about the sanitary napkin vending machine installed in the Ladies' Common Room, in this Induction/ Orientation Program only because of covid-19 Lockdown situation.

**Item No. 6:- To organize One Day Workshop on the Indian Penal Code (Online)**

The Committee organizes a Workshop on Penal Code every year in the college with the purpose to aware the students about the provisions in the law for the safety of women in society, school, colleges or at working places, and in their own families before or after marriage. As women have come out to seek education and jobs, it has become an ardent need of the time to be aware them about the offences done against them and the provisions of the Indian Penal Code for their safety and security. This workshop is organized with the purpose to aware young students about domestic and



social offences against females as well as the safety provided to them by the law so that, they could help themselves if they face such unwanted events as sexual harassment in society. It was decided to conduct this workshop online due to the COVID-19 pandemic. It was decided to invite Adv. ArchnataiGhewande to guide the students.

**Item No. 7:- To organize Guest Lecture based on the Economic Empowerment of Women (Online)**

It becomes necessary for girls and women to be self-reliant economically. The committee organizes various workshops and lectures related to this topic to stimulate the girl students of the college. It was decided in this connection, to organize online guest lectures based on the economic empowerment of the girl students.

**Item No. 8:- To organize an online One-day Workshop on Health and Hygiene, especially for covid-19 situation.**

The committee organizes workshops for the girl students about health and hygiene awareness and related topics every year. Taking into consideration COVID-19 pandemic situation, it was decided to organize online One day Workshop on Health and Hygiene especially for covid-19 situation.

**Item No.9:-**

The Chairperson conveyed her thanks to the members for attending the meeting and Meeting ended with vote of thanks to the Chair.



Minutes prepared by

Chairperson

Internal Complaints Committee



Minutes sanctioned by

*fa* **PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buldana, Pin-443204

## Meeting-II

### 2<sup>nd</sup> Meeting of Internal Complaint Committee

**Date:** 05.01. 2021

**Time:** 11.00 a.m.

**Venue:** The Cabin of Hon. Principal

**Members present for the meeting:**

| Sr. No | Name                  | Designation                           |
|--------|-----------------------|---------------------------------------|
| 1      | Dr. Jyoti D. Dhokale  | Presiding Officer                     |
| 2      | Dr. S. D. Chavan      | Faculty Member                        |
| 3      | Dr. Rupali Telgad     | Faculty Member                        |
| 4      | Sau. Manjusha Muley   | Faculty Member                        |
| 5      | Smt. S.V. Rodge       | Non-teaching Employee                 |
| 6      | Shri. Prakash Ingale  | Non-teaching Employee                 |
| 7.     | Sau. Maltitai Kayande | Member of Non-Government Organization |

**Members Absent for the meeting:**

| Sr. No | Name                   | Designation                 |
|--------|------------------------|-----------------------------|
| 1      | Ku. Sapna Gawai        | Girl Student Representative |
| 2      | Ku. Suhani Kadakpurkar | Girl Student Representative |
| 3      | Ku. Shagufta Kachchhi  | Girl Student Representative |

**Following points were discussed and sanctioned unanimously in the meeting.**

**Item No. 1:- To discuss and decide about the following program of the ICC & WDC**

The following plan of consisting of various regular and special activities with their due dates was presented before the committee for sanction



| SR. No. | Name of the Activity   | Tentative Dates |
|---------|--|-----------------|
| 1.      | Guest Lecture on the occasion of Savitribai Phule Birth Anniversary    | 04 Jan.2021     |
| 2.      | 2 <sup>nd</sup> Orientation program for girl students (Online)         | 01 Feb. 2021    |
| 3.      | Guest Lecture based on economic empowerment of women                   | 08 March. 2021  |
| 4.      | Poetry Reading & Poster Presentation & Poster Presentation Competition | 09 Mar. 2021    |
| 5.      | Online Guest Lecture based on the general health of women              | 01 April. 2021  |

**Item No. 2:- To conduct 2<sup>nd</sup> Orientation Program for the girl students.**

The Committee stressed the need to conduct the 2<sup>nd</sup> orientation program of the girl students at the beginning of the second session. So, taking into consideration the exam period, it was decided to conduct the orientation program in the 2<sup>nd</sup> week of January to aware the students about the objectives and role of ICC; gender-based violence harassment and safety measures. Mrs. Maltitai kayande NGO member of the ICC was considered as the resource person. The purpose of this program is also to aware the students about the girl students security in the college.

**Item No. 3:- To organize Guest Lecture based on Economic Empowerment of Women (Online)**

It becomes necessary for girls and women to be self-reliant economically. The committee organizes various workshops and lectures related to this topic to stimulate the girl students of the college. It was decided in this connection, to organize online guest lecture based on economic empowerment of the girl students. It was decided to invite Dr. Nirmala S. Jadhav, Assistant Professor, Tarabai Shinde Women's Study Centre, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.

**Item No. 4:- To organize One-Day Online Workshop Based On "Nutrition for Healthy Life".**

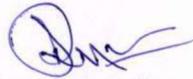
The committee organizes workshops for the girl students about health and hygiene awareness and related topics every year. Taking into consideration COVID 19 pandemic



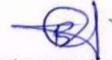
situations, it was decided to conduct some new health related topic. It was decided unanimously to conduct One-Day Online Workshop based on “Nutrition for Healthy Life” with the purpose to find out at what extent the girl students are aware about their health and nutritious food. The date and the guest are fixed.

**Item No.5:-**

The Chairperson conveyed her thanks to the members for attending the meeting and Meeting ended with vote of thanks to the Chair.



Minutes prepared by  
Chairperson  
Internal Complaints Committee



Minutes sanctioned by  
for **PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buldana, Pin-443204

### 13) Action Taken Report of ICC: 2020-21

#### Shri Vyankatesh Arts Commerce and Science College, Deulgaon Raja.

#### Action Taken Report

The following Activities were organized in the academic year : 2020-2021

| SR. No. | Name of the Activity  | Dates         |
|---------|---|---------------|
| 01      | Induction Program for girl students (Online)  | 20 Oct. 2020  |
| 02      | One day Workshop on Indian Penal Code (Online)  | 22 Dec. 2020  |
| 03      | On the topic: One Day Online Webinar Krantijyoti Savitribai Phule and Women Empowerment                               | 05 Jan. 2021  |
| 04      | Orientation Program ( 2 <sup>nd</sup> ) for the girl students   | 01 Feb. 2021  |
| 05      | Guest Lecture on the occasion of International Women's Day on the topic: International Women's Day Today's Challenges | 09 March 2021 |
| 06      | Poetry Reading Competition  | 10 March 2021 |
| 07      | Poster Presentation Based On the Theme 'Stree Sakti and Netrutv'  | 09 March 2021 |
| 08      | One-Day Online Workshop Based On "Nutrition for Healthy Life" 01 April 2021   | 01 pril 2021  |

#### 1) 1st Induction Program For the girl students of the college

The Induction Program for the girl students of the college was conducted by the Online Internal Complaints Committee on 20 October 2020 at 11.30 am with the purpose to acquaint the newly admitted girl students about purpose of ICC and to ensure them a healthy atmosphere while getting education in the college. Dr. Jyoti D. Dhokale, the chairperson of the committee gave introductory remark of the program. In her speech, she guided the girl students about ICC, the healthy atmosphere, safety and security for the girl students provided in the college. She also told them about the common room and other facilities such as Reading room, vending machine, Complaint Drop Box and other. She appealed them to tell their problems fearlessly if they have any and not to discontinue their education.



Smt. Maltitai Kayande, an NGO member of the committee also guided the students on various aspects the girl students face in the college as well as in the society. She spoke about the facilities provided in the college for the girls acquiring education in the college. She stated the importance of higher education and insisted the girls to continue their education for the development of their own purpose and the society. The complaints were asked if they had any; but as they didn't have any complaint the program was over. Dr. Rupali Telgad, the member of the committee anchored the Program. Girls were motivated to ask question. A very good response from the girl students was received. The program ended with the thanks- giving speech of the member Sau. Manjusha Mule. Objectives of the Program were achieved.

## **2) One Day Workshop on Awareness about Indian Penal Code**

One Day Online Workshop on Awareness about Indian Penal Code was organized on **22<sup>nd</sup> December 2020**. The chief guest on this occasion was a well-known lawyer in Deulgaon Raja Court, Smt. Archana Tai Ghewande. The workshop began with Dr. J. D. Dhokale Introductory remark. She elaborated the importance of women to be aware of the Legal Rights. Dr. Rupali Telghad, the faculty member and the Anchor of the Program invited the resource person to enlighten the students on the Legal Rights of Women. Honorable Adv. Archana tai Ghewande spoke in detail about the Constitution of India. She explained about the enactment of the Act and also the procedure involved in lodging a complaint to the committee. She told in detail the girl students about various provisions provided by the article14, section 12, 18 and 20 related to defense, economic protection and domestic violence. She guided the students in detail about Act no. 354 and 509 bailable and non-bailable offences. Miss. Manjusha Autee, faculty member of the Committee proposed Vote of Thanks.

## **3) One Day Online Webinar Krantijyoti Savitribai Phule and Women Empowerment**

Internal Complaint Committee of Shree Vyankatesh Arts, Commerce and Science College Deulgaon Raja organized a State Level Webinar in Zoom Meeting platform and You Tube (Live) on 5th of January, 2021 from 11.00 AM on the occasion of Savitribai Phule Birth Anniversary; to guide the students of the college about the great work of Savitribai Phule and Women Empowerment. The webinar was live streamed and around 90 participants engaged with the session. The Webinar was started with an inaugural address by Dr. Jyoti Dnyaneshwar Dhokale, (Presiding Officer of ICC) Department of English by extending his warm welcome to all the participants. She introduced the guest and narrated how women empowerment has changed the world and by combining the enduring power of women in communities all over the world, and the sustainability and strength. Further, it was informed how ICC was constituted many years ago and has received no complaints since it was brought in action. Shri Madhukar Jadhav introduced the guest. The guest was Dr.



Pratibha Jadhav a well-known social worker and feminist thinker from Nutan Vidya Prasarak Mandal Arts, Commerce and Science College, Lasalgaon, Dist: Nasik. After online felicitation, in her speech, Dr. Pratibha Jadhav spoke about the life time work done by Savitribai Phule and her contribution in the field of education and society. She further told that it is need of the time to follow the path of Savitribai for upliftment of the society. She advised the students to be aware of the situation and take the proper decision accordingly.

The Chair Person was Hon. IQAC coordinator and Head of Department of English of the College, Hon. Chair Person, Dr. S.D. Chawan in his presidential speech reminded the students about the great work of Savitribai and told them to acquire knowledge and to be confident. The session was concluded by vote of thanks by Mahendra Salve Sir and expressed his appreciation to Dr. Pratibha Jadhav. Invitees were forwarded to individual emails and What's App groups.

#### **4) Guest Lecture on the occasion of International Women's Day on the topic: International Women's Day Today's Challenges**

On 9<sup>th</sup> March 2021 Guest Lecture on the occasion of International Women's Day on the topic: International Women's Day Today's Challenges was organized by ICC & WDC. On behalf of the Internal Complaints Committee (ICC), Shri Vyankatesh Arts, Commerce and Science College, Deulgaon Raja, Dr. Jyoti Dnyaneshwar Dhokale, Presiding Officer, ICC, Assistant Professor, Department of English, and Convener of the event extended greetings to distinguished speaker, President of the Institution, faculty members, members of ICC and all learned participants. She also wished all a very Happy Women's Day to commemorate International Women's Day 2021. This event is one such humble initiative by ICC to celebrate women. She introduced the objective of the event and set the stage for the theme of the National Webinar to commemorate International Women's Day 2021. She greeted the august gathering and assured for an enlightening experience through the upcoming deliberations from the illuminated speaker.

Dr. Dnyaneshwar Gore, Head of Department of Economics, showered a deep welcome to one and all connected virtually in the event. Also heartily welcomed Hon'ble Hereditary Trustee of Shri Balji Sansthan, Deulgaon Raja and President of Shri Vyankatesh Arts, Commerce and Science College, Deulgaon Raja for his relentless support and cooperation in every endeavor. His warm welcome spanned to one and all present who graced the occasion The Speaker-Dr. Nirmla S. Jadhav, Assistant



Professor, Tarabai Shinde Women's Study Centre, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. Title of the deliberation: International Women's Day: Today's Challenges based on the theme Women Empowerment.

She reminded that every day is a women's day and we do not wish to confine and acknowledge their contributions only on a particular day and a month yet we dedicate this particular day as a mark of appreciation for their hard work and sincerity in making life meaningful for all. She said that no real social progress was possible until women were emancipated, both in their private lives and in the workplace. She explained that the present-day scenario highly accepts that women's education has a direct relationship with her empowerment. She continued with a clear depiction of women empowerment from the pages of history to the contemporary times through vivid presentation of slides. She hinted at some primitive yet relevant information on free access to Education for women. Thus, in recent years, India has seen a remarkable growth in Women enrolment in Academic Institutions. Education sector is the preferred career choice for majority of women. But they are underrepresented as Academic Leader. This gender gap in academic leadership is global problem and India is no exception. Dr. Sudhir Chavan Sir in his presidential remark reiterated the existence and significance of ICC in workplace and its responsibilities at Shri Vyankatesh College. ICC at Shri Vyankatesh College has taken further to organize deliberations, seminars, workshops and other extended sessions to generate awareness and sensitize over gender issues and culminates to ensure gender equality within its campuses and everywhere. He emphasized that today's event is one such humble initiative by ICC to celebrate women. Dr. S.D. Chavan Sir thus concluded that the entire aim of the nation must be to take women out of their nests, and must make them more equipped in every sense to open up their wings in their career and emerge as successful future academic leaders of the nation. Around 64 attendees logged in for the virtual celebration. The program clinched with proposing Vote of Thanks by Dr. Jyoti D. Dhokale Asst. Professor, Department of English. She explicably thanked one and all for their presence and support in drawing out the success of the Webinar. She closed the event with best wishes.



## 5) POETRY RECITATION COMPETITION

Recitation activities help students to build confidence as they learn to speak more accurately and persuasively about any piece of writing. Poetry is the rhythmical creation of beauty in words. Keeping this in mind, Poetry Recitation Competition was organized for students, on 9<sup>th</sup> March, 2021. The students came up with different poems on the theme 'Stree' (Woman) and recited them with great fondness and zeal for the women. They enjoyed the perfection of expression, pronunciation, intonation, thoughts, emotions, rhythm and music of words. The students enthusiastically participated in the competition as they got an opportunity to exhibit their talent and confidence. A significant message was spread through their poems regarding women, their problem, condition and how/ why it is essential to be aware of all these. The competition inspired the young poets to come forward and recite on stage. Students were judged on the parameters like confidence, voice modulation, memorization and overall presentation. The judges appreciated and applauded the performances of the participants and the feeling of endurance, caring and sharing filled the air with affection and respect for the women.

**The Winners of the competition were as follows:**

- Winners:** Radhika Joshi (B. A. III)
- Second:** Gunjan Santosh Gaikwad (B. A I)
- Third:** 1. Sakshi K. Sarnaik (B A. II)  
2. Gaitri Jagdish Jadhav (B.Sc.I)

## 6) Poster Presentation Based On the Theme 'Stree Sakti and Netrutv'

Gender inequity remains a major challenge in our society. To raise the voice against this and to promote gender equity in the society, Internal Complaints Committee organized a poster presentation competition in the college on 9<sup>th</sup> March 2020. The theme of this competition was women Empowerment and Leadership. Chaitali Nirphale got the first prize. Archana Shingne madam from Bachelor of Vocational Course judged the poster.



### 7) One-Day Online Workshop Based On “Nutrition for Healthy Life”

Good nutrition is an important part of leading a healthy lifestyle. Combined with physical activity, our diet can help us to reach and maintain a healthy weight, reduce our risk of chronic diseases (like heart disease, viral diseases and cancer), and promote our overall health. Emphasizing good personal health, nutrition and hygiene, the Internal Complaints Committee in collaboration with the Department of Sports and Physical Education organized one day workshop on Health and Nutrition ( on 1<sup>st</sup> April 2021) for the girl students in the college with the topic ‘Nutrition For Healthy Life’. Dr. Rajeshshree Gite was the chief guest who guided the students about the perfect food ingredients useful for health maintenance. She informed the students about the sources of all needed vitamins for a healthy body. She also informed the students how to maintain personal health during the menstruation periods and the care to be taken during these days. Dr. S. D. Chavan, IQAC coordinator and head of the department of English presided over the workshop. Dr. K. V. Mogarkar made the introductory speech. Dr. Jyoti D. Dhokale, the Presiding Officer of ICC anchored the Program whereas Shri Mandar Joshi Sir expressed a vote of thanks. Most of the girl students were present for the workshop. Objectives of the program were achieved.

  
Chairperson  
ICC

  
for PRINCIPAL  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204

## 14) Minutes of Meeting of ICC: 2021-22 Meeting-I

### MINUTES

#### Minutes of the first meeting of the Internal Complaints Committee (ICC)

Date: 09th October 2021

Time: 01.30 p.m.

Venue: IQAC Department

Members present for the meeting.

| Sr. No. | Name                      | Designation                           |
|---------|---------------------------|---------------------------------------|
| 1.      | Dr. J. D. Dhokale         | Presiding Officer                     |
| 2.      | Prof. Dr. S. D. Chavan    | Faculty Member                        |
| 3.      | Dr. R. L. Telgad          | Faculty Member                        |
| 4.      | Miss. Manjusha Mule       | Faculty Member                        |
| 5.      | Mrs. S.V. Rodge           | Non-teaching Employee                 |
| 6.      | Shri. Prakash Ingale      | Non-teaching Employee                 |
| 7.      | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |
| 8.      | Ku. Shagufta Kachchhi     | Girl Student Representative           |
| 9.      | Ku. Suhani Khadakpurkar   | Girl Student Representative           |
| 10.     | Ku. Sapna Gawli           | Girl Student Representative           |

The meeting began with the permission of the Hon. IQAC coordinator. Details of the meeting of the committee held are as follows:

The meeting of ICC was held on October 09, 2021, at IQAC Cell

#### The following points were discussed in the meeting:

##### Item No. 1: - Introduction

At the outset, Dr. Jyoti D. Dhokale (the Presiding Officer) welcomed all the members and briefed them about the background, composition, scope, and objectives of the committee. She also thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC during the last academic year 2020-2021. Then it was informed that there were no cases relating to sexual harassment in the college.

##### Item No. 2:- To get sanction for the following annual plan of the ICC

To make students understand and learn about various activities conducted by Internal Complaint Committee and participate in these activities, the following annual plan consisting of various regular and special activities with their due dates was presented before the committee for sanction. After incorporating all suggestions from the committee members; the below activities have been finalized.



| Sr. No. | Name of the Activity  | Tentative Dates |
|---------|---|-----------------|
| 01      | Induction / Orientation Program for girl students (Online)            | 20 Oct. 2021    |
| 02      | One day Workshop on Awareness on “Know Your Rights” for girl students | 02 Nov. 2021    |
| 03      | Guest Lecture on the occasion of Savitribai Phule Birth Anniversary   | 04 Jan. 2022    |
| 04      | Orientation Program for girl students                                 | 08 Feb. 2022    |
| 05      | Online One day Workshop on Personal Health and Hygiene                | 03 Mar. 2022    |
| 06      | Guest Lecture on International Women’s Day                            | 08 Mar. 2022    |

**Item No. 2:- To conduct an Induction / Orientation program for the newly admitted girl students**

As every year the committee conducts an Induction Program for the girl students at the beginning of both of the academic sessions so this year also it was decided to organize the Induction / Orientation Program in the 3rd week of October to guide the girl students about the purpose of formation of Internal Complaints Committee under Women’s Redressal Cell. To inform them about the working process of the committee as well as to ensure a healthy atmosphere while taking education in the college and to inform them about the redressal of their grievances if they face any on the college campus. The purpose of this program is also to aware the newly admitted students about the complaint box installed in the college and ladies’ common room.

**Item No. 3:- To aware the girl students of the rules of the Ladies’ Common Room and Complain Box**

As the Common Room is a necessary and important place in the college which the girl students use in their free periods. So, it is important to keep it clean and hygienic. The newly admitted girl students in the college are unaware of the rules laid about the use of the common room. So, it was decided to inform students about the common room and to make them aware of common room use and its rules to be observed while using the Common Room in the Orientation program. It was also decided to inform students about the necessary notices and phone numbers of Lady Police Officials in the ladies’ common room as well as to guide them about the sanitary napkin vending machine installed in the Ladies’ Common Room, in this Induction/ Orientation Program only.

**Item No. 4:- To organize One Day Workshop on Awareness of “Know Your Rights”**

The Committee organizes a Workshop on the Penal Code every year in the college with the purpose of aware the students about the provisions in the law for the safety of women in society, school, college workplace, and in their own families before or after marriage. As women have come out seeking



education, and jobs and it has become an ardent need of the time to be warm about the offences done against them and the provisions of In the Indian Code for their safety and security. This workshop is organized with the purpose is to aware young students of domestic and social offences against females well as the safety provided to them by the law so that, they could help themselves if they save such unwanted sexual harassment in society. It was decided to invite Adv. Archana Ghewande to guide the students.

**Item No. 5:- To organize Guest Lecture on International Women's Day**

It becomes necessary for girls and women to be self-reliant economically. The committee organizes various workshops and lectures to stimulate the girl students of the college. It was decided (on the occasion of International Women's Day) in this connection, to organize an online guest lecture based the on economic empowerment of the girl students.

**Item No.6:- To organize an online One day Workshop on Health and Hygiene**

The committee organizes workshops for the girl students about health and hygiene awareness and related topics every year. Taking into consideration girls' personal health issues, it was decided to organize One day Workshop on Health and Hygiene especially for awareness.

**Item No.7:-**

The Chairperson conveyed her thanks to the members for attending the meeting and the meeting ended with a vote of thanks to the Chair.



Minutes prepared by  
Chairperson



Minutes sanctioned by  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buldana, Pin-443204

## Meeting-II

### MINUTES

#### 2<sup>nd</sup> Meeting of Internal Complaint Committee

**Date:** 01.01. 2022

**Time:** 11.00 a.m.

**Venue:** IQAC

**Members present for the meeting.**

| Sr. No | Name                      | Designation                           |
|--------|---------------------------|---------------------------------------|
| 1      | Dr. J. D. Dhokale         | Presiding Officer                     |
| 2      | Dr. S. D. Chavan          | Faculty Member                        |
| 3      | Dr. Rupali Telgad         | Faculty Member                        |
| 4      | Sau. M. S. Muley          | Faculty Member                        |
| 5      | Smt.S.V. Rodge            | Non-teaching Employee                 |
| 6      | Shri. Prakash Ingale      | Non-teaching Employee                 |
| 7      | Girl Student              | Student Representative                |
| 8      | Girl Student              | Student Representative                |
| 9      | Girl Student              | Student Representative                |
| 10     | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |

**Following points were discussed and sanctioned unanimously in the meeting.**

**Item No. 1:- To conduct 2<sup>nd</sup> Orientation Program for the girl students.**

The Committee stressed the need to conduct the 2<sup>nd</sup> orientation program of the girl students in the second session. So, taking into consideration the exam period, it was decided to conduct the orientation program in the 1<sup>st</sup> week of February to aware the students about the objectives and role of ICC; gender-based violence harassment and safety measures. Mrs. Maltitai Kayande NGO member of the ICC was considered as the resource person. The purpose of this program is also to aware the students about the complaint box installed in the ladies common room.



**Item No. 2:- To organize One Day Workshop on “Nutrition For Healthy Life”**

Personal hygiene plays a major role to promote healthy life. Most of the girl Students are from rural area so, it becomes very essential to aware them about the importance of health and hygiene specially the care to be taken about healthy diet and the cleanliness during their menstruation period. The committee decided to conduct one day workshop based on healthy diet and care to be taken during the menstruation period. It was decided to invite Dr. Rajeshri Gite to guide the girl students about health and hygiene in the month of January.

**Item No. 3 :- To discuss and decide about organization of Poetry Reading Competition based on the theme ‘Gender Equity ‘**

To change the attitude of society towards the inequality between boys and girls, it is necessary to take certain steps to aware the society about this issue. Boys and girls must feel welcome in a safe and secure learning in college and could take education in a healthy atmosphere. The college organizes various events based on the issue of gender sensitivity to inculcate the value of gender equity among the students. This the issue not only limited for the college students but also relates to the society. Hence it was decided by the committee to organize Poetry Reading Competition based on the theme sited earlier.

**Item No. 6 :- To discuss and decide about Poster Presentation based On the Theme ‘Stree Sakti and Netrutv’**

It is the tradition of the college to organize guest lectures on birth and death anniversaries of the great personalities to acquaint the students about their great work for the Indian society, so that they may get stimulation to do something for their society by considering them their role models and performing their duties towards our nation. ICC organizes Poster Presentation Competition based On the Theme ‘Stree Sakti and Netrutv’ to stimulate the students.

**Item No.8:-**

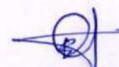
The Chairperson conveyed her thanks to the members for attending the meeting and Meeting ended with vote of thanks to the Chair.



Minutes prepared by

Chairperson

Internal Complaints Committee



Minutes sanctioned by  
**PRINCIPAL**

Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buldana, Pin-443204

**15) Action Taken Report of ICC: 2021-22****Shri Vyankatesh Arts Commerce and Science College,  
Deulgaon Raja.****Action Taken Report****The following Activities were organized in the academic year : 2021-2022**

| Sr. No. | Name of the Activity  | Dates           |
|---------|---|-----------------|
| 1.      | Rangoli Competition   | 28 August, 2021 |
| 2.      | Induction / Orientation Program for Girl Students (Online)                            | 10 Dec. 2021    |
| 3.      | One day Workshop on Awareness on "Know Your Rights" for girl students(Legal Guidance) | 10 Dec. 2021    |
| 4.      | World Human Rights Day  | 10 Dec. 2021    |
| 5.      | Awareness Session on Personal Health and Hygiene                                      | 01 Jan. 2022    |
| 6.      | Guest Lecture on the occasion of Savitribai Phule Birth Anniversary                   | 03 Jan. 2022    |
| 7.      | Orientation Program (2 <sup>nd</sup> ) for girl students                              | 08 Feb. 2022    |
| 8.      | Online One-Day Workshop on 'Adolescent Beauty Problems and Treatment                  | 22 Feb. 2022    |
| 9.      | Guest Lecture on International Women's Day  | 08 Mar. 2022    |

**1) Rangoli Competition**

The Rangoli Competition was held on the campus of Shri Vyankatesh College on 28th August 2021. The theme of the competition was 'Gender Equality' The event was organized on the occasion of the Death anniversary of the founder president of the college Late Rajendrasinghji Jadhav. Hon. MLA Dr. Shashikant Khedekar addressed the students and focused on the need of inculcating the values and heritage of the country among the students. He also focused on the need of the hour in the colleges to develop a brotherhood feeling, at the same time, skills of aesthetics, creativity, and innovation can be developed among the students. Altogether 20 students participated in the competition. All appreciated the participants for their laudable work.



## **2) Induction Program For the girl students of the college**

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed on 23 April 2013 with the view to provide protection against sexual harassment of women at the workplace. In line with this Act, on 10th December 2021, Internal Complaints Committee & Women's Development Cell conducted an Induction program on issues related to sexual harassment. It catered to realization of basic human rights of gender equality and guarantee against any reported cases of sexual harassment within the campus. The 'Internal Complaints Committee' aims to promote a social and psychological environment that will raise awareness about sexual harassment in its various forms. Any cases reported, will be dealt strictly by the Internal Complaint Committee constituted by the Cell.

The aim of this program was to acquaint the newly admitted girl students about purpose of ICC and to ensure them a healthy atmosphere while getting education in the college. The guest of honour was N. G. O. member Sau. Malti Kayande (Former mayor). The program began with the worship of the photos of Shri Sant Gadge Maharaj and Sawitribai Phule and lighting the lamp. Then there was a welcome speech by Dr. Jyoti D. Dhokale, the chairperson of the committee. She also introduced the guest. In her introductory remark, she guided the girl students about the Women Development Cell & ICC, the healthy atmosphere, safety and security for the girl students provided in the college. She also told them about the common room and other facilities such as the Reading room, vending machine, Complaint DropBox and other. She appealed them to tell their problems fearlessly if they have any and not to discontinue their education.

Smt. Maltai Kayande, an NGO member of the committee also guided the students on various aspects the girl students face in the college as well as in the society. She spoke about the facilities provided in the college for the girls acquiring education in the college. She stated the importance of higher education and insisted the girls to continue their education for the development of their own purpose and the society. The program was carried forward by the Dr. Rupali Telgad, the member of the committee. She started her Presidential address by mentioning the importance of constituting the 'Anti-Sexual Harassment Cell' in the workplace and about inculcating gender sensitivity among youths.

Student, Ku. Priya Zore, the member of the committee anchored the Program. Girls were motivated to ask question. A very good response from the girl students was received. The complaints were asked if they had any; but as they didn't have any complaints the program was over. The program ended with the thanks- giving speech of the Student, Ku. Sakshi Sarnaik.



Sau. Manjusha Mule (Former Chair Person of ICC) was also present. Objectives of the Program were achieved. There were around 156 participants.

### 3) “One Day Workshop on Awareness of “Know Your Rights”

One Day Workshop on Awareness on “**Know Your Rights**” was organized on 10<sup>th</sup> December 2021. The chief guest on this occasion was a well-known lawyer in Deulgaon Raja Court, Advocate Archana Tai Ghewande. The Objective of the program was to raise the self-esteem and self-confidence of women. The workshop began with Dr J.D. Dhokale ‘Introductory remark’. She elaborated on the importance of women being aware of their Legal Rights.

Dr. Jyoti Dhokale the Chair Person of the Committee invited the resource person to enlighten the students on the Legal Rights of Women. Honourable Adv. Archana tai Ghewande spoke in detail about the Rights of Women (Constitution of India). She explained the enactment of the Act and also the procedure involved in lodging a complaint to the committee. She told in detail the girl students about various provisions provided by Article 14, sections 12, 18 and 20 related to defence, economic protection and domestic violence. She guided the students in detail about safeguarding the rights of women and a safe environment that is free of sexual harassment Act no. 354 and 509 bailable and non-bailable offences.

Dr. Rupali Telgad in her presidential speech explained the importance of legal awareness and “**Know our Rights**” to all women. Miss. Manjusha Mule, a faculty member of the Committee proposed a Vote of Thanks. There were around 150 participants. Students took the pledge of not quitting education, knowing their rights to raise their voices against injustice. Then the students and Faculty members asked their queries related to women’s Rights in India; valuable information for the same from Advocate Archana Tai Ghewande. Miss. Manjusha Mule, a faculty member of the Committee proposed a Vote of Thanks.

### 4) World Human Right Day

World Human Right Day is observed by the international community every year on 10<sup>th</sup> December 2021. So, to raise awareness about rights that all human beings are



entitled to, irrespective of factors such as religion, sex, language, race, colour, or nationality and so Shree Vyankatesh College, Deulgaon Raja students were given awareness on human rights and celebrated international Human Rights Day. A special assembly was organised under the guidance of Adv. Archana Ghevande in which students gave awareness on human rights. At the beginning of the program, all paid tribute to General Bipin Rawat's first chief of defence staff. Then Students enlightened their classmates through thought-provoking speeches on human rights. Teachers told students that the day is observed to arouse about the rights of humans. Moreover, Human Rights Day is celebrated to raise awareness about people's social, cultural and physical rights and to ensure the welfare of everyone. Dr. J.D. Dhokale remarked that the day is observed to empower nations to prevent in equality, abuse and discrimination protect the most vulnerable and punish the perpetrators. Near about 150 participants. At the end of the program, oath was taken by everyone not to quitting their education and to know Human Rights.

#### **5) Awareness Session on Personal Health and Hygiene**

The Internal Complaints Committee in collaboration with the Women's Development Cell organized an Awareness Session on 'Personal Health and Hygiene of Women' on 1<sup>st</sup> January 2022. The objective of the session was to raise awareness about rarely-discussed issues regarding women's health and hygiene.

Mrs Radhika Ingale Madam (Asha worker) Kaur Gujral, Guest Speaker of the session spoke extensively on sustainable hygiene and health solutions. She discussed the increased risk of infection during menstruation and highlighted how 'Uterus Cancer' puts many lives at serious risk.

She emphasized the use of eco-friendly and herbal sanitary napkins and said "no" to plastic products. She also spoke about the importance of COVID-19 vaccination to all. Mrs Radhika Ingale also informed the students about the strong connection between hygiene and health and stressed the best hygiene practices to adopt. It was a very insightful talk about women's health and highlighted the medical problems faced by



women, especially during covid-19 and how to combat the same. 123 girl students were present and it was a healthy discussion.

#### **6) Report on Birth Anniversary of Savitribai Phule**

Internal Complaints Committee and Women Development Cell celebrated the birth anniversary of Savitribai Phule in the College on Saturday, 3<sup>rd</sup> January 2022 at 11.00 am. The program started by worshipping the image of Savitribai Phule. Introductory remarks of the program were made by the Chairman of the Grievance Redressal Committee, Dr. Jyoti Dhokale. Prof. Madhukar Jadhav (Head of the Cultural Committee) introduced the guests.

The well-known literary and lecturer Dr. Sunil Pawar expressed his views about Savitribai Phule. He said “Savitribai Phule was the first woman, who stand alone for the girl’s education, took lots of efforts to make women educated and make available the first girl’s school in Pune and in the memory of such honorable women; this day is celebrated. Savitribai Phule and Mahatma Phule inaugurated women's education and provided educational opportunities to girls. We must keep the flame of the thoughts of the great. Savitribai, the first teacher, constantly burning, asserted. Dr. U. B. Deshmukh, in his Presidential remark, informed that Savitribai was an epoch-making personality, a burning torch of knowledge. With the help of Mahatma Phule, she spent her life for the betterment of society and created an ideal of living for others. The Program was hosted by Ms. Shagufta Kutchi. A vote of Thanks was given by Dr. Rupali Telgad (Head of the Department of Computer).

Through this program, students learned about Savitribai Phule’s early life and what she contributed to society, women’s empowerment and the need for her thoughts even in today’s situation. For the said program all members of the Teaching staff and students were present. 198 students participated. The program met with resounding success & was greatly appreciated by all the members. It was an inspirational celebration to encourage girls and improve the quality of education.

#### **7) Orientation Program (2<sup>nd</sup>) for the Girl Students**

The 2<sup>nd</sup> Orientation program for the girl students was organized on 08 Feb. 2022 at 10.00 am in the college program hall to discuss some of the issues related to



common room and any queries if they have. Sau. Maltitai Kayande the NGO member of the Internal Complaints Committee was present at the time. She advised the students to use the mobiles, if necessary, only and also warned them about misuses of mobiles. Miss. Jyoti Dhokale, the Chairperson of the committee presided over the meeting whereas Dr. Rupali Telgad asked the students if they had any queries or any complaint. But as there was not any complaint the program was concluded.

### **8) Online One-Day Workshop on ‘Adolescent Beauty Problems and Treatment**

Internal Complaints Committee in collaboration with the Women Development Cell and Department of Sports & Physical Education organized an awareness workshop on ‘Adolescent’s Beauty Problems and Treatment’ at 12.00 pm on 22<sup>nd</sup> February 2022 for the students and staff through online mode. Dr. Nilesh Deshmukh (Beauty Therapist, Jalna) was the chief guest.

The points discussed in the workshop were: the meaning of health, physical, cognitive and emotional changes in an adolescent, nutritional management, beauty problems-treatment, menstrual hygiene, and stress management in adolescents. The students emphasized various healthy lifestyle practices to prevent disease and promote optimum health. ICC president Dr. J. D. Dhokale was the anchor of the program. Dr. Kiran Mogarkar presented an introductory speech and Dr. S. J. Chavan gave a vote of thanks. 197 participants were there in the program. A very good response from students in the program. The workshop was informative and well-appreciated by the participants.

### **9) International Women's Day Celebration (Ancient Women and Women’s Rights)**

An online guest lecture on "Inspiring Women: Poetic Discovery " (based on the theme **Ancient Women and Women Rights**) was organized on 8<sup>th</sup> March 2022 by the Women's Development Committee and Internal Grievance Redressal Committee of Sri Venkatesh College to celebrate the glorious history of Indian culture and International Women's Day. Honourable Mrs. Tilottama Patkarao (Ingole) as the chief guest for this event was present. While guiding as the chief guest, she told everyone to always remember the thoughts and character of great women, to follow their example, to face the difficulties in life with perseverance and to be dependent. All Ancient Women fought for women’s rights. Today we



can read, write, learn and earn only because they raised their voices for women's development. Mrs. Manjusha Mule as the President of this event, remarked that all great women in the history created a great platform to all women and so we should not only thank them but also take motivation from them to do something for other needy girls and women. The program was organized on the occasion of International Women's Day. An introductory remark was presented by Dr. Jyoti Dhokale. Anchoring of the program was done by Dr. Rupali Telgad and Dr. Gajanan Tambade proposed a vote of thanks.

Honorable Principal Dnyaneshwar Gore, Head of Marathi Department Assist. Professor M. B. Jadhav and Assist. Professor Pawan Kadam helped to make the program successful. All professors, non-teaching staff as well as students were present online. Over 178 participants were present. Good response from participants.

for,  
  
Chairperson  
ICC

  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204

## 16) Minutes of Meeting of ICC: 2022-23 Meeting-I

### The meeting of Internal Complaint Committee

#### Minutes of Meeting

#### 1st Meeting of Internal Complaint Committee

**Date:** 09th October 2022

**Time:** 01.30 p.m.

**Venue:** IQAC Department

#### Members present for the meeting.

| Sr. No | Name                 | Designation            |
|--------|----------------------|------------------------|
| 1      | Dr. J. D. Dhokale    | Presiding Officer      |
| 2      | Dr. S. D. Chavan     | Faculty Member         |
| 3      | Dr. Rupali Telgad    | Faculty Member         |
| 4      | Sau. M. S. Muley     | Faculty Member         |
| 5      | Smt.S.V. Rodge       | Non-teaching Employee  |
| 6      | Shri. Prakash Ingale | Non-teaching Employee  |
| 7      | Girl Student         | Student Representative |
| 8      | Girl Student         | Student Representative |
| 9      | Girl Student         | Student Representative |

At the outset, Dr. Jyoti D. Dhokale Madam welcomed all the participants of the Meeting.

Following points were discussed in the meeting:

#### **Item No. 1:- To Create awareness among first year students about Internal Complaints Committee (ICC).**

An awareness session on ICC & WDC for all first-Year students to be organized regarding the functioning of the committee, as to ensure them a healthy atmosphere while taking education in the college and even to inform them about the redressal of their grievances if they face any in the college campus. The purpose of this program is also to aware the students about the complaint box installed in the college and ladies common room. Also informed students about point of contact and confidentiality maintained in case of any cases received on sexual harassment.



**Item No. 2:- To check the complaint status of Internal Complaints Committee (ICC)**

As every year committee keep eye on every action of students so that there will be no case of sexual harassment. So this year also it was decided to follow the same rules and procedure. Complaints status of academic year 2022-2023 was checked by the committee. There was no complaint till the date.

**Item No. 3:- To celebrate Savitribai Phule Birth Anniversary**

It was decided to celebrate Birth anniversary of Savitribai Phule as the college celebrate every year.

**Item No. 4:- To aware the girl students about the rules of Ladies Common Room**

As Common Room is a necessary and important place in the college for the girl students to use in their free periods. It is important to keep it clean and hygienic. The newly admitted girl students in the college are unaware about the rules laid about the use of common room. So, it was decided to inform students about the common room, its use and its rules to be observed while using the Ladies Common Room in the Orientation program. It was also decided to inform students about the necessary notices and phone numbers of Lady Police Officials in the ladies' common room as well as to guide them about sanitary napkin vending machine installed in the Ladies Common Room.

**Item No. 6: - To organize One day Workshop on Health and Hygiene**

Every year the committee organises workshop for the girl students about health awareness. So, it was decided to organize Workshop on Personal Health and Hygiene.

**Item No. 7: - To discuss and decide about organization of Rally based on the theme 'Gender Equity'.**

The college organizes various events based on the issue of gender sensitivity to inculcate the value of gender equity among the students. This issue is not only limited for the college students but also relates to the society. Hence it was decided by the committee to organize the rally based on the theme sited earlier, to change the attitude of society towards the inequality between boys and girls, it is necessary to take certain steps to aware the society about this issue.



**Item No.8: -**

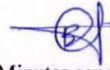
The Chairperson conveyed her thanks to the members for attending the meeting and Meeting ended with vote of thanks to the Chair.



Minutes prepared by

Chairperson

Internal Complaints Committee



Minutes sanctioned by

**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buldana, Pin-443204

## Meeting-II

### MINUTES

**2<sup>nd</sup> Meeting of Internal Complaint Committee**

**Date: 28.12. 2022**

**Time: 11.00 a.m.**

**Venue: IQAC**

**Members present for the meeting.**

| Sr. No. | Name                      | Designation                           |
|---------|---------------------------|---------------------------------------|
| 1       | Dr. J.D. Dhokale          | Presiding Officer                     |
| 2       | Dr. S. D. Chavan          | Faculty Member                        |
| 3       | Sau. Manjusha S. Muley    | Faculty Member                        |
| 4       | Dr. Rupali Telgad         | Faculty Member                        |
| 5       | Smt. S.V. Rodge           | Non-teaching Employee                 |
| 6       | Shri. Prakash Ingale      | Non-teaching Employee                 |
| 7       | Girl Student              | Student Representative                |
| 8       | Girl Student              | Student Representative                |
| 9       | Girl Student              | Student Representative                |
| 10      | Smt. Malti Ramesh Kayande | Member of Non-Government Organization |

**The following points were discussed and sanctioned unanimously in the meeting.**

**Item No. 1:- To conduct 2<sup>nd</sup> Orientation Program for the girl students.**

The Committee stressed the need to conduct the 2<sup>nd</sup> orientation program for the girl students in the second session. So, taking into consideration the exam period, it was decided to conduct the orientation program in the 1<sup>st</sup> week of February to aware the students about the objectives and role of ICC; gender-based violence harassment and safety measures. Mrs. Maltitai Kayande NGO member of the ICC was considered as the resource person. The purpose of this program is also to aware the students about the complaint box installed in the ladies' common room.



**Item No. 2:- To celebrate International Women's Day.**

To change the attitude of society towards the inequality between boys and girls, it is necessary to take certain steps to aware society about this issue. Boys and girls must feel welcome in safe and secure learning in college and can take education in a healthy atmosphere. The college organizes various events based on the issue of gender sensitivity to inculcate the value of gender equity among the students. This issue is not only limited to college students but also relates to society. Hence it was decided by the committee to organize various competitions on the theme cited earlier.

**Item No 3:- To discuss and decide about the organization of the Birth Anniversary of Savitribai Phule**

It is the tradition of the college to organize guest lectures on the birth and death anniversaries of great personalities to acquaint the students with their great work for Indian society, so that they may get stimulation to do something for their society by considering them their role models and performing their duties towards our nation. ICC & WDC organizes guest lectures on the occasion of the birth anniversary of Savitribai Phule. It was decided to organize such activities this year also to stimulate the students.

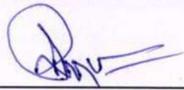
**Item No. 4: - To Organize an essay writing competition on the occasion of International Women's Day**

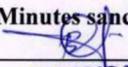
It was decided to organize an essay writing competition on the occasion of International Women's Day to motivate the students to write and appreciate women's participation and contribution in various fields.

**Item No. 5: - To organize a Poster Presentation Competition on the theme 'Women Empowerment'.**

It was decided to organize a Poster- Making Competition on the theme 'Women Empowerment' in March to sensitize the students about Women's respect and to inculcate values in them.

**Item No.6:-** The Chairperson conveyed her thanks to the members for attending the meeting and the Meeting ended with a vote of thanks to the Chair.

  
Minutes prepared by Chairperson  
Internal Complaints Committee &  
Women Development Cell

Minutes sanctioned  
  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist.Buidana, Pin-443204



## 17) Action Taken Report of ICC: 2022-23

### Shri Vyankatesh Arts Commerce and Science College, Deulgaon Raja.

#### Action Taken Report

The following Activities were organized in the academic year : 2022-2023

| Sr. No. | Name of the Activity   | Dates         |
|---------|--|---------------|
| 1.      | Rangoli Competition  | 13 Aug. 2022  |
| 2.      | Tiranga Rally  | 13 Aug. 2023  |
| 3.      | Health Awareness Program   | 24 Aug. 2022  |
| 4.      | Rally on 'Gender Equality'   | 26 Aug. 2022  |
| 5.      | Induction / Orientation Program for girl students                          | 03 Sep. 2022  |
| 6.      | 'Pauli Pathak' on the occasion of Shri Balaji Maharaj Palanquin Procession | 06 Oct. 2022  |
| 7.      | Celebration of Savitribai Phule Birth Anniversary                          | 03 Jan. 2023  |
| 8.      | Orientation Program (2 <sup>nd</sup> ) for students                        | 08 Feb. 2023  |
| 9.      | Essay Competition on International Women's Day                             | 08 Mar. 2023  |
| 10.     | Poster Making Competition on 'Women Empowerment'                           | 26 March 2023 |

#### **Other facilities for girls' security and safety:**

- ❖ CCTV camera surveillance system has been installed in the institution to maintain safety and security for students and staff.
- ❖ Security Guards are patrolling at the main gate of the college to enhance over all safety and security.
- ❖ Counselling sessions are conducted to all the students by senior academicians.
- ❖ Common Room for girls during free time.
- ❖ Vending Machine in the Common Room
- ❖ Complaint Box in the Common Room and near 2<sup>nd</sup> Main Gate of college
- ❖ Separate Reading Room in the Library



### 1) Rangoli Competition

On 13th August 2022, ICC & WDC organized a Rangoli Competition for all students from various departments of the college. It was held on the theme 'Azadi Ka Amrut Mahotsav'. Based on this theme topics were given 'Mera Bharat Mahan' & 'National Integration'. The motive behind this theme was to highlight the rich culture and heritage of India and celebration of India's achievements. This competition was organized to explore the creative instincts of students and encourage them. 35 students participated in the event from different departments of SVC. The announcement of results and prize distribution was held on 15<sup>th</sup> August 2022 at the hands of the President of Shri Vyankatesh College Hon. Raja Vijaysing Mansingrao Jadhav, Hon. Rani Sau. Chhaya V. Jadhav and Principal Dr. D. V. Gore. The judges for the competition were Dr Rupali L. Telgad and Sau Archana Shigane Madam. The winners were:

1. Sakshi Fulzade
2. Vaishnavi Fulzade & Sapna Gawli
3. Shivani Nirphale & Akshay Kawhale

### 2) Tiranga Rally

Under the program initiated by Govt of India "Ek Bharat, Shresth Bharat", a Peace Rally (Ekta March) was flagged off from the campus of the College on 13 August 2022 at 11.30 a.m. The peace rally gathered in Committee Chauk Deulgaon Raja. Around 60 girl students with other departments of the college and the faculty members joined the rally. The message conveyed was Unity of India under the "Ek Bharat Shrestha Bharat Program". The students along with the teaching fraternity spread the message of Unity in India. Dr. J.D. Dhokale and Dr. Telgad Madam represented ICC, WDC and the College.



### 3) Health Awareness Program

One-Day Health Awareness Program on the occasion of International Youth Day, a guest lecture on Personal Health & AIDS awareness was concluded at Shri Venkatesh College of Arts, Commerce and Science in association with the Internal Grievance Redressal Committee, Women Development Cell and National Service Scheme Department under Azadi Ka Amrit Mahotsava Deulgaon Raja, Rural Hospital was the chief guest on the occasion. Pankaj Khare, Head of ICTC at Deulgaon Raja, Bharat Rathore, Matrubhumi Foundation, Mrs. Poonam Mawle of Buldana, Mrs. Radhika Ingle, Shri. Dhokane was present.

The program was presided over by the principal of the college Dr. Dnyaneshwar Gore. The chief guest Pankaj Khare guided the students about How to keep themselves Fit, Healthy habits & AIDS and the precautions to be taken to stay away from it. Mrs. Poonam Mawle, and Mrs. Radhika Ingle informed everyone present over there about the misconceptions about AIDS and the causes of AIDS. How important is premarital AIDS testing? He proved this. The Principal of the College, Dr. Dnyaneshwar Gore told that the Life is very beautiful, cherish it, keep yourself healthy fit and fine and stay away from life-threatening things. On this occasion, an HIV inspection camp was also organized. The camp was inaugurated by librarian Dr. Umesh Deshmukh. 75 students along with professors of the college; tested positive for HIV in this camp. On this occasion, all the teachers, non-teaching staff and staff of the college, Students were present. Introductory remarks were presented by Dr. Rupali Telgad. A vote of thanks was presented by Dr. Mahendra Salvi. Anchoring of the program was done by Dr. Jyoti D. Dhokale.

### 4) Rally On 'Gender Equality'

The problem of gender inequality is quite widespread in India despite 74 years of Independence and social reforms. In some states, Gender inequality is adversely affecting women of all ages and so they are not able to live and enjoy their life optimally. Female foeticide, low rate of enrolment of girls in schools and colleges, poor proportion of working women in private and Government-run departments, violence against women statistics, etc. tell a sad state



of women in India. For this reason, in school colleges awareness programs such as rallies, lectures or street plays are organised. To keep this in mind a rally on Gender Equality was organised by the Internal Complaints Committee and Women Development Cell on 26<sup>th</sup> August 2022 in Deulgaon Raja to make people aware of the issues related to social evil. The rally was started from Shri Vyankatesh College and culminated at Market Parisar of Deulgaon Raja. Dr. Mahendra Salve, Dr. R. Y. Mane Dr. Rupali Telgad, Dr. J.D. Dhokale and many students took part in the rally. Students carried banners and placards bearing anti-gender discrimination slogans. The reason behind this rally is to end gender disparities, eliminate violence against women and girls' lives, eliminate early and forced marriage and secure equal participation and opportunities. Police have made sufficient arrangements for the smooth conduct of the rally. Near about 125 students were present.

#### **5) Induction Program**

Based on the above objectives on 3<sup>rd</sup> September 2022, an Induction Program took place. Presiding officer J. D. Dhokale welcomed the girl students. Members were introduced to the female students. She informed all the students about the WDC & ICC, its objectives, the healthy atmosphere, safety, security and how the committee works. She also appealed to them, to tell their problems fearlessly if they will face. Dr. R.L. Telgad informed them about the complaint box, vending machine, reading room and common room. She also mentioned the importance of the 'Anti Sexual Harassment Cell' in the college. Then there was a question-answer session. A very good response from the students was received. At the end of the program Vote of Thanks was given by Sau Manjusha Muley. All objectives were achieved. Near about 120 students were present.



**6) Pauli Pathak in Shri Balaji Maharaj Palkhi**

Every year, on Dasera, the Balaji Maharaj Palanquin Procession /festival takes place in Deulgaon Raja, district, Buldana. The festival is held to honour the Shri Balaji Maharaj deity for his significant contributions to Deulgaon Raja. One of the highlights of the festival is a distinctive ceremony featuring a palanquin procession. The people of Deulgaon Raja and nearby villages worship Shri Balaji Maharaj's idol. On regular days, this Idol is worshipped solemnly inside the Temple, but during the festival, the idol is taken on a procession around the Deulgaon Raja. The festival features many lively activities such as the flag procession, Dhol Pathak procession, Varkari Pathak and many people offering ceremonies. However, the most anticipated event is the procession of the deity in a palanquin. The villagers spread flower mats, spray fragrant water, and then place a palanquin in front of the Temple. On the occasion of Vijaya Dashmi, girl students of Shri Vyankatesh (ICC& WDC) College also participated in 'Pauli Pathak' on 6<sup>th</sup> October 2022. They took out an early morning procession from the SVC campus to Balaji Temple. According to this Pauli, Pathak Procession was started with great enthusiasm. There were 60 girl students in the Pathak. The students, accompanied by their teachers, went around the Deulgaon Raja Streets carrying the taal (pair of clash cymbals) in front of a palanquin on their way to the Balaji Faras. This event was brought into existence to sensitize the young minds with traditional integrity amongst each other. It also boosts girls' confidence to play Pauli among all People.

**7) Celebration of Savitribai Phule Birth Anniversary**

On 3rd January 2023, Internal Complaints Committee & Women Development Cell in collaboration with N.S.S. organized the Birth Anniversary of Savitribai Phule. Savitribai Phule was a great social worker and the first Lady Headmistress in India. Dr. Jyoti D. Dhokale addressed the students. He compared the present situation and the then situation. He told the students that in very adverse conditions, Savitribai Phule took the education. She faced many problems while teaching the girls, but despite this, she didn't



give up. Today, the students have every facility, but there is a lack of punctuality, regularity and seriousness about the study. Students should take the motivation from the life of Savitribai Phule. Dr. R.L. Telgad expressed a vote of Thanks. 76 students were present in the program. Apart from this program many students also participated in the Quiz Competition on the topic 'Savitribai Phule' Organised by Mauli Uddeshiy Sevabhavi Institution at Deulgaon Raja. Many students won Book prizes. It was a very good response from students.

#### **8) Orientation Program for students**

The 2nd meeting of the INTERNAL COMPLAINT COMMITTEE members and the girl students of the college was organized on 08<sup>th</sup> January 2018 at 11.00 am. to find out whether the girl students have any difficulties while they are on the college campus and ensure a healthy atmosphere on the college campus. The Chairperson of the meeting Hon. Principal of the college Sau. Manjusha Muley madam guided the girl students about the healthy atmosphere provided in the college. She appealed them to tell their problems fearlessly if they have; but they did not have such problems. So, the Chairperson of the Committee Dr. J. D. Dhokale discussed about the common room maintenance and the meeting got over.

#### **9) Essay Writing Competition**

The Internal Complaints Committee in collaboration with the Women Development Committee organised an Essay Writing Competition on the occasion of International Women's Day on 08<sup>th</sup> March 2023. The topic of the essay writing competition was -1. Women Empowerment Reality and Pain 2. National- International Contribution of Indian Women 3. Women's Safety (Word limit was 500-550 words) Deadline to submit the essay was 15th March 2023. All essays were judged on their content, organization, relevance to the theme, and novelty of ideas; after a thorough assessment, prize winners were chosen. Winners were awarded merit Certificates and Cash Prizes. Students from Science, Commerce and Arts participated in the event



and helped to make it a great success. It was conducted for school and junior college students (standard 8th to 12th) as well as undergraduate college students. The medium of expression was English, Hindi and Marathi. There were 22 entries and each essay was so thoughtful and informative. Essays were evaluated based on the criteria of topic selection, introduction, topic statement, and conclusion.

Total No. of Participants: 15

The Winners of the competition are: -

First Prize: Shravni Santosh Wyaware (B. Com II)

Second Prize: Sunanda Kuhire (B. Sc. I)

Consolation Prize: Komal Baskar Jadhav (B. A. III)

#### 10) Report on Poster Making Competition on 'Women Empowerment'

A Poster Making competition was held on 26th March 2023. The topic of the Competition was 'Women's Empowerment'. Many students enthusiastically participated in the competition. There were all 20 student participants. The winners have won exciting prizes. The judges for the event were Prof. J.D. Dhokale and Prof. P. M. Kadam. Various senior faculty members also visited the competition and encouraged the participants. Our Honourable principal Dr. D. V. Gore encouraged the students by the prize distribution and appreciated the effort exhibited by the students and faculties. The Winners are as follows:

Winner: Sunanda Kuhire (B.Sc. I)

Runner up: Ajinkya Shingne and Shankar Patil (B. Sc. II)

  
Chairperson  
ICC

  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204





**Shri Vyankatesh College, Deulgaon Raja**

**Anti-Ragging Committee**



## 1) Formation of Anti-ragging Committee



Shri Balaji Sansthan's Deulgaon Raja's  
**Shri Vyankatesh Arts, Commerce & Science College**  
**Deulgaon Raja, Dist: Buldhana-443204**



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The anti-ragging cell is one of the important parts of an Educational Institution's mechanism. As per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in Higher Education Institutions, 2009, the establishment of an Anti-Ragging Cell is very compulsory. Shri Vyankatesh Art's Commerce & Science College has constituted the Anti-Ragging Committee.

**The composition of the Anti-Ragging Committee is as follows.**

| Sr. No. | Name of the members      | Designation | Email. Id  |
|---------|--------------------------|-------------|--|
| 1       | Prin. Dr. G. B. Jadhav   | Chairman    | <a href="mailto:shegokarnh1972@gmail.com">shegokarnh1972@gmail.com</a> |
| 2       | Prof. N. H. Shegokar     | Secretary   |  |
| 3       | Prof. Dr. K. V. Mogarkar | Member      |  |
| 4       | Prof. B. U. Kale         | Member      |  |
| 5       | Prof. Dr. V.R. Bansile   | Member      |  |
| 6       | Ad. Rameshwar Ramane     | Member      |  |
| 7       | Police Representative    | Member      |  |
| 8       | Shri. Mushirkhan Kotkar  | Member      |  |
| 9       | Shri. Sushil Jain        | Member      |  |
| 10      | Smt. Manjusha Mule       | Member      |  |
| 11      | Smt. Sushma Raut         | Member      |  |



## 2) Mechanism for Submission of Online/Offline Student Grievances



**Shri Vyankatesh Arts, Commerce & Science College**  
**Deulgaon Raja, Dist. Buldana – 443204**

Re-accredited with 'B' Grade by NAAC



### Mechanisms for submission of online/offline students' grievances

#### Functioning of Anti-Ragging Committee

The Anti-Ragging Committee in this context functions according to specific directives from the state government and the university, and it coordinates with other committees and authorities to ensure a safe campus environment. Here is a detailed description of its functioning based on the provided points:

##### 1. Formation and Composition

**Directives Compliance:** The committee is constituted as per the directives of the state government and the university.

**Committee Members:** It includes a mix of faculty members, administrative staff, and student representatives to cover a broad spectrum of the campus community.

##### 2. Associated Committees

**Monitoring Committee:** This committee works alongside the Anti-Ragging Committee to continuously monitor campus activities and ensure compliance with anti-ragging measures.

**Discipline Committee:** Responsible for maintaining overall discipline within the campus, it addresses not just ragging but also other disciplinary issues.

##### 3. Grievance Registration

**Email Reporting:** Students can report incidents of ragging, as well as discrimination against SC/ST/OBC/Minority groups or any kind of injustice, via email at [rahulkhawal@gmail.com](mailto:rahulkhawal@gmail.com). This provides an accessible and confidential way for students to voice their concerns.

##### 4. Campus Monitoring

**CCTV Surveillance:** The campus is monitored through CCTV cameras, which helps in deterring ragging activities and providing evidence in case of any reported incidents. This ensures real-time monitoring and enhances the security of the campus environment.

##### 5. Complaint Mechanism

**Complaint Box:** Following directions from Deulgaon Raja Police Station, a complaint box is installed on the campus. This box allows students to drop written complaints anonymously, ensuring that those who might be hesitant to report openly can still seek help.

#### Operational Procedures

##### 1. Awareness and Preventive Measures

**Workshops and Seminars:** Conducting regular workshops and seminars to educate students about the anti-ragging policy and the severe consequences of engaging in ragging.

**Posters and Notices:** Displaying anti-ragging posters and notices prominently across the campus to remind students of the rules and encourage a culture of respect and safety.

## 2. Complaint Handling

**Initial Screening:** All complaints received via email or the complaint box are initially screened by the committee to assess the severity and nature of the issue.

**Investigation:** The committee conducts a thorough investigation, which includes interviewing the complainant, the accused, and any witnesses, as well as reviewing CCTV footage if applicable.

**Report Preparation:** After the investigation, a detailed report is prepared outlining the findings and recommendations for action.

## 3. Disciplinary Actions

**Warnings and Counselling:** For minor infractions, students may receive formal warnings and be required to attend counselling sessions.

**Suspension or Expulsion:** For serious cases, the committee may recommend suspension or expulsion of the offenders.

**Legal Action:** In cases involving criminal activity, the matter is referred to law enforcement authorities for further action.

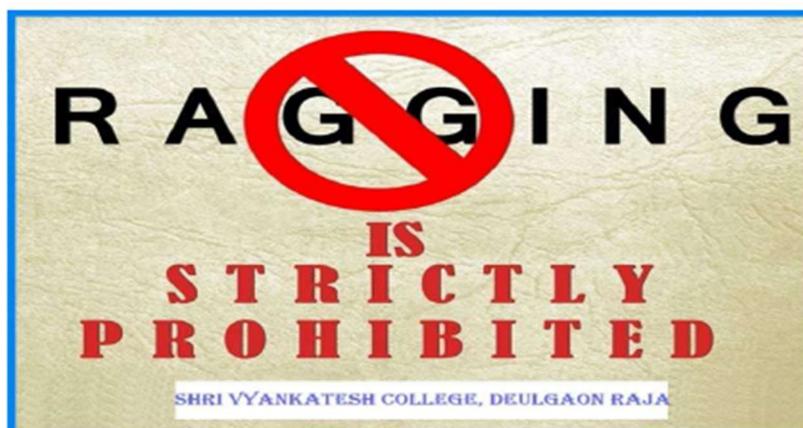
## 4. Support for Victims

**Counselling Services:** Providing psychological support to victims to help them recover from the trauma.

**Protection Measures:** Ensuring the victim's safety and taking steps to prevent further harassment.

**Academic Assistance:** Offering support to ensure the victim's academic progress is not hindered by the incident.

The Anti-Ragging Committee functions as a crucial body within the institution, working in coordination with other committees and authorities to prevent and address ragging and related issues. By providing multiple channels for reporting, implementing preventive measures, and ensuring thorough investigation and support, the committee strives to create a safe and inclusive campus environment.



### 3) Complaint Form



Shri Balaji Sansthan, Deulgaon Raja's

Shri Vyankatesh Art's Commerce & Science College, Deulgaon Raja Dist.

Buldana-443204

#### Complaint Form

Name Complainant: \_\_\_\_\_

Class : \_\_\_\_\_

Department : \_\_\_\_\_

Contact of Details : \_\_\_\_\_

Nature of Ragging : \_\_\_\_\_

Undertaking I here declare that the information furnished above by me is true and accurate. Further, I understand that disciplinary action can be taken against me if the above allegations are found incorrect or malicious.

Date:

Signature of the Complainant.



## 4) Minutes of Meeting & Action Taken Report: 2018-19 Meeting-I

|   |   |  |                          |
|---|---|--|--------------------------|
|    | Shri Balaji Sansthan's<br><b>Shri Vyankatesh Arts, Commerce &amp; Science College</b><br>Deulgaon Raja, Dist: Buldhana-443204 |   |                          |
| <b>Session 2018-19</b>  |   |  |                          |
| <b><u>Notice</u></b>  |   |  |                          |
| The meeting of the Anti-Ragging Committee was organized on 02/09/2018 at 2:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.   |   |  |                          |
| <b>Sr. No.</b>  | <b>Name of the members</b>  | <b>Designation</b>   | <b>Email-id</b>          |
| 1   | Prin. Dr. G. B. Jadhav  | Chairman   |                          |
| 2   | Prof. N. H. Shegokar  | Secretary  |                          |
| 3   | Prof. Dr. K. V. Mogarkar  | Member   |                          |
| 4   | Prof. B. U. Kale  | Member   |                          |
| 5   | Prof. Dr. V.R. Bansile  | Member   |                          |
| 6   | Ad. Rameshwar Ramane  | Member   | shegokarnh1972@gmail.com |
| 7   | Police Representative   | Member   |                          |
| 8   | Shri. Mushirkhan Kotkar   | Member   |                          |
| 9   | Shri. Sushil Jain   | Member   |                          |
| 10  | Smt. Manjusha Mule  | Member   |                          |
| 11  | Smt. Sushma Raut  | Member   |                          |
| <b><u>Minutes of the meeting.</u></b>   |   |  |                          |
| The anti-Ragging Committee meeting was held on 02/09/2018 in the principal office above-mentioned members were present in the meeting.  |   |  |                          |
| 1) It is decided to display the notice regarding Anti Ragging<br>2) Call the complaint through the mail address of the Convener<br>3) If the complaint is there, then the call the meeting of the committee for solving/proper solution to the registered complaints.                                       |   |  |                          |
| The meeting ended with a vote of thanks by the Convenor.  |   |  |                          |
| <b><u>Action Taken Report</u></b>   |   |  |                          |
| <ul style="list-style-type: none"> <li>• Concern notice is displayed on various notice boards &amp; various prominent places.</li> <li>• E-mail address for registration of complaints is given.</li> <li>• No complaint is received on the provided mail address or in person.</li> </ul>                  |   |  |                          |
| In the academic year 2018-19 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual. |   |  |                          |
| <br>Secretary  |    | <br>Chairman<br><b>PRINCIPAL</b><br>Shri Vyankatesh Art's Commerce &<br>Science College, Deulgaon Raja<br>Dist. Buldana, Pin-443204 |                          |

## Meeting-II



Shri Balaji Sansthan's  
**Shri Vyankatesh Arts, Commerce & Science College**  
**Deulgaon Raja, Dist: Buldhana-443204**



**Session 2018-19**  
**Notice**

The meeting of the Anti-Ragging Committee was organized on 12/01/2019 at 2:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.

| Sr. no. | Name of the members      | Designation | Email. Id                |
|---------|--------------------------|-------------|--------------------------|
| 1       | Prin. Dr. G. B. Jadhav   | Chairman    |                          |
| 2       | Prof. N. H. Shegokar     | Secretary   |                          |
| 3       | Prof. Dr. K. V. Mogorkar | Member      |                          |
| 4       | Prof. B. U. Kale         | Member      |                          |
| 5       | Prof. Dr. V.R. Bansile   | Member      |                          |
| 6       | Ad. Rameshwar Ramane     | Member      | shegokarnh1972@gmail.com |
| 7       | Police Representative    | Member      |                          |
| 8       | Shri. Mushirkhan Kotkar  | Member      |                          |
| 9       | Shri. Sushil Jain        | Member      |                          |
| 10      | Smt. Manjusha Mule       | Member      |                          |
| 11      | Smt. Sushma Raut         | Member      |                          |

**Minutes of the meeting.**

The anti-Ragging Committee meeting was held on 12/01/2019 in the principal office above-mentioned members were present in the meeting.

- 1) As per the direction of Deulgaon Raja Police Station the complaint box is installed in the college campus.
- 2) CCTV Cameras installed on college campuses.
- 3) To organize the program of law guidance to make the students aware of the laws.

The meeting ended with a vote of thanks by the Convenor.

**Action Taken Report**

- Ragging-compliant boxes be kept in a prominent place in the college.
- Campus monitoring is done under CCTV surveillance.
- The program was organized for students to be aware of the law.

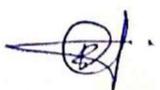
In the academic year 2018-19 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

For this purpose, we conduct meetings twice a year. No ragging cases were found in this year.

श. ए. शे. गौरीकर.

Secretary





Chairman  
**PRINCIPAL**  
 Shri Vyankatesh Art's Commerce &  
 Science College, Deulgaon Raja  
 Dist. Buldana, Pin-443204

## 5) Minutes of Meeting & Action Taken Report: 2019-20 Meeting-I

|  |   |  |  |
|--|---|--|--|
|   | Shri Balaji Sansthan's<br><b>Shri Vyankatesh Arts, Commerce &amp; Science College</b><br>Deulgaon Raja, Dist: Buldhana-443204 |   |  |
| <b>Session 2019-20</b>   |   |  |  |
| <b><u>Notice</u></b>   |   |  |  |
| The meeting of the Anti-Ragging Committee was organized on 04/09/2019 at 1:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.  |   |  |  |
| <b>Sr. No.</b>   | <b>Name of the members</b>  | <b>Designation</b>   | <b>Email Id</b>  |
| 1  | Prin. Dr. G. B. Jadhav  | Chairman   |  |
| 2  | Prof. N. H. Shegokar  | Secretary  |  |
| 3  | Prof. Dr. K. V. Mogorkar  | Member   |  |
| 4  | Prof. B. U. Kale  | Member   |  |
| 5  | Prof. Dr. V.R. Bansile  | Member   |  |
| 6  | Ad. Rameshwar Ramane  | Member   | <a href="mailto:shegokarnh1972@gmail.com">shegokarnh1972@gmail.com</a> |
| 7  | Police Representative   | Member   |  |
| 8  | Shri. Mushirkhan Kotkar   | Member   |  |
| 9  | Shri. Sushil Jain   | Member   |  |
| 10   | Smt. Manjusha Mule  | Member   |  |
| 11   | Smt. Sushma Raut  | Member   |  |
| <b><u>Minutes of the meeting.</u></b>  |   |  |  |
| The anti-Ragging Committee meeting was held on 04/09/2019 in the principal office above-mentioned members were present in the meeting.   |   |  |  |
| 1) It is decided to display the notice regarding Anti Ragging<br>2) Call the complaint through the mail address of the Convener<br>3) If the complaint is there, then the call the meeting of the committee for solving/proper solution to the registered complaints.  |   |  |  |
| The meeting ended with a vote of thanks by the Convener.   |   |  |  |
| <b><u>Action Taken Report</u></b>  |   |  |  |
| <ul style="list-style-type: none"> <li>• Concern notice is displayed on various notice boards &amp; various prominent places.</li> <li>• E-mail address for registration of complaints is given.</li> <li>• No complaint is received on the provided mail address or in person.</li> </ul> In the academic year 2019-20 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual. |   |  |  |
| <br>Secretary   |    | <br>Chairman<br>for <b>PRINCIPAL</b><br>Shri Vyankatesh Art's Commerce &<br>Science College, Deulgaon Raja<br>Dist. Buldana, Pin-443204 |  |

## Meeting-II



Shri Balaji Sansthan's  
**Shri Vyankatesh Arts, Commerce & Science College**  
 Deulgaon Raja, Dist: Buldhana-443204



**Session 2019-20**

**Notice**

The meeting of the Anti-Ragging Committee was organized on 14/01/2020 at 1:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.

| Sr. No. | Name of the members      | Designation | Email Id   |
|---------|--------------------------|-------------|--|
| 1       | Prin. Dr. G. B. Jadhav   | Chairman    | <a href="mailto:shegokarnh1972@gmail.com">shegokarnh1972@gmail.com</a> |
| 2       | Prof. N. H. Shegokar     | Secretary   |  |
| 3       | Prof. Dr. K. V. Mogorkar | Member      |  |
| 4       | Prof. B. U. Kale         | Member      |  |
| 5       | Prof. Dr. V.R. Bansile   | Member      |  |
| 6       | Ad. Rameshwar Ramane     | Member      |  |
| 7       | Police Representative    | Member      |  |
| 8       | Shri. Mushirkhan Kotkar  | Member      |  |
| 9       | Shri. Sushil Jain        | Member      |  |
| 10      | Smt. Manjusha Mule       | Member      |  |
| 11      | Smt. Sushma Raut         | Member      |  |

**Minutes of the meeting.**

The anti-Ragging Committee meeting was held on 14/01/2020 in the principal office above-mentioned members were present in the meeting.

- 1) As per the direction of Deulgaon Raja Police Station the complaint box is installed in the college campus.
- 2) CCTV Cameras installed on college campuses.
- 3) To organize the program of law guidance to make the students aware of the laws.

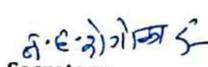
The meeting ended with a vote of thanks by the Convenor.

**Action Taken Report**

- Ragging-compliant boxes be kept in a prominent place in the college.
- Campus monitoring is done under CCTV surveillance.
- The program was organized for students to be aware of the law.

In the academic year 2019-20 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

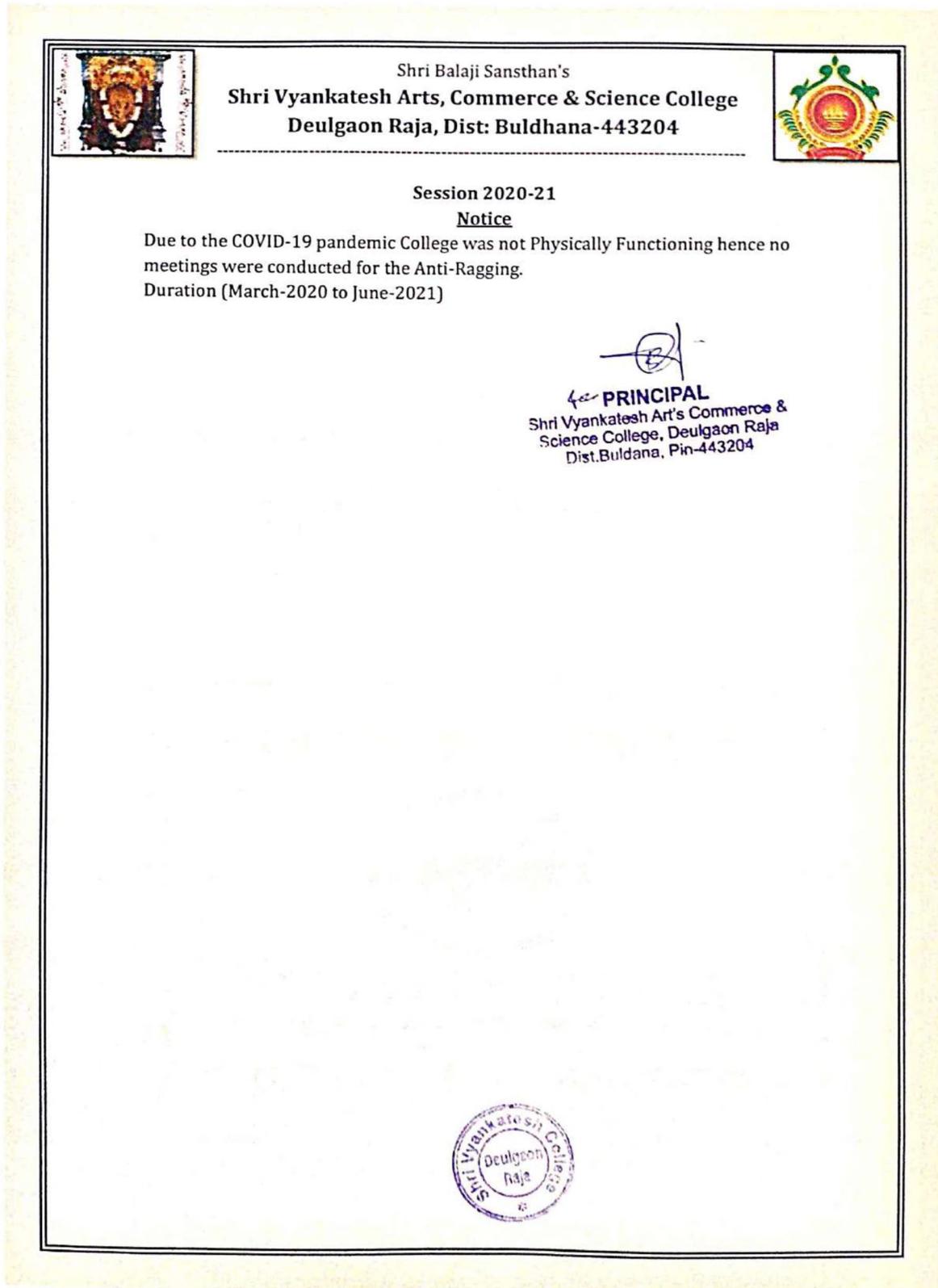
For this purpose, we conduct meetings twice a year. No ragging cases were found in this year.

  
 Secretary



  
 Chairman  
 402 PRINCIPAL  
 Shri Vyankatesh Art's Commerce &  
 Science College, Deulgaon Raja  
 Dist. Buldana, Pin-443204

**6) Minutes of Meeting & Action Taken Report: 2020-21**



## 7) Formation of Anti-ragging Committee



Shri Balaji Sansthan's  
**Shri Vyankatesh Arts, Commerce & Science College**  
 Deulgaon Raja, Dist: Buldhana-443204



The anti-ragging cell is one of the important parts of an Educational Institution's mechanism. As per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in Higher Education Institutions, 2009, the establishment of an Anti-Ragging Cell is very compulsory. Shri Vyankatesh Art's Commerce & Science College has constituted the Anti-Ragging Committee. Some members of the Anti-Ragging Committee have been changed in the year 2021-22.

**The composition of the Anti-Ragging Committee is as follows.**

| Sr. No. | Name of Members          | Designation  | Email. Id  |
|---------|--------------------------|--------------|--|
| 1       | Prin. Dr. D.V. Gore      | Chairman     |  |
| 2       | Dr. Prof. N. H. Shegokar | Co-ordinator |  |
| 3       | Dr. R. R. Khawal         | Secretary    |  |
| 4       | Sau. M.S. Muley          | Member       | <a href="mailto:rahulkhawal@gmail.com">rahulkhawal@gmail.com</a> |
| 5       | Adv. Pradip Ghewande     | Member       |  |
| 6       | Shri. Vilas Jagtap       | Member       |  |
| 7       | Police Representative    | Member       |  |
| 8       | Smt. Sushma Raut         | Member       |  |



**Ragging-Free Campus**

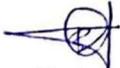
**RAGGING**

**WARNING**

**Ragging is a crime**

## 8) Minutes of Meeting & Action Taken Report: 2021-22

### Meeting-I

|   |   |  |  |
|---|---|--|--|
|    | <p>Shri Balaji Sansthan's<br/> <b>Shri Vyankatesh Arts, Commerce &amp; Science College</b><br/> <b>Deulgaon Raja, Dist: Buldhana-443204</b></p> |   |  |
| <p><b>Session 2021-22</b><br/> <b>Notice</b></p>  |   |  |  |
| <p>The meeting of the Anti-Ragging Committee was organized on 12/ 09 /2021 at 2:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.</p>  |   |  |  |
| <b>Sr. No.</b>  | <b>Name of Members</b>  | <b>Designation</b>   | <b>Email. Id</b>   |
| 1   | Prin. Dr. D.V. Gore   | Chairman   |  |
| 2   | Dr. Prof. N. H. Shegokar  | Co-ordinator   |  |
| 3   | Dr. R. R. Khawal  | Secretary  |  |
| 4   | Sau. M.S. Muley   | Member   |  |
| 5   | Adv. Pradip Ghewande  | Member   | <a href="mailto:rahulkhawal@gmail.com">rahulkhawal@gmail.com</a> |
| 6   | Shri. Vilas Jagtap  | Member   |  |
| 7   | Police Representative   | Member   |  |
| 8   | Smt. Sushma Raut  | Member   |  |
| <p><b>Minutes of the meeting.</b></p>   |   |  |  |
| <p>The anti-Ragging Committee meeting was held on 12/09/2021 in the principal office above-mentioned members were present in the meeting.</p>   |   |  |  |
| <ol style="list-style-type: none"> <li>1) It is decided to display the notice regarding Anti Ragging</li> <li>2) Call the complaint through the mail address of the Convener</li> <li>3) If the complaint is there, then the call the meeting of the committee for solving/proper solution to the registered complaints.</li> </ol> |   |  |  |
| <p>The meeting ended with a vote of thanks by the Convener.</p>   |   |  |  |
| <p><b>Action Taken Report</b></p>   |   |  |  |
| <ul style="list-style-type: none"> <li>• Concern notice is displayed on various notice boards &amp; various prominent places.</li> <li>• E-mail address for registration of complaints is given.</li> <li>• No complaint is received on the provided mail address or in person.</li> </ul>  |   |  |  |
| <p>In the academic year 2021-22 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.</p>                  |   |  |  |
| <br>Secretary  |    | <br>Chairman<br><b>PRINCIPAL</b><br>Shri Vyankatesh Art's Commerce & Science College, Deulgaon Raja<br>Dist. Buldhana, Pin-443204 |  |

## Meeting-II



Shri Balaji Sansthan's  
**Shri Vyankatesh Arts, Commerce & Science College**  
Deulgaon Raja, Dist: Buldhana-443204



**Session 2021-22**  
**Notice**

The meeting of the Anti-Ragging Committee was organized on 16/01/2022 at 2:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.

| Sr.no. | Name of Members          | Designation  | Email. Id  |
|--------|--------------------------|--------------|--|
| 1      | Prin. Dr. D.V. Gore      | Chairman     |  |
| 2      | Dr. Prof. N. H. Shegokar | Co-ordinator |  |
| 3      | Dr. R. R. Khawal         | Secretary    | <a href="mailto:rahulkhawal@gmail.com">rahulkhawal@gmail.com</a> |
| 4      | Sau. M.S. Muley          | Member       |  |
| 5      | Adv. Pradip Ghewande     | Member       |  |
| 6      | Shri. Vilas Jagtap       | Member       |  |
| 7      | Police Representative    | Member       |  |
| 8      | Smt. Sushma Raut         | Member       |  |

**Minutes of the meeting.**

The anti-Ragging Committee meeting was held on 16/01/2022 in the principal office above-mentioned members were present in the meeting.

- 1) As per the direction of Deulgaon Raja Police Station the complaint box is installed in the college campus.
- 2) CCTV Cameras installed on college campuses.
- 3) To organize the program of law guidance to make the students aware of the laws.

The meeting ended with a vote of thanks by the Convenor.

**Action Taken Report**

- Ragging-compliant boxes be kept in a prominent place in the college.
- Campus monitoring is done under CCTV surveillance.
- The program was organized for students to be aware of the law.

In the academic year 2021-22 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

For this purpose, we conduct meetings twice in year. No ragging cases were found in this year.



Secretary





Chairman  
**PRINCIPAL**  
Shri Vyankatesh Art's Commerce &  
Science College, Deulgaon Raja  
Dist. Buldana, Pin-443204

## 9) Minutes of Meeting & Action Taken Report: 2022-23 Meeting-I

|   |  |   |  |
|---|--|---|--|
|    | <p>Shri Balaji Sansthan's<br/> <b>Shri Vyankatesh Arts, Commerce &amp; Science College</b><br/>         Deulgaon Raja, Dist: Buldhana-443204</p> |    |  |
| <b>Session 2022-23</b>  |  |   |  |
| <b><u>Notice</u></b>  |  |   |  |
| <p>The meeting of the Anti-Ragging Committee was organized on 03/09/2022 at 1:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.</p>  |  |   |  |
| <b>Sr.no.</b>   | <b>Name of Members</b>   | <b>Designation</b>  | <b>Email. Id</b>   |
| 1   | Prin. Dr. D.V. Gore  | Chairman  | <a href="mailto:rahulkhawal@gmail.com">rahulkhawal@gmail.com</a> |
| 2   | Dr. Prof. N. H. Shegokar   | Co-ordinator  |  |
| 3   | Dr. R. R. Khawal   | Secretary   |  |
| 4   | Sau. M.S. Muley  | Member  |  |
| 5   | Adv. Pradip Ghewande   | Member  |  |
| 6   | Shri. Vilas Jagtap   | Member  |  |
| 7   | Police Representative  | Member  |  |
| 8   | Smt. Sushma Raut   | Member  |  |
| <b><u>Minutes of the meeting.</u></b>   |  |   |  |
| <p>The anti-Ragging Committee meeting was held on 03/09/2022 in the principal office above-mentioned members were present in the meeting.</p>   |  |   |  |
| <ol style="list-style-type: none"> <li>1) It is decided to display the notice regarding Anti Ragging</li> <li>2) Call the complaint through the mail address of the Convener</li> <li>3) If the complaint is there, then the call the meeting of the committee for solving/proper solution to the registered complaints.</li> </ol> |  |   |  |
| <p>The meeting ended with a vote of thanks by the Convener.</p>   |  |   |  |
| <b><u>Action Taken Report</u></b>   |  |   |  |
| <ul style="list-style-type: none"> <li>• Concern notice is displayed on various notice boards &amp; various prominent places.</li> <li>• E-mail address for registration of complaints is given.</li> <li>• No complaint is received on the provided mail address or in person.</li> </ul>  |  |   |  |
| <p>In the academic year 2022-23 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.</p>                  |  |   |  |
| <br>Secretary  |   | <br>Chairman<br><b>PRINCIPAL</b><br>Shri Vyankatesh Art's Commerce &<br>Science College, Deulgaon Raja<br>Dist. Buldhana, Pin-443204 |  |

## Meeting-II

|  |   |  |                       |
|--|---|--|-----------------------|
|   | Shri Balaji Sansthan's<br><b>Shri Vyankatesh Arts, Commerce &amp; Science College</b><br>Deulgaon Raja, Dist: Buldhana-443204 |   |                       |
| <b>Session 2022-23</b><br><b>Notice</b>  |   |  |                       |
| The meeting of the Anti-Ragging Committee was organized on 11/01/2023 at 1:00 pm the following members were present for the meeting. In a meeting to discuss the issues regarding Anti-Ragging.  |   |  |                       |
| <b>Sr.No.</b>  | <b>Name of Members</b>  | <b>Designation</b>   | <b>Email. Id</b>      |
| 1  | Prin. Dr. D.V. Gore   | Chairman   |                       |
| 2  | Dr. Prof. N. H. Shegokar  | Co-ordinator   |                       |
| 3  | Dr. R. R. Khawal  | Secretary  |                       |
| 4  | Sau. M.S. Muley   | Member   | rahulkhawal@gmail.com |
| 5  | Adv. Pradip Ghewande  | Member   |                       |
| 6  | Shri. Vilas Jagtap  | Member   |                       |
| 7  | Police Representative   | Member   |                       |
| 8  | Smt. Sushma Raut  | Member   |                       |
| <b><u>Minutes of the meeting.</u></b>  |   |  |                       |
| The anti-Ragging Committee meeting was held on 11/01/2023 in the principal office above-mentioned members were present in the meeting.   |   |  |                       |
| 1) As per the direction of Deulgaon Raja Police Station the complaint box is installed in the college campus.  |   |  |                       |
| 2) Also, the college has committees such as the Monitoring Committee and Discipline Committee to take care of issues of Ragging.   |   |  |                       |
| 3) CCTV Cameras installed on college campuses.   |   |  |                       |
| <b><u>Action Taken Report.</u></b>   |   |  |                       |
| <ul style="list-style-type: none"> <li>• Ragging-compliant boxes be kept in a prominent place in the college.</li> <li>• The discipline committee members and Monitoring committee have guided against the misbehavior of the students.</li> <li>• Campus monitoring is done under CCTV surveillance.</li> </ul> |   |  |                       |
| In the academic year 2022-23 all the college students especially, freshers were counseled by the committee and given information about Anti-ragging, Freshers can pursue their studies without getting teased, insulted, or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.      |   |  |                       |
| For this purpose, we conduct meetings twice in year. No ragging cases were found in this year.   |   |  |                       |
| <br>Secretary   |    | <br>Chairman<br><b>PRINCIPAL</b><br>Shri Vyankatesh Art's Commerce &<br>Science College, Deulgaon Raja<br>Dist. Buldana. Pin-443204 |                       |

## 10) Warning Board



Warning board against anti ragging and for zero tolerance.

**11) Induction program for information about Anti-ragging**



## 12) Maharashtra Prohibition of Ragging Act, 1999

### THE RULES OF PROHIBITING RAGGING

HIGHER AND TECHNICAL EDUCATION DEPARTMENT  
Mantralaya Annex, Mumbai 400 032, dated the 19th May 1999  
NOTIFICATION

#### MAHARASHTRA PROHIBITION OF RAGGING ACT, 1999.

section {2} of section 1 of the Maharashtra Prohibition of Ragging act, 1999 {Man. XXXIII of 1999), the Government of Maharashtra hereby appoints the 1 day of June 1999 to be the date on which the said Act shall come into force.

By order and in the name of the Governor of Maharashtra,

V.P. Raja,  
Secretary to Government

In pursuance of clause (3) of article 348 of the Constitution of India, the following translation in English of the Maharashtra Prohibition of Ragging Act, 1999 (Mah, XXXIII of 1999), is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

PRATIMAUMARJI,  
Secretary to Government,  
Law and Judiciary Department.

#### MAHARASHTRA ACT NO. No. XXXIII OF 1999.

(First published, after having received the assent of the Governor in the "Maharashtra Government Gazette", on the 15 May 1999.)

An Act to prohibit ragging in educational institutions in the State of Maharashtra

WHEREAS it is expedient to enact a special law to prohibit ragging in educational institutions in the State of Maharashtra. It is hereby enacted in the Fiftieth Year of the Republic of India as follows:

#### (1) Short title and commencement

- This Act may be called the Maharashtra Prohibition of Ragging Act, 1999.
- It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint.

#### 2) Definitions

1. "educational institution" means and includes a college, or other institution by whatever name called, carrying on the activity or imparting education therein (either exclusively or among other activities); and includes an orphanage or a boarding home or hostel or a tutorial institution or any other premises attached thereto;
2. "head of the educational institution" means the Vice-Chancellor of the University, dean of Medical Faculty, Director of the Institution or the Principal, headmaster or the person responsible for the management of the educational institution;
3. "ragging" means display of disorderly conduct, doing of any act which causes or is likely to cause physical psychological harm or raise apprehension or fear or shame or embarrassment to a student in any educational institution and includes (i) teasing, abusing, threatening or playing practical jokes on, or causing hurt to, such student; or (ii) asking a student to do any act or perform something which such student will not, in the ordinary course, willingly, do.



**3) Prohibition of ragging**

Ragging within or outside of any educational institution is prohibited.

**(4) Penalty for ragging**

Whoever directly or indirectly commits, participates in, abets or propagates ragging within or outside any education institution shall, on conviction, be punished with imprisonment for a term which may extend to two years and shall also be liable to a fine which may extend to ten thousand rupees.

**(5) Dismissal of student**

Any student convicted of an offence under section 4 shall be dismissed from the educational institution and such student shall not be admitted in any other educational institution for a period of five years from the date of order of such dismissal.

**(6) Suspension of student**

1. Whenever any student or, as the case may be, the parent or guardian, or a teacher of an educational institution complains, in writing, of ragging to the head of the educational institution, the head of that educational institution shall, without prejudice to the foregoing provisions, within seven days of the receipt of the complaint, enquire into the matter mentioned in the complaint and if; prima facie, it is found true, suspend the student who is accused of the offence, and shall, immediately forward the complaint to the police station having jurisdiction over the area in which the educational institution is situated, for further action.
2. Where, on enquiry by the head of the educational institution, it is proved that there is no substance, prima facie, in the complaint received under sub-section (1), he shall intimate the fact, in writing, to the complainant.
3. The decision of the head of the educational institution that the student has indulged in ragging under sub-section (1), shall be final

**(7) Deemed abetment**

If the head of the educational institution fails or neglects to take action in the manner specified in section 6 when a complaint of ragging is made, such person shall be deemed to have abetted the offence of ragging and shall, on conviction, be punished as provided for in section 4. Power to make rules

**(8) (1)** The State Government may, by notification in the Official Gazette, amend for carrying out all or any of the purposes of this Act.

(2) Every rule made under this Act shall be laid, as soon as may be, after it is made, before each House of the State Legislature, while it is in session for total period of thirty days, which may be comprised in one session or in two or more successive sessions, and if; before the expiry of the session in which it is so laid or the session immediately following, both houses agree in making any modification in the rules or both Houses agree that the rule should not be made, and notified in the Official Gazette, the rule shall from the date of publication of such notification, have effect only in such modified form or be of no effect, as the case may be; so however, that any such modification or annulment shall be without prejudice to the validity of anything previously done or omitted to be done under that rule.



### 13) UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009

**DRAFT**

**UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI – 110 002**

**NO. F 1-16/2007 (CPP-II)**

April, 2009

#### **UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

#### **1. Title, commencement and applicability:-**

- 1.1. These regulations shall be called the “UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009”.
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

#### **2. Objective:-**

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

#### **3. Definitions:-** For the purposes of these Regulations:-

- 3.1. “college” means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.



- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:  
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

**4. Punishable ingredients of Ragging:-**

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;



- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of “Ragging”.

**5. Measures for prohibition of ragging at the institution level:-**

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

**6 Measures for prevention of ragging at the institution level:-**

**6.1 Before admissions:-**

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The ‘Prospectus’ and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their ‘Prospectus’.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify



and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

**6.2 On admission:-**

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

**6.3 At the end of the academic year:-**

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

**6.4 Setting up of Committees and their functions:-**

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

**6.5 Other measures:-**

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.



- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1<sup>st</sup> year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.



- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

**6.6 Measures for encouraging healthy interaction between freshers and seniors:-**

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

**7. Measures at the UGC/ Statutory/ Regulatory body level:-**

**7.1 Regulatory measures:-**

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

**7.2 Incentives for curbing ragging:-**

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

**7.3 Monitoring mechanism to ensure compliance:-**



Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

## 8 Punishments:-

### 8.1 At the institution level:-

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

### 8.2 At the university level in respect of institutions under it:-

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations



and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channellised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

### **8.3 At the appointing authority level:-**

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

### **8.4 At the UGC/Statutory/Regulatory body level:-**

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/ Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.

-0:-

**ANNEXURE I, Part I**

**UNDERTAKING BY THE CANDIDATE/STUDENT**

1. I, \_\_\_\_\_  
S/o. D/o. of Mr./Mrs./Ms. \_\_\_\_\_  
have carefully read and fully understood the law prohibiting ragging and the  
directions of the Supreme Court and the Central/State Government in this regard.

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2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
  - I will not indulge in any behavior or act that may come under the definition of ragging,
  - I will not participate in or abet or propagate ragging in any form,
  - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year

Signature

Name:

Address:

#### ANNEXURE I, Part II

#### UNDERTAKING BY PARENT/GUARDIAN

1. I, \_\_\_\_\_  
F/o. M/o. G/o \_\_\_\_\_,  
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this



- regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.
2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
  3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ Year

Signature

Name:

Address:





University Grant Commission

**Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13<sup>th</sup> April, 2009 in UGC, New Delhi.**

The following were present:-

**UGC:**

Prof. Sukhadeo Thorat, Chairman  
Dr. R.K. Chauhan, Secretary.  
Dr. C.S. Meena, JS (CPP-II).  
Shri V.K. Jaiswal, US (CPP-II).

In Chair .

**Members of the UGC Committee for preparation of Regulations:-**

Prof. K.P.S Unni  
Dr. R.P. Gangurde  
Prof. Virbala Aggarwal

**Representatives of the Statutory Councils:**

Medical Council Of India  
National Council of Teacher Education  
Indian Council of Agricultural Research  
Distant Educational Council  
Dental Council of India  
Pharmacy Council of India  
Bar Council of India

**Representative of the State Governments:-**

A.P. Council of Higher Education  
H.P. Government,  
Punjab Government ,  
U.P. Government

Following decisions were taken:-

- The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20<sup>th</sup> April, 2009.
- The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them

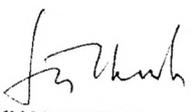




- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be inplace before the commencement of the next academic year in June 2009.

The meeting ended with a vote of thanks to the Chair.

  
(R. K. CHAUHAN)  
13.11.2009

  
(SUKHADEO THORAT)

UNIVERSITY GRANTS COMMISSION  
BAHADLURSHAH ZAFAR MARG  
NEW DELHI-110002

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny  
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2. Prof. Virbala Aggarwal  
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3. Dr. R.P.Gangurde,  
Former Addl. Secretary, UGC  
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Nerul, New Mumbai-400706
4. Prof. M.Z. Khan  
UGC Consultant  
B-59, City Apartments  
Vasundhara Enclave  
Delhi-110096

Special invitee

Special invitee

Mr.Raj Kachroo  
Aman Movement

Present (UGC)

1. Prof. S.K.Thorat, Chairman, UGC
2. Dr. R.K.Chauhan, Secretary, UGC
3. Dr.C.S.Meena, Joint Secretary, UGC
4. Sh. A.N.Sharma, Deputy Secretary UGC
5. Sh. V.K.Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC

- / -



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