

Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE COLLEGE

CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)



CRITERION – V

5.1 Student Support

5.1.4

The Institution Adopts the Following for Redressal of Student Grievances Including Sexual Harassment and Ragging Cases

- 1. Implementation of Guidelines of Statutory/Regulatory Bodies**
- 2. Organization Wide Awareness and Undertakings on Policies with Zero Tolerance**
- 3. Mechanisms for Submission of Online/Offline Students' Grievances**
- 4. Timely Redressal of The Grievances Through Appropriate Committees**

■ President
Shri. Jagdish M. Gupta
(Ex. Minister of State, Maharashtra)
0721 (O)2522341 (R) 2572526



SIPNA SHIKSHAN PRASARAK MANDAL'S AMRAVATI

ARTS, SCIENCE &

COMMERCE COLLEGE, CHIKHALDARA

■ Principal
Dr. Rajesh S. Jaipurkar
(Mob.) 9423126066

Distt. Amravati (Maharashtra) 444 807
NAAC Reaccredited 3rd Cycle with CGPA 2.77 at grade B++ (2018-2023)

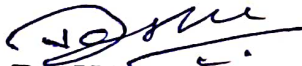
■ E-mail : ascc163@sgbau.ac.in ■ Website : www.sipnaascc.ac.in ■ Tel. (O) 07220-230309


Outward No : *ASCC/CERT/248/2023*

Date : *23/05/2023*

DECLARATION

This is to declare that the information, photos, reports, true copies, numerical data, etc. furnished in this file as supporting documents is verified by IQAC and found correct.


Dr. V.D. Kapse
IQAC Coordinator
Co-ordinator
IQAC
Arts, Science & Commerce College,
Chikhaldara
Distt.: Amravati (M. S.)


Dr. R.S. Jaipurkar
Principal
PRINCIPAL
Art, Science & Commerce
College, Chikhaldara



Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE, COLLEGE
CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)



SUPPORTING DOCUMENTS

Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE COLLEGE
CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)

Metric No. 5.1.4

-I N D E X-

**Annual Report of The Committee Motioning the Activities
and Number of Grievances Redressed to Prove Timely
Redressal of The Grievances**

Sr. No	Name of Document	Page No.
1	Policy Document- Internal Complaint Committee	5-8
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Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE COLLEGE
CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)



Policy Document

INTERNAL COMPLAINT COMMITTEE

Sipna Shikshan Prasarak Mandal, Amravati's
Arts, Science and Commerce College
Chikhaldara, Distt. Amravati

-POLICY DOCUMENT-

INTERNAL COMPLAINT COMMITTEE

Introduction

“Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act,” 2013, provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected there with or incidental thereto.

It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent sexual harassment and to provide the procedures for the resolution, settlement, or prosecution of acts, of sexual harassment by taking all steps required.

Arts, Science and Commerce college, Chikhaldara is committed to maintain healthy environment which is free of all forms of gender violence, sexual harassment, and discrimination on the basis of gender. As directed by the act Institute has constituted a committee called “Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace.” The Women Grievance Cell which was established initially in the college to create awareness of the Women’s rights and to empower women, has been now taken over by “Internal Complaint Committee”.

Objectives of ICC

1. To create awareness among all female students, employees and provide information to women teaching and nonteaching staff members and female students about the directions of the Internal Complaint Committee.
2. To prevent discrimination and sexual harassment by promoting gender equity among students and staff members.
3. To safeguard the rights of female students, faculty and staff members.
4. To provide platform for listening to complaints and redressed the grievances.
5. To maintain hygiene habits and ensure healthy atmosphere in and around the college campus.

Constitution of ICC

1. Presiding Office -who shall a women faculty member employed at senior level (Not below an Associate Professor in case of college)
2. Two faculty members and Non teaching employees – Nominated by executive authority
3. Three students enrolled at Under graduate and Post graduate and Research Scholar – Elected through transparent procedure
4. One Member from amongst Non government organization – Persona familiar with the issues relating to sexual harassment nominated by executive authorities



5. At least one half of the total members of the ICC shall be women and Persons in senior administrative positions shall not be the members of ICC and the term of office of the members of ICC shall be period of 3 years

What is Sexual Harassment

Sexual harassment includes any one or more of the following unwelcome acts or behaviour, unwelcome sexually determined behaviour (whether directly or by implication) in any form, such as:

- Physical contacts and advances;
- A demand or a request for sexual favours;
- Sexually coloured remarks;
- Showing pornography;
- Any other unwelcome physical, verbal/non-verbal conduct of sexual nature.

Complaint of sexual harassment

- Complaint any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Complaint Committee 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: Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaint 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: Provided further that the Internal Complaint 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.
- 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.

Definitions for reference:

Complainant: can be a Person who has been subject to Sexual Harassment and / or any Person reporting an incident of Sexual Harassment. A third party can also be a Complainant, however, a written Complaint from the Person who has been subject to Sexual Harassment is mandatory to be filed with the ICC as the case may be.

Respondent: The person who is alleged / reported to have committed an act of Sexual Harassment.



Duties of employer

Every employer shall—

- Provide a safe working environment at the workplace, shall include safety from the persons coming into contact at the workplace,
- Display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Complaint Committee under sub-section (1) of section 4 of the Act.
- Organise workshops and awareness programmes at regular intervals for sensitising the students and employees with the provisions of the Act and orientation programmes for the members of the Internal Complaint Committee in the manner as may be prescribed;
- Provide necessary facilities to the Internal Complaint Committee as the case may be, for dealing with the complaint and conducting an inquiry;
- Assist in securing the attendance of respondent and witnesses before the Internal Complaint Committee as the case may be;
- Make available such information to the Internal Complaint Committee as the case be, as it may require having regard to the complaint made under sub-section (1) of section 9 of the Act.
- Provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code (45 of 1860) or any other law for the time being in force;
- Cause to initiate action, under the Indian Penal Code (45 of 1860) 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;
- Treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;
- Monitor the timely submission of reports by the Internal Complaint Committee.

Conclusion

This is hereby clarified that Arts, Science and Commerce College, Chikhaldara shall comply the guidelines and provisions of the Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and rules made there under other laws of the land made in this regard. Also provide conducive and healthy work environment where the relationship amongst the employees/students as well as to provide them excellent, comfortable, safe and healthy work environment, so that they can come out with their best in all facets.



ML
PRINCIPAL
Arts, Science & Commerce
College, Chikhaldara

Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE COLLEGE
CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)



Policy Document

GRIEVANCE REDRESSAL

Sipna Shikshan Prasarak Mandal, Amravati's
Arts, Science and Commerce College
Chikhaldara, Distt. Amravati

-POLICY DOCUMENT-

GRIEVANCE REDRESSAL

Introduction

In order to redress individual as well as collective grievances; general in nature, and also related to ragging and sexual harassment of the students and to all academic and non-academic staff members of the college, Grievance Redressal mechanism has been created by the institution. The institution has devised its fix policy to undertake various measures to create awareness, to avoid the cases of grievances in regards to sexual harassment, ragging and general grievances of the students and the staff.

The awareness among the students and the staff has been created through Prospectus, by undertaking of students and parents at the time of admission, rules and regulations displayed on Institutional website and in college campus. These committees shall work under the control and guidance of the principal to redress the grievances. A systematic mechanism for the redressal of students' grievances is functioning in the college. If the student has any grievance on non-academic issues, they may approach to the committee.

Committees to redress the Grievances:

Students Grievance and Redressal Committee

There is a Students grievance and redressal committee at the college level to redress the grievances of students. The cell looks into the grievance and makes its recommendations to the Principal In order to address the grievances regarding academic matters. Complaints regarding evaluation are brought to the notice of the teacher concerned. If the student is not satisfied with decision, they may appeal to the Student's Grievances and Redressal Cell. The grievances shall be collected through boxes placed at various places in the campus, in person, oral or written and cases detected during the vigilance of the Discipline Committee. The Committee meets at least twice in an academic year but in emergency, it can meet any number of times. The committee is required to maintain the record sincerely in the form of notice, agenda, minutes and action taken, etc.

Prevention to Sexual Harassment Committee

There is an Internal Complaint Committee in the college to prevent the sexual harassment of the students and the staff in the institution. A separate policy for Internal Complaint Committee has been adopted.



Anti-Ragging Committee

There is an Anti-Ragging committee at the institutional level to observe and regulate the ragging cases of the students occurred in the institution. The Committee meets at least twice in a year or as and when required. The principal shall be the Chairperson of the committee and a senior faculty member shall facilitate it as its Convener.

The following mechanisms are established to ensure a ragging-free campus:

- Wide dissemination of anti-ragging policy and warning through admission advertisements, prospectus and other information booklets.
- Obtaining signed undertaking from students and parents against ragging.
- Assurance by head of institution/departments to the freshers and parents about full protection and support against any attempts of ragging by seniors.
- Introducing anti-ragging policy and warning to the seniors through holistic education classes.
- Constitution of an anti-ragging committee and anti-ragging squad, as well as watch and ward arrangements to identify vulnerable locations and to keep a constant vigil and watch at such locations.
- Regular interaction and counselling with the students to detect early signs of ragging and identify trouble-triggers.
- Surprise inspection at hostels, students accommodation, canteens, restcum-recreation rooms, toilets, etc for preventing/quelling ragging and any uncalled for behaviour/incident.
- Installation of CCTV cameras at vital points.
- Offering orientation, mentoring and professional counselling to freshers to prepare them for the socio-academic life ahead.
- Updated information on the college website with the complete address and contact details of nodal officers related to anti-ragging committee.
- Creating awareness among the students about the functioning of the National Anti-Ragging Helpline having phone number 1800-180-5522 (24x7 Toll Free) and e-mail helpline@antiraqing.in



MYL
PRINCIPAL
Art, Science & Commerce
College, Chikhaldara

Arts, Science & commerce College, Chikhaldara
2021-22
Internal Complaint Cell

Constitution of the cell

Sr. No.	Name	Position	Contact Numbers
1	Dr. N. Y. Bhoge	Presiding Officer From (01/02/2022)	7066757788
2	Dr. P. G. Gawnde	Member	942294160
3	Shri P. S. Tayde	Member	9423610533
4	Dr. U. S. Wasnik	Member	9423648847
5	B. R. Darshimbe	Member	7378546342
6	Vijaya V. Wakode	Member Non Government organization	7887950389
7	Ku Nindini N. Dehale(UG)	Member	94237725197
8	Ku. Renuka Barhate(PG)	Member	9404640655
9	Ku. Punam Harane (Ph. D)	Member	7709463653

NBhoge
Dr. Nilima Y. Bhoge
Associate Professor & Head (Arts and Science)
Arts, Science & Commerce College,
Chikhaldara

Notice

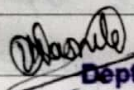
All the members of Women Grievance cell are hereby informed that meeting will be held on Tuesday, 09th Nov 21 at 3-30 pm to consider the agenda items given below :

Agenda ⇒

- To read & confirm the minutes of previous meeting of women Grievance cell
- To develop proper guidelines & norms for a policy against sexual harassment to the girl student of the college.
- Including the name of girl student representative
- Finalization of date of program suggested by SAAC
- Any other items with the permission of chairperson.

Venue : Hon'ble Principal cabin.

(Meeting Reschedule on 12/11/2021) MYL


 Head
 Deptt. of Chemistry
 Arts, Science & Commerce College
 Chikhaldara

28/10/2021
 PRINCIPAL
 Art, Science & Commerce
 College, Chikhaldara

1. Dr. Ku. S. N. Jagtap

2. Dr. Ku. V. R. Kokate

3. Dr. Ku. N. Y. Bhoge

4. Dr. P. G. Gawande

Minutes of meeting.

Date : 12/11/2021

Time : 3.30 pm.

Meeting started at 3.30 pm. under the chairmanship of Dr. R. S. Jaipurkar, Principal of the college.

Initially Dr. Usha S. Inasnik, convener of Women Grievance cell gave a warm welcome to all the members present. Afterwards the meeting followed by taking the items agenda wise.

- Minutes of previous meeting read.
- Members unanimously confirmed the minutes.
- Discussed on preparation of policy documents against sexual harassment.
- Discussed on date of programme.
- As there was no other matter to discuss, the meeting ended with vote of thanks to all the members present.

(Signature)

Dept. of Chemistry
Arts, Science & Comm. College
Chikhaldara

(Signature)

Principal
Art, Science & Commerce
College, Chikhaldara

Notice

All the members of Women Grievance Cell are hereby informed that meeting (urgent) will be held on 16th Nov - 2021, Tuesday at 12-30 pm to consider the item given below.

- * Renaming of Women Grievance Cell as Internal Complaints Committee.

W. Vasnik

Dept. of Chemistry
Art, Science & Comm. College

Principal
PRINCIPAL
Art, Science & Commerce
College, Chikhaldara

1. Dr. M. S. N. Jagtap
2. Dr. P. G. Gawande
3. Dr. M. V. R. Kokate
4. Dr. M. N. Y. Bhoge

Minutes of meeting -

Date: 16/11/21

Time: 12-30 pm

Meeting started at 12-30 pm under the chairmanship of Dr. R. S. Jaipurkar, Principal of the college.

Dr. V. S. Wasnik gave warm welcome to all the members present & meeting followed by regarding the item

- * As per the letter of HRDE, WGC renamed as ICC (Internal Complaints Committee)

- * Notesheet submitted regarding above issue.

- * Meeting ended with vote of thanks.

W. Vasnik

Principal
Principal,

All the members of women Grievance cell are hereby informed that, meeting will be held on 06th Jan 2022, Friday at 3:30 pm to consider the item given below.

- * Reconstitution of committee as per given norms of HRSC.

Head
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara

Principal
Art, Science & Commerce
College, Chikhaldara

1. Dr. Ku. S.N. Jagtap
2. Dr. P.G. Gawande
3. Dr. Ku. U.R. Kokate
4. Dr. Ku. N.Y. Bhoge

Minutes of the meeting :

Meeting started at 3:30 pm. Under the chairmanship of Dr. R.S. Jaipurkar, Principal of the college.

- * Committee as per the norms decided to reconstitute.

DR. U. S. WASNIK
Asst. Professor & H.O.D. (Chemistry)
Arts, Science & Comm. College
Chikhaldara

Due to COVID-19, Pandemic situation and lockdown with the permission of Hon'ble Principal online meeting arranged on Zoom platform dated 02nd Aug 2020 at 11.00 am. Following members of Women Grievance cell were present for the meeting.

1. Dr. V. R. Patil Chairman of meeting
 2. Dr. U. S. Inasik coordinator of WGC
 3. Dr. S. N. Jagtap Member &
 4. Dr. P. G. Gawande member
 5. Dr. U. R. Kokate member
 6. Smt. B. R. Darsimbe
- Agenda : To discuss about online programmes.

Zoom ID : 278-331-1382

Password : 5fr42

Time : 11.00 am

Day : Sunday.

Minutes of meeting :

- * online meeting was held on zoom platform dated 02nd Aug 2020 at 11.00 am, Sunday under the chairperson Hon'ble Principal V. R. Patil.
- * Dr. Usha S. Inasik coordinator of cell gave a warm welcome to all the members were present.
- * Discussed regarding the online programme to be conduct under the ~~cell~~ Women Grievance cell, for all girls students of the college.
- * Regarding one online programme to be decide due to / under Silver Jubilee of college.

- Date of the programme was decided to be finalized as per the schedule decided by silver jubilee committee.
- As there was no other matter to discuss the meeting ended with vote of thanks to all the members present.

W. S. Narsule

Dr. W. S. Narsule

Coordinator of WGC.

Deptt. of Chemistry

Arts, Science & Comm. College
Chikhaldara

Principal

Acting Principal

Arts, Science & Commerce College
Chikhaldara, Dist. Amravati

1. Dr. K. S. N. Jagtap &
2. Dr. P. G. Gawande
3. Dr. K. V. R. Kokate

All the members of Women Grievance cell are hereby informed that meeting is arranged on 15th Feb 2021 Monday at 1:30 pm in Principal office.


Attend the same.




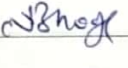

Agenda :- Confirmation of date of online Programme.
& Guest speaker

* Name of Student (girl) representative

Principal.
Acting Principal

Art, Science & Commerce College
Chikhaldara, Dist. Amravati


Coordinator of WGC
Dept. of Chemistry
Arts, Science & Comm. College
Chikhaldara

1. Dr. K. S. N. Jagtap 
2. Dr. P. G. Gawande 
3. Dr. V. R. Kokate 
4. Dr. N. Y. Bhoge 
5. Smt B. R. Darsimbe 

Minutes of meeting :-

Meeting was held in Honible Principal cabin and discussed on regarding


- * online Programme date & Guest speaker
- * As there was no other matter to discuss meeting ended with vote of thanks.
- * Following members were present for the meeting.
& Student representative name finalized from B-S III
Name : Miss. Sakshi Choudhari.

Dr. S. N. Jagtap

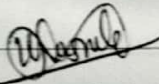
Dr. P. G. Gawande

Smt. B. R. Darsimbe

Dr. V. R. Kokate


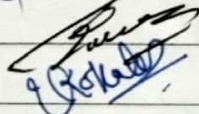
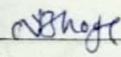
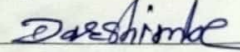
Dr. N. Y. Bhoge 

- * Meeting with Honble Principal
- * Due to lockdown matter regarding online guest lecture discussed telephonically
- * Guest speaker Dr. Anita J. Bodake Associate professor, Rajaram College Kolhapur decided for guest lecture on topic POSH ACT 2013.
- * Date finalised on 9th of March 2021 on the occasion of International Women's day celebration.
- * Guest speaker was decided by telephonic contact.


 Coordinator
 (Women Grievance Cell)
 Dept. of Arts & Comm.
 Arts, Science & Comm. College
 Chiklodi, Dist. Solapur

Principal,
 (Dr. V. R. Patil)
 Acting Principal

Arts, Science & Commerce College
 Chiklodi, Dist. Solapur

- 1) Dr. Ku. S. N. Jagtap 
- 2) Dr. P. G. Gawande
- 3) Dr. Ku. V. R. Kokate 
- 4) Dr. Ku. N. Y. Bhoge 
- 5) Smt. B. R. Sansimbe 

- * Due to COVID-19 Pandemic situation and lockdown matter regarding organization of University level online webinar on Safety & Security of women through ICT tools discussed telephonically with Honble Principal, dated 2nd Aug 2021, Monday
- * Guest speaker decided by telephonic talk
- * Name of the Guest :
- 1) Dr. D. H. Pethkar, Assistant Professor, Shankarlal Khandelwal College, Akola &
 - 2) Dr. Alka A. Bhoze, Principal Vinayak Vidyamandir, Nandgaon Khandeshwar.
- * Date of the programme decided (2nd gen of August 2021)

Principal

(Involved HEC)

Dept. of Chemistry
Arts, Science & Comm. College
Chikhaldara

Principal

(Dr. V. R. Patil)
Acting Principal

Art, Science & Commerce College
Chikhaldara, Dist. Amravati

1. Dr. Ku. B. N. Jagtap

2. Dr. P. G. Gawande

3. Dr. Ku. U. R. Kokate

4. Dr. Ku. N. Y. Bhoje

5. Smt. B. R. Darsimbe

All the members of Women Grievance cell are hereby informed that meeting is arranged in Honble Principal office at 1.15 pm, dated 21st Aug 2021.

- 1) Dr. Ku. S. N. Jagtap
- 2) Dr. P. G. Gawande
- 3) Dr. Ku. U. R. Kokate
- 4) Dr. Ku. N. Y. Bhoge
- 5) Smt. B. R. Dassimbe

Ushas
Convener WGC
Head
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara

minutes of meeting

- * Meeting started at 1.15 pm under the chairmanship of Dr. V. R. Patil, Principal of college. Initially Dr. Usha S. Wasniks, convener of Women Grievance cell gave a warm welcome to all the members present. Afterwards the meeting followed by taking the item agenda wise.
- * To read and confirm the minutes of previous meetings held.
- * The members unanimously confirmed the minutes.
- * As there was no other matter to discuss, the meeting ended with vote of thanks to all the members present.

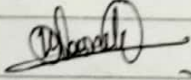
Ushas
Dr. Usha S. Wasniks
Head
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara

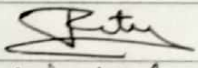
Principal
(Acting Principal)
Art, Science & Commerce College
Chikhaldara Dist Amravati

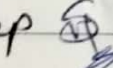


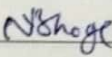
Notice

All the members of Women Grievance cell are hereby informed that meeting is arranged in Hon'ble Principal's office at 12:15 pm, dated 31st August 2019.
Attend the same.

Agenda : Selection of one girl student representative
finalization of date of program.


(Convener)
Dr. V. R. Patil
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara


Principal
Acting Principal
Art, Science & Commerce College
Chikhaldara, Dist. Amrayati

1. Dr. Ku. S. N. Jagtap 
2. Dr. P. G. Gawande 
3. Dr. Ku. U. R. Kokate 
4. Dr. Ku. N. J. Bhoje 

Minutes of the meeting

- Meeting was held under the chairmanship of Hon'ble Principal of the college Dr. V. R. Patil
- It was decided to select one girl student by considering all three streams.
- Program for all girls students of the college should be organized in the first week of September.
- Meeting was ended with vote of thanks.

1) 2) 3) 4) 5)

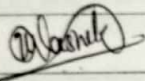
Notice

All the students of Arts, science & commerce faculty are hereby informed that programme under Women Guidance cell is arranged on 4th September 2019, Wednesday. Attend it

Venue : Seminar Hall

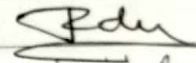
Time : 12.30 pm.

(Notice provided to the students at the time of National Anthem)



(Convener)

Dr. Ku. V. Srinivas
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhalidara



principal.
Acting Principal
Art, Science & Commerce College
Chikhalidara, Dist. Amrayati

Meeting was held in Seminar hall
All documents are in file.

Notice

All the girls students of Arts, science and commerce faculty are hereby informed that meeting is arranged at seminar hall, dated 27th february 2020, Thursday.

Attend the same.

(Information about meeting provided at the time of National Anthem)

Wasnik

(Convener)

Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara

Patil

Principal,
Acting Principal

Art, Science & Commerce College
Chikhaldara, Dist. Amrayati

Minutes of meeting

Meeting was held on 27th february 2020 under the chairmanship of Hon'ble Principal Dr. V. R. Patil. Convener of the cell Dr. V. S. Wasnik gave a warm welcome to all. All the members of Women Grievance cell were present.

In this meeting informed all girls students regarding

- Dress code is compulsory in the college campus
- Cleanliness of washroom
- Use of dustbin
- Cleanliness in girls common room
- Use of fan and lights in proper way
- Incorporate good hygiene habits.

Wasnik

Patil
Principal

- | | |
|-------------------------|------------------------|
| 1. Dr. Ku. S. Jagtap | 4. Dr. Ku. N. Y. Bhoge |
| 2. Dr. P. G. Gawande | 5. Smt. B. R. Dandimbe |
| 3. Dr. Ku. V. R. Kokate | |

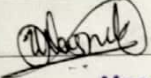
Notice

All the members of Women Grievance cell are hereby informed that meeting is arranged on 6th March 2020.

Attend the same.

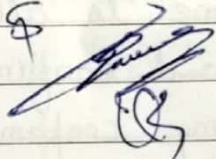
Venue : Hon'ble Principal office

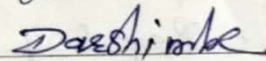
Time : 12-30 pm.


 Head
 (Convener)
 Deptt. of Chemistry
 Arts, Science & Comm. College
 Chikhaldara


 principal
 Acting Principal
 Art, Science & Commerce College
 Chikhaldara, Dist. Amrayati

1. Dr. Ku. S.N. Jagtap
2. Dr. P. G. Gawande
3. Dr. Ku. V. R. Kokate
4. Dr. Ku. N. Y. Bhoge
5. Smt. B. R. Sarsimbe.


 NBhoge


 Sarsimbe

Minutes of meeting

The meeting of the Women Grievance Cell of the college was held on 6th March 2020 at 12.30 pm in Principal office

The following members were present

1. Dr. Ku. S. N. Jagtap
2. Dr. P. G. Gawande
3. Dr. Ku. U. R. Kokate
4. Dr. Ku. N. J. Bhoge
5. Mrs. S. R. Darsimbe

- In the meeting of the Women Grievance cell for the academic session 2019-2020, Dr. U. S. Masnis, convener of cell initially gave a warm welcome to all the members present for meeting.
- Read and confirm the minutes of previous meeting
- Regarding confirmation of UGC guidelines of Women Grievance.
- Regarding matter relating to complaint, and it was confirmed that not a single complaint from the girls student of the college have been received by the committee, hence No redressal.
- Meeting ended with vote of thanks to all the members present.

(Signature)

- 1) Dr. Ku. S. N. Jagtap
- 2) Dr. P. G. Gawande
- 3) Dr. Ku. U. R. Kokate
- 4) Dr. Ku. N. J. Bhoge
- 5) Smt S. R. Darsimbe

(Signature)
Principal
Acting Principal
Art, Science & Commerce College
Chikhali, Tal. Karavadi

(Signature)
Darsimbe

All the members of Women Grievance cell are hereby informed that meeting is scheduled on 16th of July, Tuesday at 1.30 pm. Attend the same.

Venue : Hon'ble Principal cabin

Time : 1.30 pm.

Subject (meeting Agenda) : About

- functioning and working of cell
- meet with girls student
- Any other. relevant topic with prior permission of chair.

U. S. Inasnik

(Convener : Dr. U. S. Inasnik)

Head
Women Grievance cell,
Dept. of Chemistry

Arts, Science & Comm. College
Chikhaldara

1. Dr. Ku. S. N. Jagtap

2. Dr. P. G. Gawande

3. Dr. Ku. V. R. Kokate

4. Dr. Ku. N. V. Bhoge

5. Dr. Ku. S. R. Kadu

6. Smt. S. R. Darsimbe

P. S. Patil

Principal,
Acting Principal

Art, Science & Commerce College
Chikhaldara, Dist. Amravati

S. N. Jagtap

V. R. Kokate

N. V. Bhoge

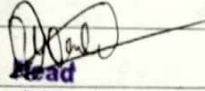
S. R. Kadu

S. R. Darsimbe

Minutes of meeting :

- Meeting of the cell was held on 16th July 2019 at 1.30 pm in the Principal's office to discuss the agenda.
- The meeting of the Women Grievance cell with its newly constituted members for the academic session 2019-2020 started at 1.30 pm under the chairmanship of Dr. V. R. Patil, Principal of college. Initially I gave a warm welcome to all, afterwards the meeting followed by taking the agenda itemwise.
- Confirmation / adoption of UGC guidelines on women grievances and sexual harassment in the educational institute.
- Decided to develop a proper guidelines and norms for a policy against sexual harassment to the girls student of the college.
- Regarding awareness about cleanliness and use of vending machine and good hygiene habits.
- Decided to ensure healthy environment in the college campus.
- Since the college is a co-educational hence safety and security to the girls students should be given priority.
- As there was no other matter to discuss the meeting ended with the vote of



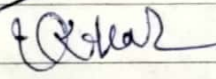
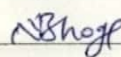
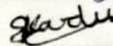
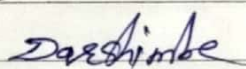
thanks to all the members of Women
Guidance cell present.



Head
Deptt. of Chemistry
Arts, Science & Commerce College
Chikhaldara



Acting Principal
Art, Science & Commerce College
Chikhaldara, Dist. Amravati

1. Dr. Ku. S. N. Jagtap 
2. Dr. P. G. Gawande 
3. Dr. Ku. U. R. Kekate 
4. Dr. Ku. N. Y. Bhoge 
5. Dr. Ku. S. R. Kadre 
6. Smt. B. R. Darsimbe 

Arts, Science and Commerce College, Chikhaldara, Dist Amravati, MS, 444807

Internal Complaint Committee Proceedings

2018-19

(These proceedings were noted in Marathi in the committee proceedings book and are hereby translated into English as a part of the process of accreditation and assessment of college by NAAC)

The committee met on 30th of August 2018 at 1.00 pm in the principal's cabin.

Four out of six members were present for the meeting. Following decisions were taken unanimously in the meeting.

1. Active members for the committee should be selected with prior discussion with teachers and mentors.
2. Efforts would be taken to make first year students aware about this committee, its objectives, etc.
3. To arrange a guest lecture of an advocate to address student on legal aspects of committee.

MYL
PRINCIPAL
Art, Science & Commerce
College, Chikhaldara

Arts, Science and Commerce College, Chikhaldara, Dist, Amravati, MS, 444807

Internal Complaint Committee Proceedings


2017-18

(These proceedings were noted in Marathi in the committee proceedings book and are hereby translated into English as a part of the process of accreditation and assessment of college by NAAC)

The committee met on 14th of September 2017 at 2.00 pm in the Principal's cabin.

Five out of six members were present for the meeting. Following decisions were taken unanimously in the meeting.

1. For the session 2017-18 the members should be selected from all three streams and from last year class only.
2. Details about a program to make student aware about this committee, its objectives, etc were finalized and the program was scheduled.
3. The first aid box would be made available in girls' common room.
4. Foot - mats, brooms, benches a dust bin, etc. would be kept in girls' common room.
5. The concerned would be intimated about the non functioning sanitary napkin vending machine.
6. To appoint an advocate for legal consultation, if need be.
7. To see to it that cleanliness in toilet and college campus was carefully maintained


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College, Chikhaldara



Sipna Shikshan Prasarak Mandal, Amravati
Arts, Science & Commerce College,
Chikhaldara, Distt.: Amravati



Internal Complaints Committee
Organizes

Guest Lecture On

**Protection Against Sexual Harassment
and Gender Equality, Act 2013**

Date :- Thursday 17th February 2022

Time :- 2.00 to 3.15 pm

Guest Speaker



Prof. Dr. Anagha Sonkhaskar
Asst. Professor
Laxmibai Gangane Jr.College, Akot

Chairperson



Dr. R. S. Jaipurkar
Principal,
Arts, Science and Commerce College, Chikhaldara
Ex-Pro VC, SGB Amravati University, Amravati

Organizing Committee

Dr.N.Y.Bhoge
Presiding Officer

Dr. U.S.Wasnik
Member

Dr.P.G.Gawande
Member

Mr.P.S.Tayade
Member

Mrs. B. R. Darshimbe
Member

Mrs. V.V. Wakode
Member (NGO)

Ku. Nandini Dehale
Student Representative (UG)

Ku. Renuka Barhate
Student Representative (PG)

Ku. Punam Harane
Student Representative(Res.)

Internal Complaints Committee

Arts, Science & Commerce College, Chikhaldara, Distt.: Amravati – 444807

Internal Complaints Committee

Programme Schedule

Date	Time	Session/Topic	Resource Person/Anchoring
17/02/2022	02.00 pm	Conduct of Program	Dr. U.S. Wasnik
	02.05 pm	Introductory Remark	Dr.N.Y.Bhoge
	02.10 pm	Guest Speaker Speech	Dr. Anagha Sonkhaskar
	03.00 pm	Presidential address	Dr. R.S. Jaipurkar
	03.10 pm	Vote of Thanks	Dr.P.G.Gawande

Live On Zoom

Link :- <https://us02web.zoom.us/j/89591616779?pwd=Wmo5bkliYTRNbmlTMINTU1NDaII2UT09>

Meeting ID: 895 9161 6779

Passcode: 174019

Arts, Science & commerce College, Chikhaldara
2021-22
Internal Complaint Cell
Brief Report

Name of the Committee: *Internal Complaint Cell*

Name of program: Protection Against Sexual Harassment and Gender Equality Act, 2013

Date : 17th February 2022

Objective:

1. To create awareness about sexual harassment through educational initiatives
2. To develop a responsive attitude among all the stakeholders in order to maintain healthy atmosphere.
3. To look into complaints and redress it as per requirement within the campus.

Number of beneficiaries : 67

The Internal Complaint Cell was established in college on 2003 under the Act of Government for gender equality and justice in all respect.

The cell informs about code of conduct to prevent sexual harassment and to maintain dignity. The function of the cell is purely to safeguard the rights of female students & staff.

The cell is responsible for looking into the complaints filled by students and staff members.

The cell also tries to incorporate hygiene habits and ensure a healthy environment in the college campus.

Meeting organized regularly with committee members and students.

Complaint and Redressal Mechanism:

Suggestion / complaint box is installed in the campus area installed in the campus area in which the student put in writing the grievances and suggestions.


After writing hearing of complaint, the committee shall take appropriate decision.

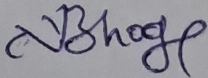
In this year academic session some program organized at online platform & meeting is organized offline with ICC members regularly.

Guest Lecture organized on topic Protection Against Sexual Harassment and Gender Equality , Act 2013, dated 17th February 2022. Guest speaker was Dr. Anagha Soukhaskar Asst. Professor Laxmibai Gangane Jr. college Akot. Programm conducted under the presidency of Dr, R. S. Jaipurkar Principal of Arts Science and Commerce College , Chikhaldara. Zoom link: <https://us02web.zoom.us/j/89591616779?pwd=Wma5bkliYTRNbM1TMlnTNDall12UT09>

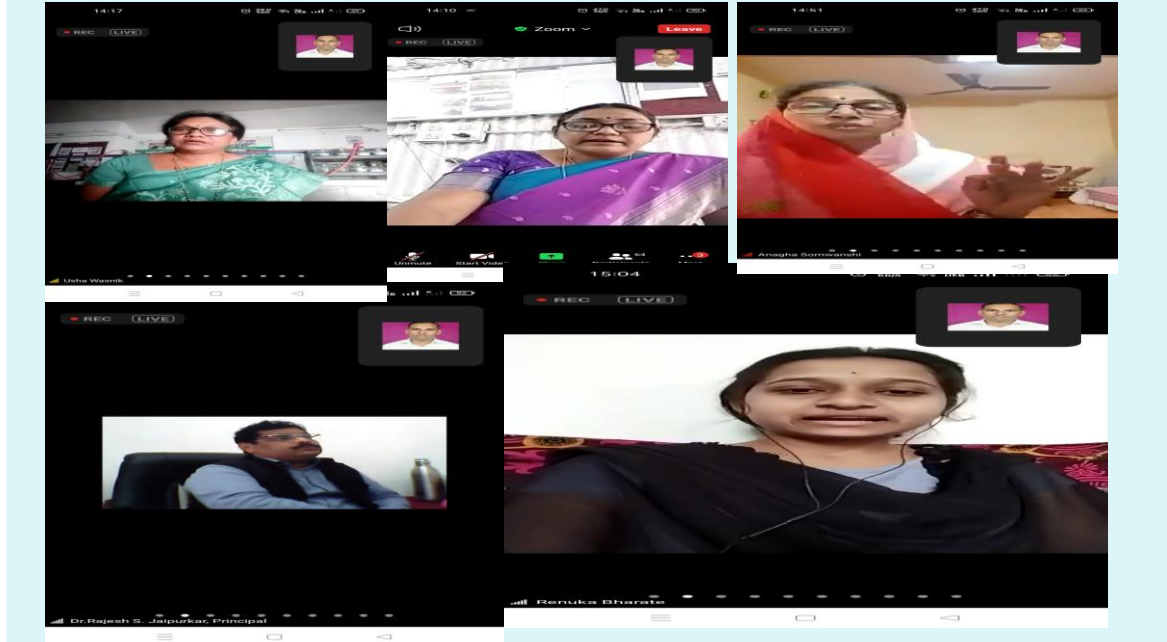
Dr. U. S. Wasnik conduct program and introduced the guest speaker
Dr. N. Y. Bhoge Introduction about ICC committee and their work
implementation

06/8/2022

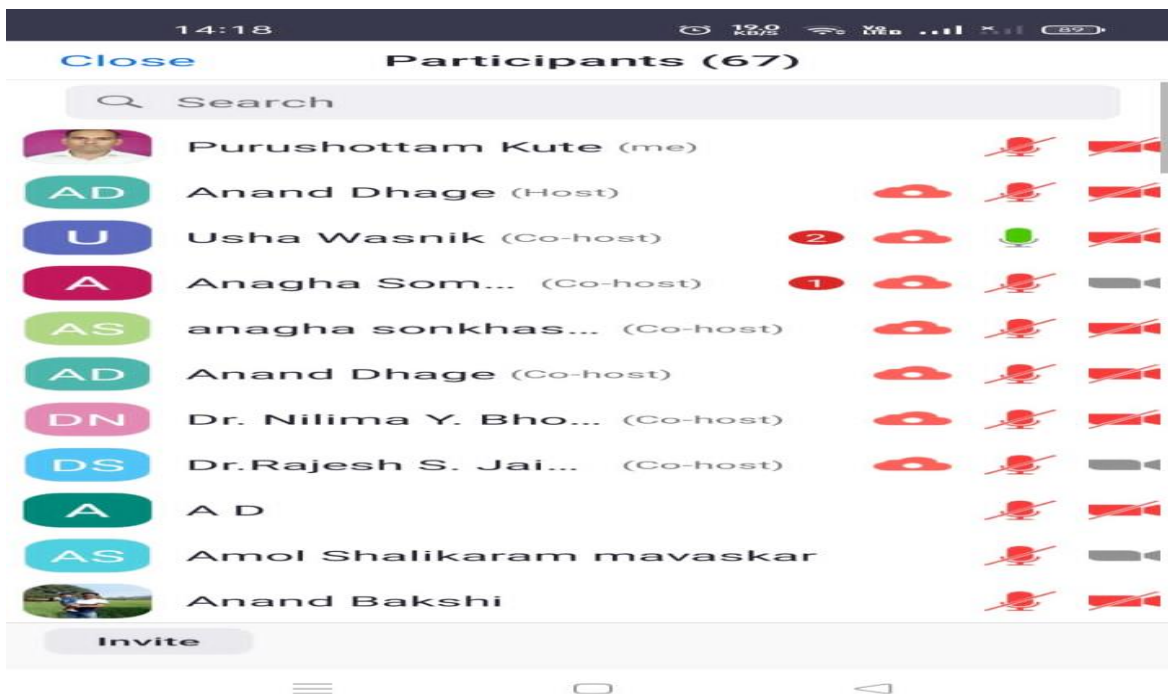

PRINCIPAL
Art, Science & Commerce
College, Chikhaldara


Associate
Arts, Science & Commerce College,
Chikhaldara

Internal Complaint Programme 2021-22



One Day workshop on Protection Against Sexual Harassment and Gender Equality, Act 2013 on dated 17th February 2022



Arts, Science & Commerce College, Chikhaldara
2020-21

Women Grievance Cell

Title of program conducted: Guest lecture on Prevention, Prohibition and Redressal Act 2013

Date: 09th March 2021

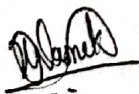
Objectives of program: To create awareness about the act 2013

Number of beneficiaries: 82

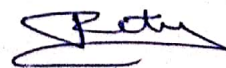
Brief summary of the program:

In the academic session 2020-21, as COVID-19 pandemic situation program organized at online platform. Guest lecture organized on topic **Prevention, Prohibition and Redressal Act 2013**, on the occasion of celebration of International Womens Day dated 09th March 2021 in collaboration with Women Grievance Cell and IQAC of college. Guest speaker was Dr. Anita J. Bodake, Associate Professor, Rajaram College Kolhapur. Speaker shared her knowledge and reflects the rules and regulations of prevention, prohibition and redressal act 2013. Program was inaugurated by Dr. V.D. Kapse, IQAC coordinator and presided over in the presence of Dr. V.R. Patil, Principal, ASCC, Chikhaldara. Dr. Usha S. Wasnik anchored the program and ended by vote of thanks.

Google meet: <http://meetgoogle.com/nnk-gypj-crb>



Head
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara



Acting Principal
Art, Science & Commerce College
Chikhaldara, Dist. Amravati





Sipna Shikshan Prasarak Mandal, Amravati

**Arts, Science & Commerce College,
Chikhaldara**
Distt.:- Amravati 444807



3rd Cycle CGPA 2.77

NAAC Re-accredited with B++ Grade (C.G.P.A. 2.77)
(College website: www.sipnaascc.ac.in)
E-mail:- ascc163@sgbau.ac.in; Ph.No.:- (07220)-230309

Womens Grievance Cell & IQAC
Celebrates International Women's Day
By Organize

Guest Lecture On

**Prevention, Prohibition & Redressal
Act 2013**

Date :- 9th March 2021,

Tuesday at 9.30 am onwards

Live On Google Meet

Link :- <https://meet.google.com/nnk-qypj-crb>



Guest :- Dr. Anita Bodake
Associate Professor
Rajaram College, Kolhapur



DR. V. R. PATIL
Principal, ASCC Chikhaldara

DR. U. S. WASNIK
Coordinator WGC

DR. V. D. KAPSE
Coordinator IQAC

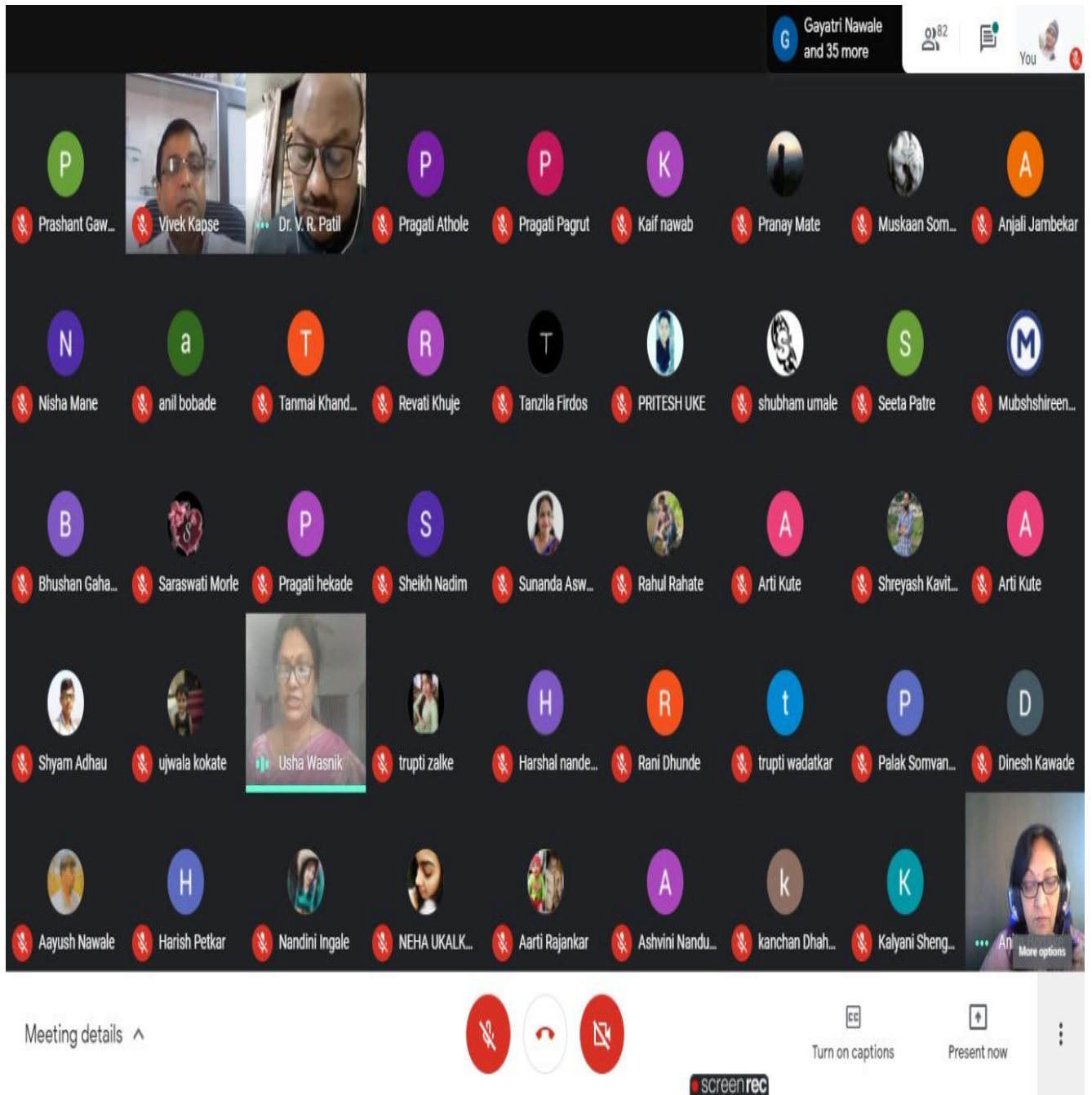
Members of WGC

DR. P. G. GAWANDE

DR. S. N. JAGTAP

DR. U. R. KOKATE

DR. N. Y. BHOGE



Guest lecture on Prevention, Prohibition and Redressal Act 2013 by Dr. Anita J. Bodake, Associate Professor, Rajaram College Kolhapur on date 09th March 2021

Arts, Science & Commerce College, Chikhaldara
2020-21
Women Grievance Cell

1. Title of program conducted: **University level Webinar on Safety and security of women through ICT tools and Techniques.**

Date: 09th August 2021

Objectives of program: To create awareness about

1. Safety of girls on social media
2. Do's and don'ts on social media
3. Safety media available for girls
4. Safety apps for girl

Number of beneficiaries: 85

Brief summary of the program: Arts, Science and Commerce College, Chikhaldara, Distt. Amravati came into existence in 1996 with an intention to impart higher education to the tribal at their very door step and ensure their well-being, growth and safety. This year college celebrates silver jubilee year by organizing students oriented and social benefited various online activities.

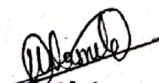
In the academic session 2020-21, as COVID-19 pandemic situation program organized at online platform. University level webinar organized on topic **Safety and security of women through ICT tools and Techniques on Monday, August 09th, 2021.** The program chaired by Dr. V.R. Patil, Principal of college and inaugurated by Dr. Alka A. Bhise, Principal, Vinayak Vidnyan Mahavidyalaya, Nandgaon Khandeshwar.


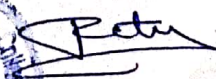
Dr. U.S. Wasnik coordinator of Women Grievance Cell gave brief introduction of women Grievance cell and introduced the guest speaker. Dr. V.D. Kapse IQAC coordinator gave welcome address.

Dr. Alka A. Bhise madam informed the students about women sexual harassment at workplace (Prevention, Prohibition and Redressal) ACT 2013. Guest speaker was Dr. D.H. Pethkar, Assistant Professor and Head, Department of Computer Science, Shankarlal Khandelwal College, Akcia. Dr. Pethkar madam shared ppt and aware about which app safe and which not on social media.

The participants were from different colleges of affiliated universities.

Google meet: <http://meetgoogle.com/nmk-gvpj-erb>


Head
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara



Acting Principal
Arts, Science & Commerce College
Chikhaldara



Sipna Shikshan Prasarak Mandal, Amravati's
Arts, Science & Commerce College,

Chikhaldara Distt.: Amravati – 444807
NAAC Re-accredited with B⁺⁺ Grade (C.G.P.A. 2.77)
(College website: www.sipnaascc.ac.in)
E-mail- ascc163@sgbau.ac.in, Ph.No. 07220-230309



**University Level Webinar
On**

**“Safety and Security of Women through ICT Tools and
Techniques”**

**Monday, 09th August 2021
11.30 am**

**Organized By
Women Grievance Cell (Internal Complaint Committee)
and IQAC**

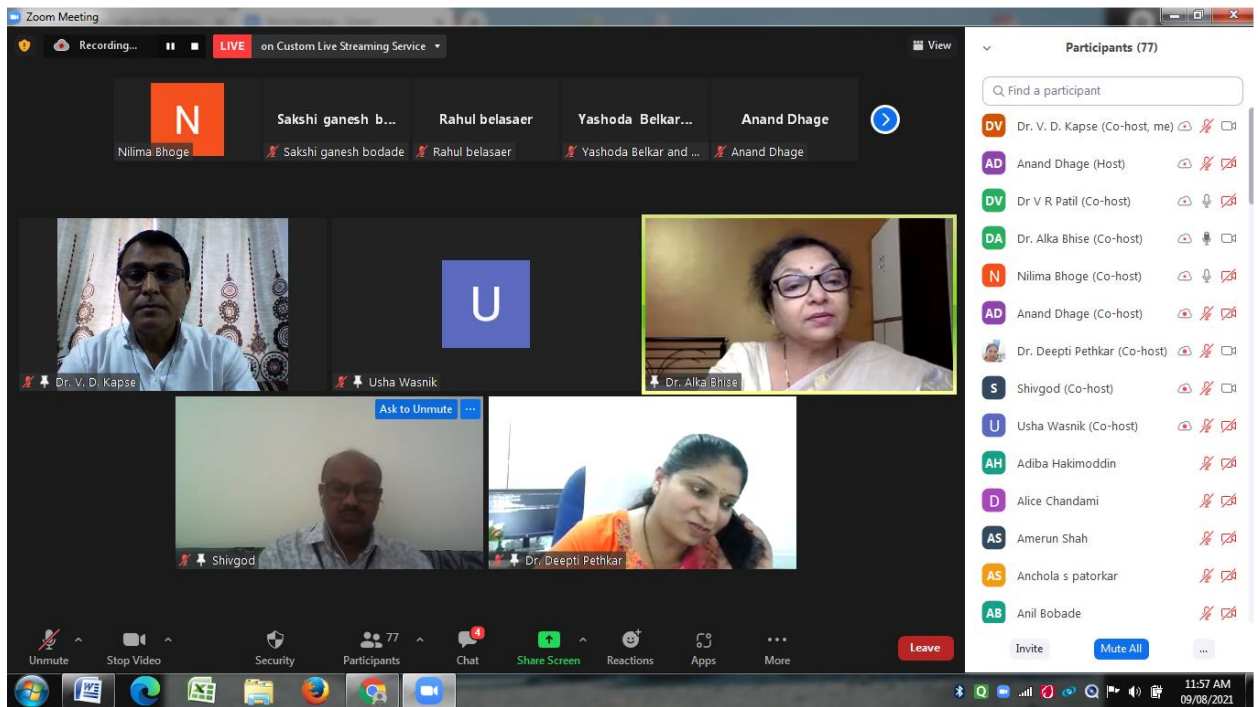
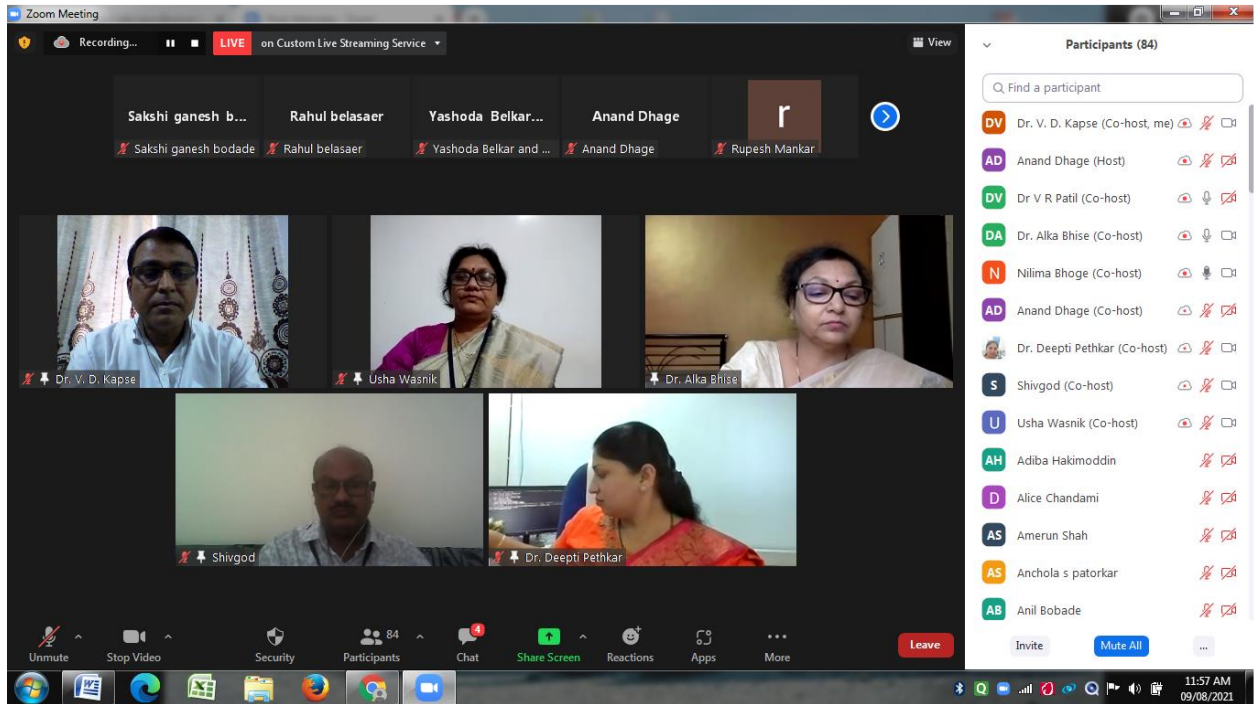


Dr. V. R. Patil
Officiating Principal

Organizing Committee

Dr. V. D. Kapse
Coordinator IQAC

Dr. Usha S. Wasnik
Convener



University level Webinar on Safety and security of women through ICT tools and Techniques on date 09th August 2021.

Arts, Science & Commerce College, Chikhaldara
2019-20

Women Grievance Cell

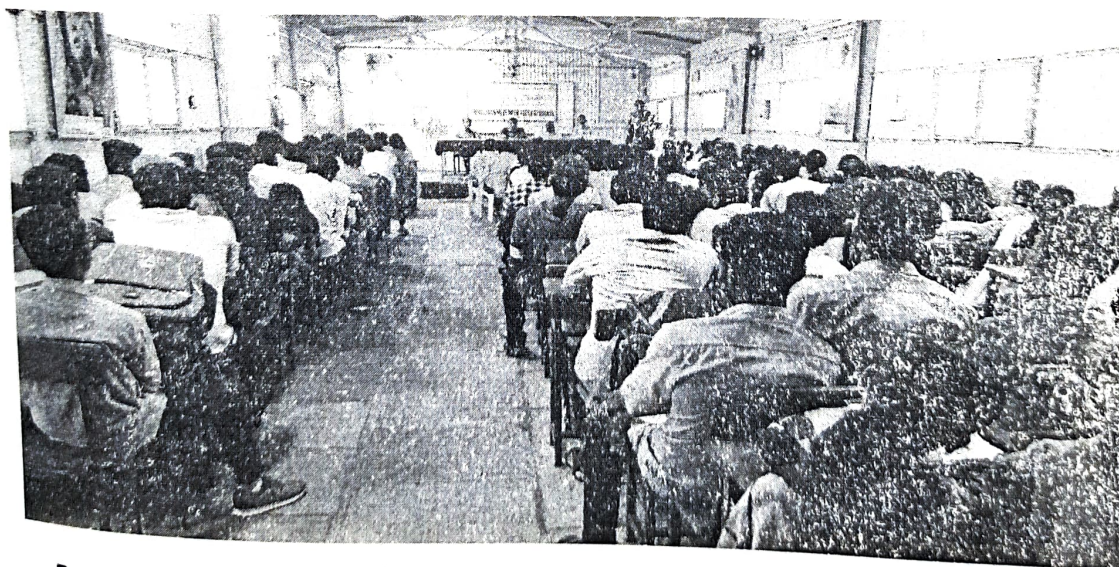
Title of program conducted : *Information about Women Grievance Cell*
Date of program : 4th September 2019
Objectives of program : To inform about directions of women grievance cell.

Number of beneficiaries : 45 Girls Students and other students


Brief summary of the program:

In the academic session 2019-20 one meeting was organized with all the students of college. In this meet Dr. U. S. Wasnik, Head Department of Chemistry and Coordinator of women Grievance Cell reflects the working of cell and also explains about how the good behavior in the college campus and outside the campus helps to respect ourselves and others in the community.


Students were also guided by regarding various laws to safe guard their rights.



Dr. U.S.Wasnik, Coordinator of Women Grievance Cell addressed the students


Head
Deptt. of Chemistry
Arts, Science & Comm. College
Chikhaldara




Acting Principal
Arts, Science & Commerce College
Chikhaldara, Dist. Amravati

**Sipna Shikshan Prasarak Mandal, Amravati's
Arts, Science & Commerce College,
Chikhaldara Distt. Amravati (Maharashtra State)
2018-19
Women's Grievance Cell**

Aims & Objectives of Committee:

- . To equip the female students and staff members with knowledge of their legal rights and safe guard their rights
- To organize various functions acquainting the women with their rights.
- To ensure and enhance Gender Equality in college.
- To provide a platform to redress complaints & grievances, if any.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around college.

Title of programm : To conduct a meet with students

Date of Programme : 31/08/2018

Objectives of Programme :

1. To inform about committee rules and Sexual Harassment Maharashtra Act, 2013 & 2015.
2. To appeal all to abide by this Act and committee guidelines

Number of beneficiaries : 50

Brief summary of the Programme:

As per the instructions of the Government of Maharashtra, a Women's Grievance Cell was established and its work is monitored. A meeting was called for students on 31/08/2018 in seminar hall. The committee's principles, rules, laws, functioning and other useful information was shared in the meet. All the members and fifty (50) students were present. College students were informed about different cases and examples. Videos were shown on how injustice is done to women or how women should ensure their safety. Clippings, episodes, methods and modes of sexual harassment were also provided. Information was given on the judicial laws for women. Coordinators and ex-coordinators also shed light on sexual harassment appealing everyone to abide by concerned laws and regulations, etc. the principal also addressed the students ensuring full support to the cell.

All committee members were present for the meet.

abide by concerned laws and regulations, etc. the principal also addressed the students ensuring full support to the cell.

All committee members were present for the meet



Women Grivance cell conduct a meet with students on 31/08/2018

N Bhoge
Dr. Nilima Y. Bhoge
Associate Professor & Head (Food Science)
Arts, Science & Commerce College,
Chikhaldara



P. J. Patil
Acting Principal
Art, Science & Commerce College,
Chikhaldara, Dist. Amravati