



Internal Complaints Committee

Minutes of the Meeting and Action Taken Report

Academic Years 2018-19 to 2023-24

Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur





Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur

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Internal Complaints Committee

As per the notification of the University Grants Commission (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the Internal Complaints Committee was established in the Institution for prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. This Regulation describes the responsibilities of the higher educational institutes, grievance redressal mechanism, process for making complaints and conducting inquiry, interim redressal, punishment and compensation, consequences of non-compliance etc. in sexual harassment cases. The ICC worked hard to prevent sexual harassment of Women Employees and Students in the Institution and to provide a favorable and healthy work environment in the college.

Following are some of the measures taken by the Institution and ICC to create awareness about UGC Regulation 2015: -

1. Detailed information about the Internal Complaints Committee (ICC) and its working is displayed on the college website along with contact details.
2. A list of Committee members is displayed in a visible place of the college premises along with the complaint box.
3. Information of ICC is given in the College Prospectus.
4. Newly admitted students were educated about the ICC during Induction Programme "Deesharanbh".
5. ICC regularly organizes workshops, speeches by experts, and awareness programs for the students and staff members to make them aware of UGC Regulation 2015.
6. ICC members attend programs organized by competent authorities to update their knowledge of Sexual Harassment Law.




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Academic Year 2023-24

Internal Complaints Committee

Presiding Officer	: Dr. Zeenat Kashmiri
Faculty Member	: Dr. Sunil Dahire
Faculty Member	: Dr. Anita Chandak
Non-Teaching Member	: Mr. Jai Keswani
Non-Teaching Member	: Mrs. Divya Methwani
External Member	: Dr. Ravi Mor
Research Scholar	: Ms. Dimple Juneja
P.G. Student Member	: Mr. Rohit Nikhade
U.G. Student Member	: Ms. Deepali Nandanwar




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Academic Year 2023-24

Annual Report on cases of Sexual Harassment (1st April 2023 to 31st March 2024)

Sr. No.	Deatail	Number of cases
1	Number of complaints of sexual harassment received in the year (1 st April 2023 to 31 st March 2024)	Nil
2	Number of complaints disposed off during the year	Nil
3	Number of cases pending for more than 90 days	Nil
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	02
5	Nature of action	--




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ICC Report Session 2023-24

During Induction Programme “Deesharanbh”, newly admitted students were educated about the Internal Complaints Committee, its importance, and working. The committee organized an awareness program on “Sexual Harassment and Gender Sensitization” for the students and staff members of the college. The program was held on 5th December 2023 at 11.00 am. The guest speaker for the program was Dr. Meenakshi Wasnik, Associate Professor, Department of English, Manoharrao Kamdi Mahavidyalaya, Nagpur. Dr. M.M. Shinkhede, Vice-Principal welcomed Dr. Meenakshi Wasnik. Dr. Zeenat Kashmiri, Presiding Officer, ICC gave introductory remarks and introduced the guest. During the conversation, Dr. Meenakshi made aware the students of sexual harassment and its ill effects. She explained the Sexual Harassment of Women at Workplace Act, 2013 and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. She elucidated that making colored remarks, showing pornography, demanding or requesting sexual favors, or any other unwelcome physical, verbal or non-verbal conduct of a sexual nature are considered sexual harassment. Dr. Meenakshi also educates the students about gender equality and the need to eliminate gender. During the program Dr. R.R. Khapekar, Head, the Department of Botany made dialogue with the students and aware them of the importance of gender sensitization. He also emphasized on the proper practice of sexual harassment laws. The students actively questioned their queries and interacted with the guests during the program. Dr. Y. V. Bhute, IQAC Coordinator, Dr. Leena Chandanani, WEC Coordinator, Dr. Ragini Marganwar, Dr. Prachi Lambat, Dr. Megha Bhambri, Dr. Kavita Apkaje, Dr. Sandeep Hate, Ms. Himani Kadbe, Ms. Vidhi Loya, Mr. Paresh Ninave, Ms. Fauziya Ansari were prominently present throughout the program. Dr. Sunil Dahire, Mrs. Divya Methwani, and Mr. Jay Keswani members of ICC worked hard for the program's success. Ms. Nuhi Parvin of B.Sc conducted the program. II (MBBC) and Dr. Anita Chandak proposed a vote of thanks. During the session, no cases of sexual harassment were recorded.

Glimpse of the Guest Talk




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Guest speaker Dr. Meenakshi Wasnik and ICC members



Introductory remark by Dr. Zeenat Kashmiri




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Ms. Nuhi Parvin during conduction of programme



Dr. M. M. Shinkhede welcomed the guest




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Dr. Meenakshi Wasnik delivering a talk



Dr. R. R. Khapekar interacting with students during the program




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Minutes of the meeting



Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur Internal Complaints Committee (ICC)

(University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015)

Session 2023-24

Meeting 01

The meeting of the Internal Complaints Committee under the Chairmanship of Dr. Z. N. Kashmiri, Presiding Officer ICC was held on 20th September 2023 at 1.30 pm.

Venue – Department of Zoology

Agenda

3. Appointment of new members
4. Action plan for the current session

Minutes of the meeting

At the outset, presiding officer, Dr. Z. N. Kashmiri welcomed all the members present in the meeting.

Highlights of the meeting -

Item 1- Appointment of new members

It was unanimously decided to appoint Mr. Rohit Nikhade as a student member of ICC for one year.

Item 2- Action plan for the current session

Dr. Zeenat Kashmiri discussed the action plan for the session. It was decided to organize awareness programs for the students to make them aware of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015




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Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur Internal Complaints Committee (ICC)

(University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015)

The following members were present: -

Presiding Officer	: Dr. Zeenat Kashmiri	<i>Z Kashmiri</i>
Faculty Member	: Dr. Sunil Dahire	<i>Sunil Dahire</i>
Faculty Member	: Dr. Anita Chandak	<i>Anita Chandak</i>
Non-Teaching Member	: Mr. Jai Keswani	
Non-Teaching Member	: Mrs. Divya Methwani	<i>Divya</i>
External Member	: Dr. Ravi Mor	
Research Scholar	: Ms. Dimple Juneja	
P.G. Student Member	: Mr. Rohit Nikhade	<i>Rohit Nikhade</i>
U.G. Student Member	: Ms. Deepali Nandanwar	<i>Deepali Nandanwar</i>

Z Kashmiri
20th Sept 23
Presiding Officer

Dr. Zeenat Kashmiri



VP
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Academic Year 2022-23

Internal Complaints Committee

Presiding Officer	: Dr. Zeenat Kashmiri
Faculty Member	: Dr. Sunil Dahire
Faculty Member	: Dr. Anita Chandak
Non-Teaching Member	: Mr. Jai Keswani
Non-Teaching Member	: Mrs. Divya Methwani
External Member	: Dr. Ravi Mor
Research Scholar	: Ms. Dimple Juneja
P.G. Student Member	: Ms. Soniya Katare
U.G. Student Member	: Ms. Deepali Nandanwar




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Academic Year 2022-23

Annual Report on cases of Sexual Harassment (1st April 2022 to 31st March 2023)

Sr. No.	Details	Number of cases
1	Number of complaints of sexual harassment received in the year (1 st April 2022 to 31 st March 2023)	Nil
2	Number of complaints disposed off during the year	Nil
3	Number of cases pending for more than 90 days	Nil
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	01
5	Nature of action	--




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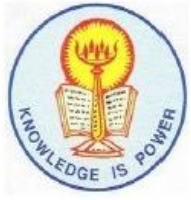
ICC Report Session 2022-23

The Internal Complaints Committee has been working in the Institution since 2016 as per UGC Regulation which describes the responsibilities of the higher educational institutes, grievance redressal mechanism, process for making complaints and conducting inquiry, interim redressal, punishment, and compensation, consequences of non-compliance, etc. in sexual harassment cases. The ICC worked hard to prevent sexual harassment of Women Employees and Students in the Institution and to provide a favorable and healthy work environment in the college.

According to the prescribed guidelines, the committee was reconstituted for the session 2022-23. The incumbent committee members were Dr. Zeenat Kashmiri (Presiding Officer), Dr. Sunil Dahire (Faculty Member), Dr. Anita Chandak (Faculty Member), Mr. Jai Keswani (Non-Teaching Member), Mrs. Divya Methwani (Non-Teaching Member), Dr. Ravi Mor (External Member), Ms. Dimple Juneja (Research Scholar), Ms. Soniya Katare (P.G. Student Member) and Ms. Deepali Nandanwar (U.G. Student Member). The list of committee members and its work is displayed on the college website and also displayed in the visible place of the college premises along with the complaint box. Information about ICC is given in the College Prospectus for new students. ICC regularly organizes workshops, speeches by experts, and awareness programs for the students and staff members to make them aware of UGC Regulation 2015. The ICC worked to provide a favorable and healthy work environment in the college. In this session the newly admitted students of B.Sc., B. Com., M. Com., and M. Sc. were educated about the ICC during Induction Programme “Deesharanbh”. The committee distributed an information leaflet to students to aware them about the University Grants Commission Regulation, 2015.




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ICC Members



Dr. Leena Chandanani made aware about ICC during Induction Program




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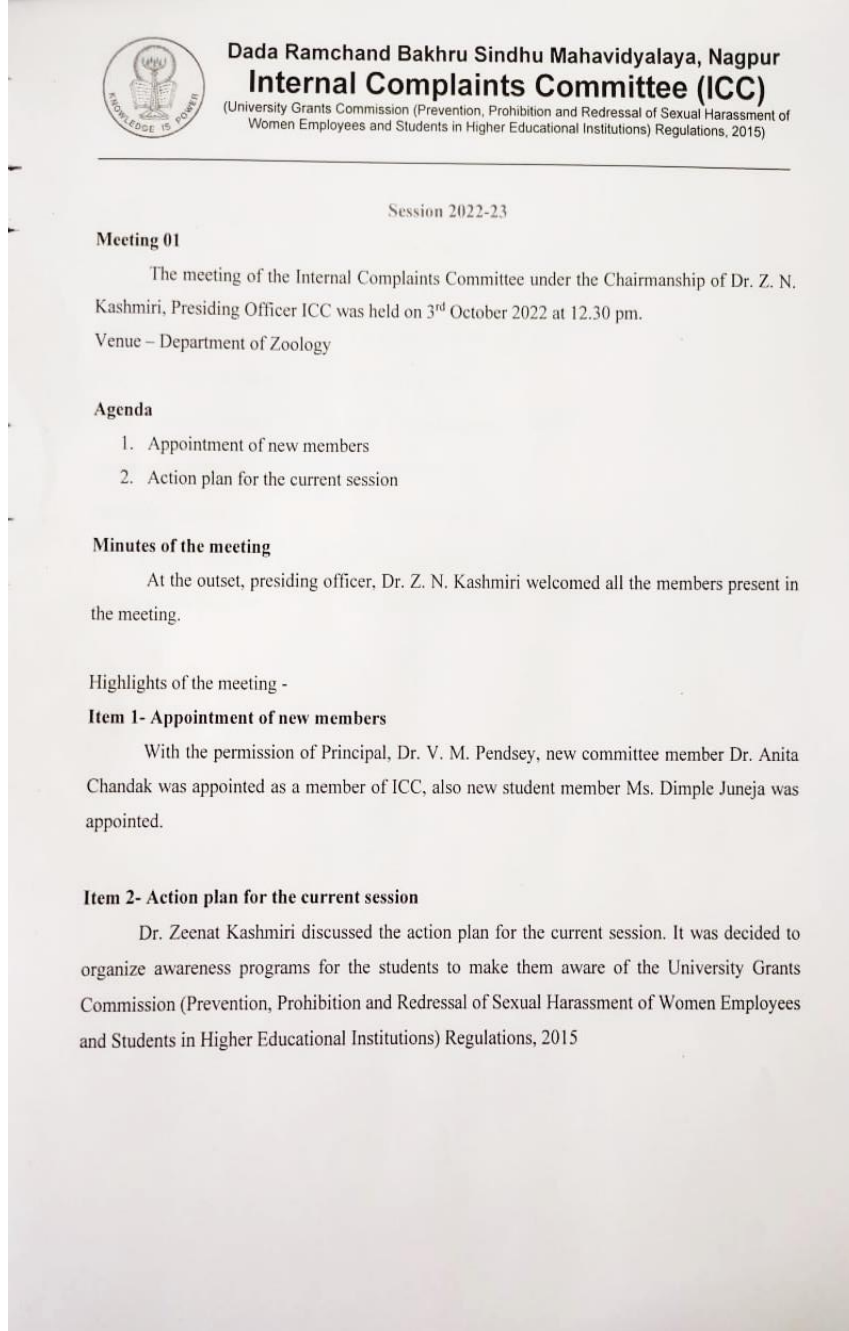


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Minutes of the meeting




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Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur Internal Complaints Committee (ICC)

(University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015)

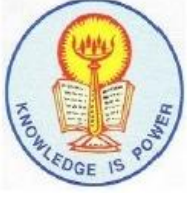
The following members were present :-

Presiding Officer	: Dr. Zeenat Kashmiri	<i>Z. Kashmiri</i>
Faculty Member	: Dr. Sunil Dahire	<i>S. Dahire</i>
Faculty Member	: Dr. Anita Chandak	<i>A. Chandak</i>
Non-Teaching Member	: Mr. Jai Keswani	
Non-Teaching Member	: Mrs. Divya Methwani	<i>Divya</i>
External Member	: Dr. Ravi Mor	
Research Scholar	: Ms. Dimple Juneja	<i>D. Juneja</i>
P.G. Student Member	: Ms. Soniya Katara	<i>S. Katara</i>
U.G. Student Member	: Ms. Deepali Nandanwar	<i>D. Nandanwar</i>

Z. Kashmiri
05/10/22
Presiding Officer
Dr. Zeenat Kashmiri



VP
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Academic Year 2021-22

Internal Complaints Committee

Presiding Officer	:	Dr. Anuradha R. Poddar
Faculty Member	:	Dr. Zeenat N. Kashmiri
Faculty Member	:	Dr. Sunil Dahire
Non-Teaching Member	:	Mr. Jai Keswani
Non-Teaching Member	:	Mrs. Divya Methwani
External Member	:	Dr. Ravi Mor
P.G. Student Member	:	Ms. Soniya Katare
U.G. Student Member	:	Ms. Deepali Nandanwar




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Academic Year 2021-22

Annual Report on cases of Sexual Harassment (1st April 2021 to 31st March 2022)

Sr. No.		Number of cases
1	Number of complaints of sexual harassment received in the year (1 st April 2021 to 31 st March 2022)	01
2	Number of complaints disposed off during the year	01
3	Number of cases pending for more than 90 days	Nil
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	01
5	Nature of action	As per UGC Regulation 2015




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Report Session 2021-22

As per the notification of the University Grants Commission, an Internal Complaints Committee was established in the Institution for prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. The committee was reconstituted in the session 2021-22. The incumbent committee members were Dr. Anuradha Poddar (Presiding Officer), Dr. Zeenat Kashmiri (Faculty Member), Dr. Sunil Dahire (Faculty Member), Mr. Jai Keswani (Non-Teaching Member), Mrs. Divya Methwani (Non-Teaching Member), Dr. Ravi Mor (External Member), Ms. Soniya Katare (P.G. Student Member) and Ms. Deepali Nandanwar (U.G. Student Member). A list of committee members has been displayed on the website and in a visible place of the college premises along with the complaint box.

The ICC worked hard to provide a favorable and healthy work environment in the college. The committee distributed an information leaflet to students of B.Sc., B. Com., M. Com. and M.Sc. to aware them about the University Grants Commission Regulation, 2015. Also organizes workshops, and guest lectures for the staff members and students. The newly admitted students of B.Sc., B. Com., M. Com., and M. Sc. were educated about the ICC during Induction Programme "Deesharanbh". Due to the Covid-19 pandemic in the session 2021-22 the committee was unable to organize awareness program. Therefore, the committee members made aware the students through online mode about Sexual Harassment and UGC Regulations.




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ICC Members



Newly admitted students were made aware about ICC during the Induction Program




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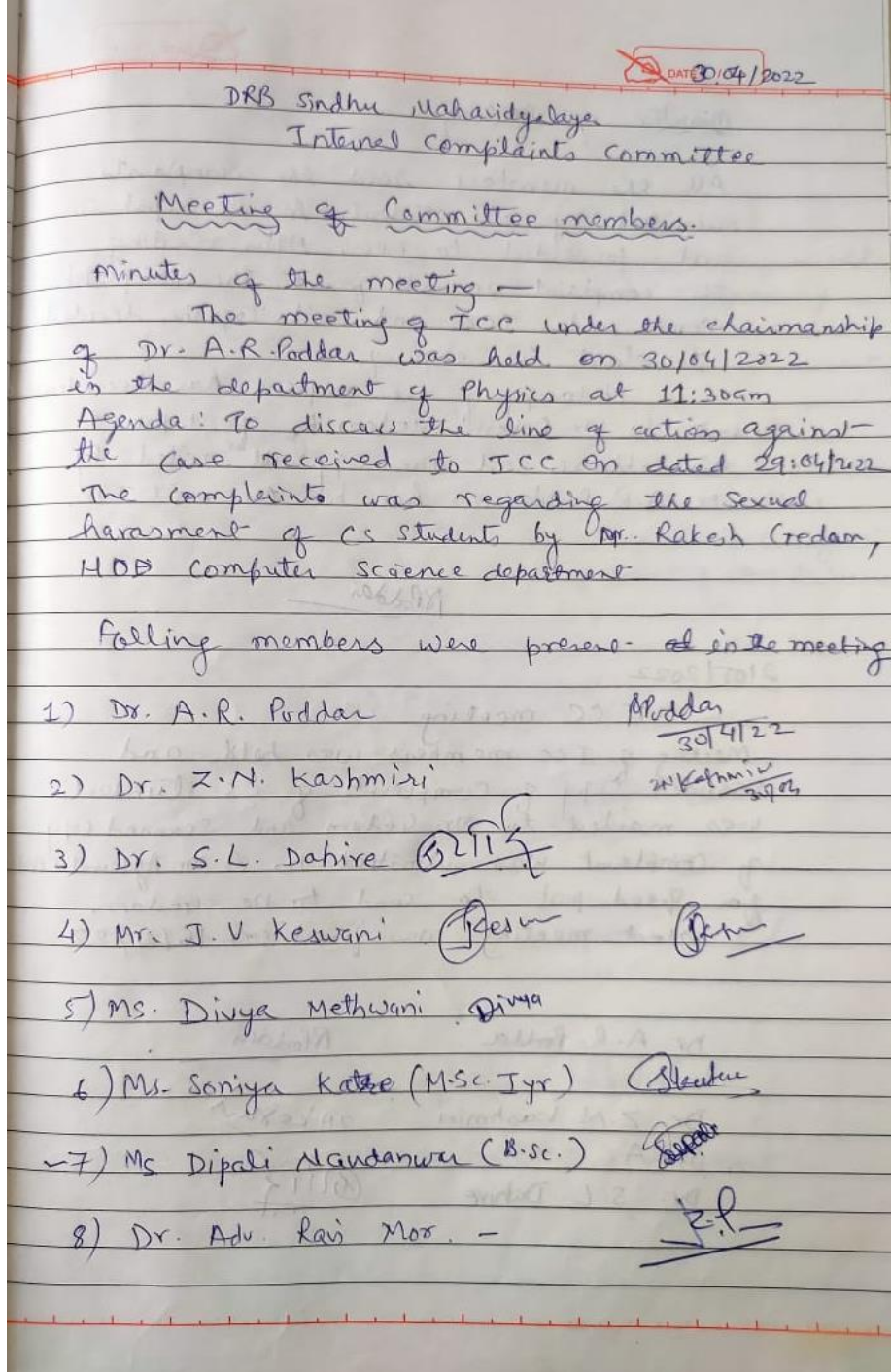


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Minutes of the meeting



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ICC meeting under chairmanship of Dr. A.R. Poddar, presiding officer ICC was held on 07/06/2022 at 11:30 am in the smart classroom of DRB Sindhu Mahavidyalaya, Nagpur.

Following members were present in the meeting

Dr. A.R. Poddar.	<u>Poddar</u>
Dr. Z. N. Kashmiri	<u>Z.N. Kashmiri</u>
Dr. S. L. Dahire	<u>S.L. Dahire</u>
Mr. Jay Keswani	<u>Jay Keswani</u>
Ms Divya Methwani	<u>Divya</u>
Dr. Ad. Ravi Mor.	
Ms Soniya Katre	<u>Soniya Katre</u>
Ms Dipdi Nandanwar.	—




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Academic Year 2020-21

SESSION 2020-21

Presiding Officer	: Dr. Anuradha R. Poddar
Faculty Member	: Dr. Zeenat N. Kashmiri
Faculty Member	: Dr. Sujata A. Mankar
Non-Teaching Member	: Mr. Naveen Agrawal
Non-Teaching Member	: Mr. G. M. Tharwani
Non-Teaching Member	: Mrs. Divya Methwani
External Member	: Dr. Aarti M. Kalnawat
P.G. Student Member	: Mr. Manoj Kurve (M.Com.)
U.G. Student Member	: Ms. Roshni Katre (B.Sc.)




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Academic Year 2020-21

Annual Report on cases of Sexual Harassment (1st April 2020 to 31st March 2021)

Sr. No.		Number of cases
1	Number of complaints of sexual harassment received in the year (1 st April 2020 to 31 st March 2021)	Nil
2	Number of complaints disposed off during the year	01
3	Number of cases pending for more than 90 days	Nil
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	01
5	Nature of action	--




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ICC Report 2020-21

Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur

Internal Complaints Committee


Annual Report Session 2020-21

As per the notification of University Grants Commission, dated 2nd May 2016, Internal Complaints Committee was established in the session 2016-17 in institution for prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. This Regulation describe responsibilities of the higher educational institutes, grievance redressal mechanism, process for making complaint and conducting inquiry, interim redressal, punishment and compensation, consequences of non-compliance etc. The committee reconstituted in session 2020-21. The incumbent committee member Dr. Anuradha Poddar (Presiding Officer), Dr. Zeenat Kashmiri (Faculty Member), Dr. Sujata Mankar (Faculty Member), Mr. G.M. Tharwani (Non-Teaching Member), Mrs. Divya Methwani (Non-Teaching Member), Dr. Arti kalnawat (External Member) till February and then Adv. Ravi Mor, Mr. Manoj Kurve (P.G. Student Member) and Mrs Roshani Katre (U.G. Student Member). List of committee members has been displayed in the visible place of college premises along with the complaint box.

In this session, numbers of meeting were conducted to solve a case and the report was submitted to the principal.

Because of pandemic students were not called to college.

The ICC displaced information in college premises to make aware about University Grants Commission Regulation, 2016.


Presiding office




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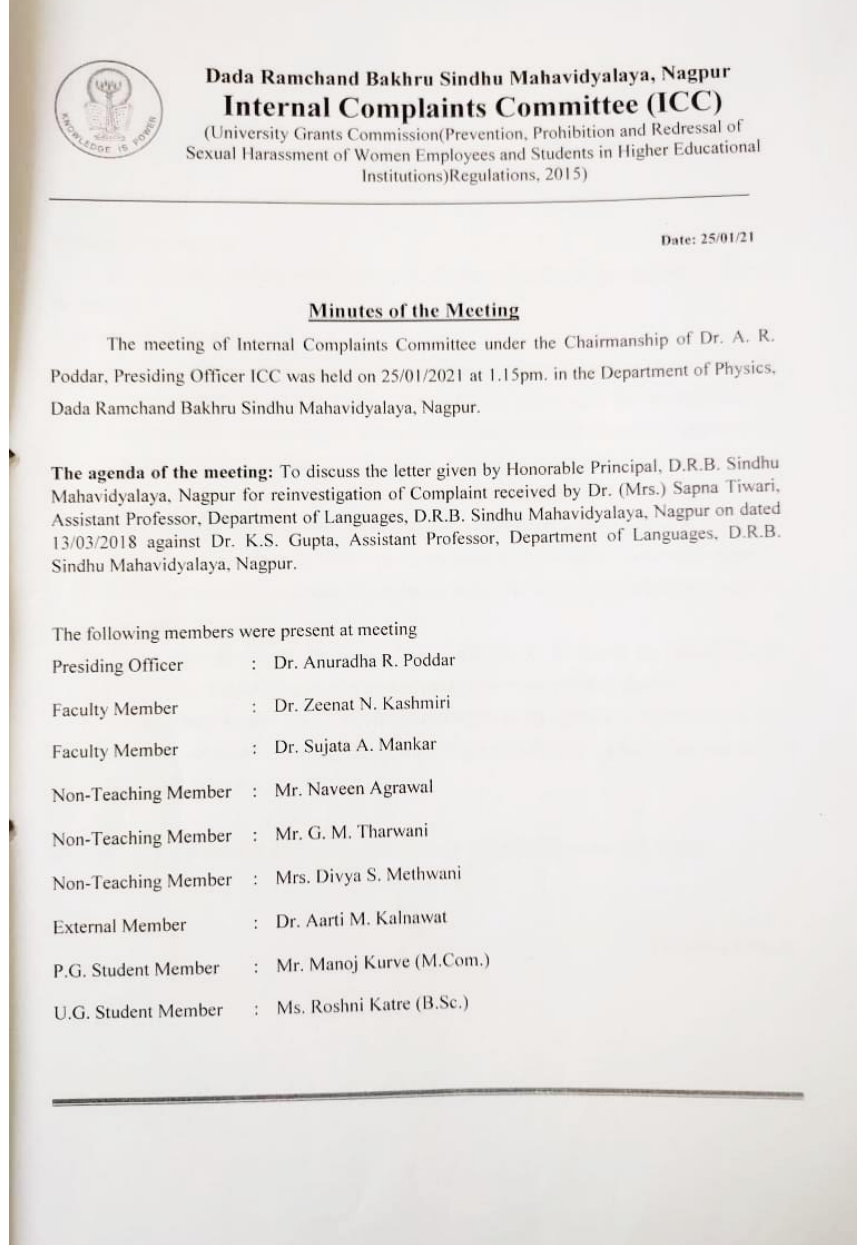


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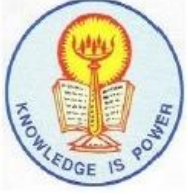
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Minutes of the meeting




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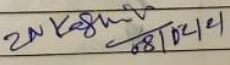

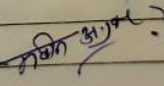
PAGE: 01
DATE: 08/02/2021

D.R.B. Sindhu Mahavidyalaya, Nagpur
Internal Complaints Committee

The meeting of Internal Complaints Committee under the chairmanship of Dr. Mrs. A.R. Poddar Presiding officer, ICC was held on 08/02/2021 at 11:30 am in the Department of Physical Education, D.R.B. Sindhu Mahavidyalaya, Nagpur.

The agenda of the meeting :-
The first meeting of reinvestigation of the (case) complaint made by Dr. Sapna Tiwari, on dated 13/03/2018

The following members were present at the meeting :-

- 1) Dr. Mrs. A. R. Poddar 
- 2) Dr. Mrs. Z. N. Kashmiri 
- 3) Dr. Mrs. S. A. Naukar 
- 4) Mr. N. M. Agrawal 




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Academic Year 2019-20

Presiding Officer	: Dr. Anuradha R. Poddar
Faculty Member	: Dr. Zeenat N. Kashmiri
Faculty Member	: Dr. Sujata A. Mankar
Non-Teaching Member	: Mr. G. M. Tharwani
Non-Teaching Member	: Mrs. Divya Methwani
External Member	: Dr. Aarti M. Kalnawat
P.G. Student Member	: Ms. Yashshri Katarpawar (M.Com.)
U.G. Student Member	: Mr. Saurabh Humne (B.Sc.)




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Office of the Principal ☎ : 2640368, 2642789

 **DADA RAMCHAND BAKHRU
SINDHU MAHAVIDYALAYA**
NAAC RE-ACCREDITED WITH CGPA 2.62
Kaka Tilokchand Rughwani Marg, Panchpaoli, Nagpur-440 017. (India)
E-mail : principalsmvnagpur@yahoo.in Website : www.smvnagpur.ac.in

No. SMV/29(A2)/2021-22 Date : 30/06/2021

To,
Director
Student Development Section
R.T.M. Nagpur University, Nagpur

Subject: Annual Report on cases of Sexual Harassment (1st April 2019 to 31st March 2020)

Sir,

Kindly find herewith the Annual Report on cases of Sexual Harassment of our college from period 1st April 2019 to 31st March 2020 in the prescribed proforma given by UGC.

Sr. No.		Number of cases
1	Number of complaints of sexual harassment received in the year (1 st April 2019 to 31 st March 2020)	Nil
2	Number of complaints disposed off during the year	Nil
3	Number of cases pending for more than 90 days	01
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	01
5	Nature of action	Ongoing

Thank you.

Recd
Sharma
17/7/21
संस्कृत विकास विभाग
सिंधु महाविद्यालय
पंचपाळी, नागपूर

o/c
Dada Ramchand Bakhru
Principal
Officiating Principal
Dada Ramchand Bakhru
Sindhu Mahavidyalaya, Nagpur-17



SR
Officiating Principal
Dada Ramchand Bakhru
Sindhu Mahavidyalaya, Nagpur-17



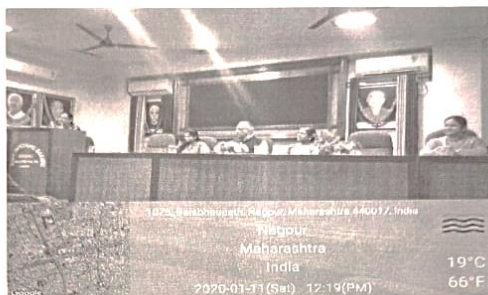
Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur

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ICC Report

Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur
Internal Complaints Committee
Annual Report Session 2019-20



Guest Lecture by Advocate Dr. Arti Kalnawat, Off. Principal, G. H. Raisoni Law School, Nagpur

As per the notification of University Grants Commission, dated 2nd May 2016, Internal Complaints Committee was established in the session 2016-17 in institution for prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. This Regulation describe responsibilities of the higher educational institutes, grievance redressal mechanism, process for making complaint and conducting inquiry, interim redressal, punishment and compensation, consequences of non-compliance etc. The committee reconstituted in session 2019-20. The incumbent committee member Dr. Anuradha Poddar (Presiding Officer), Dr. Zeenat Kashmiri (Faculty Member), Dr. Sujata Mankar (Faculty Member), Mr. G.M. Tharwani (Non-Teaching Member), Mrs. Divya Methwani (Non-Teaching Member), Dr. Arti Kalnawat (External Member), Ms. Yashshri Katarpawar (P.G. Student Member) and Mr. Saurabh Humne (U.G. Student Member). List of committee members has been displayed in the visible place of college premises along with the complaint box.

In this session, ICC conducted guest lecture of Advocate Dr. Arti Kalnawat, Off. Principal, G. H. Raisoni Law School, Nagpur, on "Supreme Courts contribution in shaping protection against sexual harassment at working place" for teaching ,non teaching staff members and students. She spoke on the University Grants Commission act on Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. She also created awareness of laws of Supreme Court mentioning different examples. She said there are laws and provisions for the women rights and empowerment.

The ICC distributed information leaflet to students of B.Sc., B.Com., and M. Com. to aware them about University Grants Commission Regulation, 2016.

R. Poddar
Presiding officer



VP
Officiating Principal
Dada Ramchand Bakhru
Sindhu Mahavidyalaya, Nagpur-17



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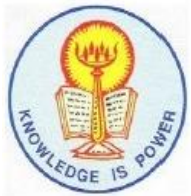


Academic Year 2018-19

Presiding Officer	: Dr. V. M. Kumar
Faculty Member	: Dr. Zeenat N. Kashmiri
Faculty Member	: Dr. Sujata A. Mankar
Non-Teaching Member	: Mr. Naveen Agrawal
Non-Teaching Member	: Mrs. Divya Methwani
External Member	: Mrs. Sarita Mane
P.G. Student Member	: Mr. Ganesh Shahu (M.Com.)
U.G. Student Member	: Ms. Sonu Dhakate (B.Sc.)




Officiating Principal
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Academic Year 2018-19

Annual Report on Cases of Sexual Harassment (1st April 2018 to 31st March 2019)

Sr. No.		Number of cases
1	Number of complaints of sexual harassment received in the year (1 st April 2018 to 31 st March 2019)	01
2	Number of complaints disposed off during the year	--
3	Number of cases pending for more than 90 days	--
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	--
5	Nature of action	As per UGC regulation 2015




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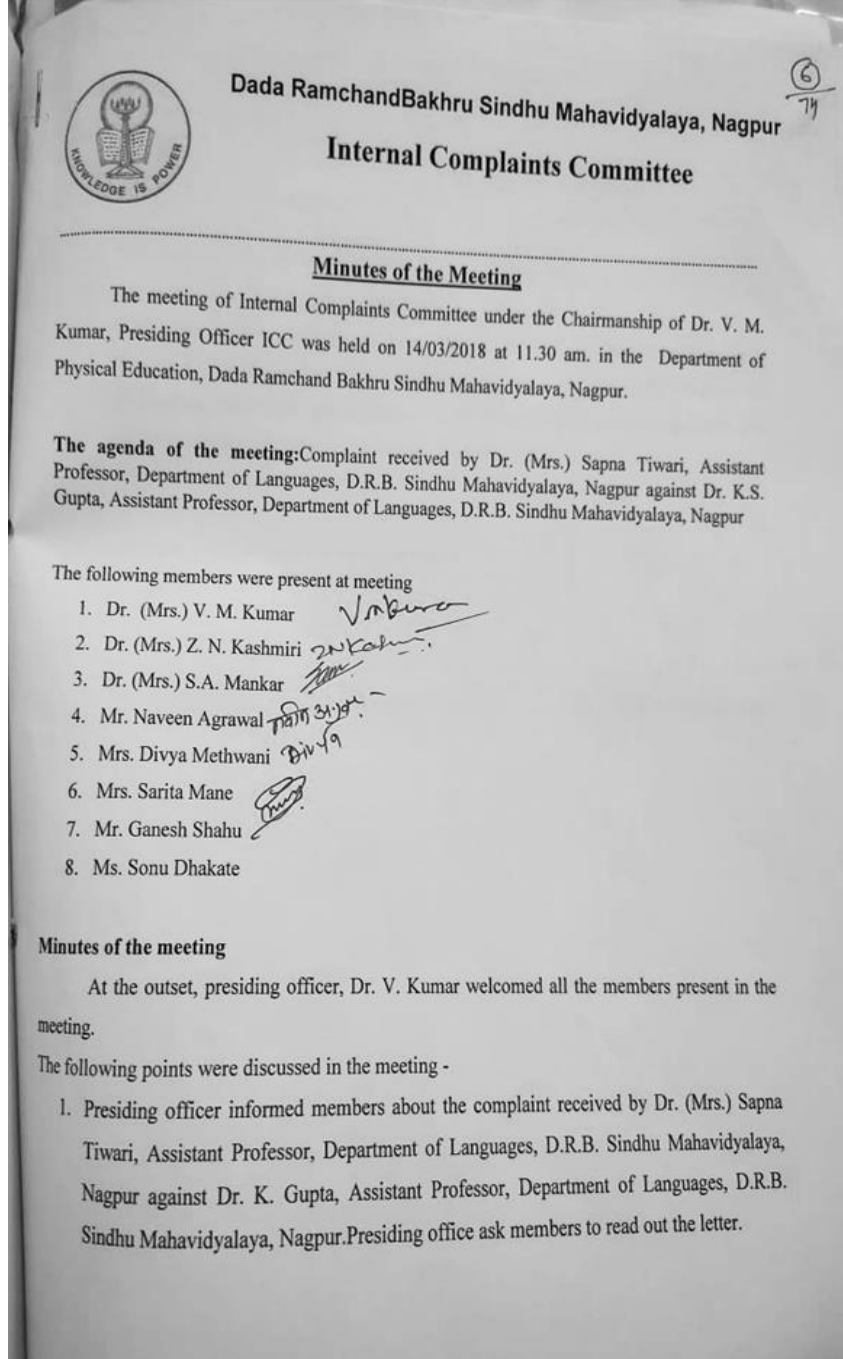


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Minutes of the meeting




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20/74

**Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur**
Internal Complaints Committee

Minutes of the Meeting

The meeting of Internal Complaints Committee under the Chairmanship of Dr. V. M. Kumar, Presiding Officer ICC was held on 15/03/2018 at 11.00am. in the Department of Physical Education, Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur.

The agenda of the meeting: To record statement of Dr. (Mrs.) Sapna Tiwari, Assistant Professor, Department of Languages, D.R.B. Sindhu Mahavidyalaya, Nagpur, in the context of complaint received by her against Dr. K.S. Gupta, Assistant Professor, Department of Languages, D.R.B. Sindhu Mahavidyalaya, Nagpur

The following members were present at meeting:-

1. Dr. (Mrs.) V. M. Kumar *V.M. Kumar*
2. Dr. (Mrs.) Z. N. Kashmiri *Z.N. Kashmiri*
3. Dr. (Mrs.) S.A. Mankar *S.A. Mankar*
4. Mr. Naveen Agrawal *Naveen Agrawal*
5. Mrs. Divya Methwani *Divya*
6. Mrs. Sarita Mane *Sarita Mane*
7. Mr. Ganesh Shahu
8. Ms. Sonu Dhakate

Minutes of the meeting

At the outset, presiding officer, Dr. V. Kumar welcomed all the members present in the meeting.

The following points were discussed in the meeting -



V
Officiating Principal
Dada Ramchand Bakhru
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