



Dada Ramchand Bakhru Sindhu Mahavidyalaya,
Nagpur

Internal Complaints Committee

Report Academic Years 2018-19 to 2023-24



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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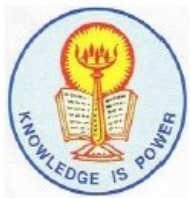
Academic Year 2023-24

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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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.




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Glimpse of the Guest Talk



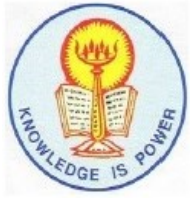
Guest speaker Dr. Meenakshi Wasnik and ICC members



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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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 Katore
U.G. Student Member	: Ms. Deepali Nandanwar




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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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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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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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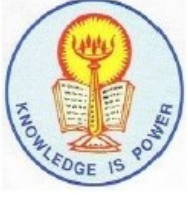
Academic Year 2020-21

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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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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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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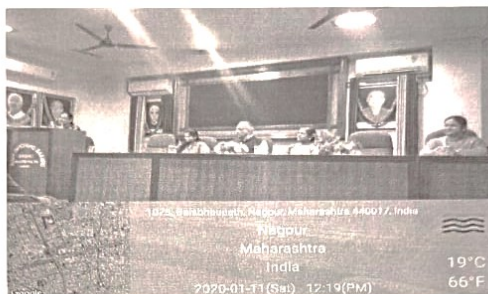
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ICC Report

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Internal Complaints Committee
Annual Report Session 2019-20

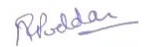


Guest Lecture by Advocate Dr. Arti Kalnawat, Off. Principal, G. H. Raisoni Law School, Nagpur

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.


Presiding officer




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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.)




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