

Sexual Harrashment



सत्यमेव जयते



HANDBOOK

On

Sexual Harassment of Women at Workplace

(Prevention, Prohibition and Redressal) Act, 2013

for Employers / Institutions / Organisations/
Internal Complaints Committee / Local Complaints Committee



Towards a new dawn

Government of India
Ministry of Women and Child Development

NOVEMBER 2015



Tel. : 23367573

Fax : 23362946

Telegrams : WOMEN CHILD

भारत सरकार

महिला एवं बाल विकास मंत्रालय

GOVERNMENT OF INDIA

MINISTRY OF WOMEN & CHILD DEVELOPMENT

जीवन विहार, नई दिल्ली-110 001, दिनांक

Jeevan Vihar, New Delhi-110 001, Dated

लोपामुद्रा मोहंती
Lopamudra Mohanty

ACKNOWLEDGEMENTS

In our journey towards preparing this Handbook, which required a lot of guidance and assistance from many people, whose names may not be enumerated, I am thankful to all of them for their contributions towards the completion of the task.

I would like to express my sincere thanks to the UN Women (United Nations Entity for Gender Equality and Empowerment of Women) for their valuable contributions with their experience in women's movement and expertise in gender rights in supporting the Ministry to prepare the Handbook with key information on the Act in an easy-to-use practical manner and designing with appropriate illustrations.

I would like acknowledge the important contributions made by Ms. Risha Syed, Legal Consultant for the hardwork put by her coupled with her experience and expertise as a legal professional and commitment to gender issues in bringing out the Handbook.

I am also thankful to Dr. Paramita Majumdar, Senior Consultant, Gender Budgeting for reviewing the manuscript with meticulous scrutiny and scholarly advice. I would like to mention with appreciation for Shri Samuel Paul, Assistant Secretary for showing not only his keen interest on the subject, but assisting us in the review work.

We hope that this Handbook will be a guide and inspiration to all of us in creating an enabling environment of women in the workplaces.


(Lopamudra Mohanty)

V. Somasundaran



सत्यमेव जयते

सचिव
भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली - 110001

Secretary
Government of India
Ministry of Women & Child Development
Shastri Bhawan, New Delhi-110001
Website : <http://www.wcd.nic.in>

18th November 2015

FOREWORD

I am pleased to share with you this Handbook on **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**. This Handbook is of immense importance because combating sexual harassment involves developing deeper understanding of what is sexual harassment and change of attitudes in all - be it employer, employees, colleagues, friends, or the policy makers.

Sexual Harassment at workplace is an extension of violence in everyday life and is discriminatory and exploitative, as it affects women's right to life and livelihood. In India, for the first time in 1997, a petition was filed in the Supreme Court to enforce the fundamental rights of working women, after the brutal gang rape of Bhanwari Devi a social worker from Rajasthan. As an outcome of the landmark judgment of the Vishaka and Others v State of Rajasthan the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, was enacted wherein it was made mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women. The Act is also unique for its wide ambit as it is applicable to the organized sector as well as the unorganized sector.

The legislation, however, requires the support and commitment of all stakeholders for its effective and successful implementation in preventing workplace sexual harassment. It casts an obligation upon the employer to address the grievances in respect of sexual harassment at workplace in a time bound manner. It is in this context that this Handbook would be very useful as it provides clear definition of what constitutes sexual harassment and explains how the complaint process works.

I am sure that the Handbook will be extremely useful to all agencies concerned and help them in taking pro-active measures to eradicate the problem/menace of workplace sexual harassment in the country.


(V. Somasundaran)

It is the hope of the Ministry that this Handbook will be of considerable value for employers, employees and complaint committees alike, as it provides guidance with regard to the steps to be taken and the processes to be followed, in line with the requirements of the law. It will prove useful to all women workers particularly and be a step forward in promoting their independence as well as the right to work with dignity as equal partners in an environment that is free from violence.

pda
(Preeti Sudan)

प्रीति सूदन
PREETI SUDAN
अपर सचिव
Additional Secretary
Tel. 011-23038823
Fax. 011-23070480



भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली - 110001
Government of India
Ministry of Women & Child Development
Shastri Bhawan, New Delhi-110001
Website: <http://www.wcd.nic.in>
Email id: sudanp@nic.in

Dated: 17th November, 2015

PREFACE

The Government of India is committed to ending all forms of violence against women that negatively impact society, hamper gender equality and constricts the social and economic development of the country.

Since, **sexual harassment** results in violation of the fundamental rights of a woman to equality as per Articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the Constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Act is an extension of the Vishaka Guidelines issued by the Supreme Court in 1997. The Supreme Court of India, for the first time in the Vishaka Guidelines, acknowledged Sexual Harassment at the workplace as a human rights violation. Further, the Act also reflects the commitment of the Government to the ratification of the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) on July 09, 1993. This new legislation makes every effort to be a user friendly tool in the hands of the employers and employees, to create safe and secure workplaces for all women.

With the enactment of the Act, India is now a part of a select group of countries to have prohibited **sexual harassment** at workplace through national legislation. The Act is unique in its broad coverage which includes all working women from organised and unorganised sectors alike, as also public and private sectors, regardless of hierarchy. Effective implementation of the Act is a challenge. The Handbook is designed to be a Ready Reckoner for organisations vested with responsibility to enforce the law.

The **Handbook** is structured into six sections. The first section is an introduction and detail regarding the genesis of the Act, the second sets the context by defining the workplace and sexual harassment and impact of such behaviour, the third focuses on the key individuals and institutions involved in prohibition and prevention processes and their responsibilities, section four discusses the redressal mechanism followed by monitoring requirement in section five and important international frameworks and best practices on sexual harassment at the workplace in the concluding section.



सत्यमेव जयते

मेनका संजय गांधी
Maneka Sanjay Gandhi



मंत्री
महिला एवं बाल विकास मंत्रालय
भारत सरकार
नई दिल्ली-110001

MINISTER
MINISTRY OF WOMEN & CHILD DEVELOPMENT
GOVERNMENT OF INDIA
NEW DELHI-110001

MESSAGE

With improved access to education and employment, millions of Indian women are entering the country's workforce today. Many working women face **sexual harassment** at the workplace on a daily basis. It is crucial therefore that as a country, we strive to eliminate work-place sexual harassment since women have the right to work in safe and secure environment. It is the responsibility of every employer to ensure safety of women in a work environment and improve their participation. This will contribute to realization of their right to gender equality and result in economic empowerment and inclusive growth and benefit the nation as a whole.

I am pleased to present this Handbook on **Sexual Harassment** of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It provides key information about the provisions of the Act in an easy-to-use and practical manner. The Handbook has been developed with the aim to ensure that the citizens of India are aware of their rights and obligations in terms of creating safe workplace environment for women.

Government of India is committed to promote gender equality and women's empowerment across every sector. This Handbook reflects our commitment to empower women as economic agents and improve their ability to access markets on competitive and equitable terms. I am confident that this Handbook which advocates and enforces the rules as laid out in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, will be beneficial to everyone. The practical and user-friendly procedures outlined in the Handbook will be useful for actual implementation of the Act.

Maneka Sanjay Gandhi
(Smt. Maneka Sanjay Gandhi)



सत्यमेव जयते



HANDBOOK

on

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

**for Employers / Institutions / Organisations/
Internal Complaints Committee / Local Complaints Committee**



Towards a new dawn

**Government of India
Ministry of Women and Child Development**

November 2015



Senapati Prataprao Gujar Education Society Kandewadi's
Mhaisal Mahavidyalaya, Mhaisal

Tal.Miraj Dist.Sangli

Email :- mhaisalcollege@gmail.com

Founder Chairman :- Late Hon.Babasaheb Kupekar (Former Maharashtra Assembly Speaker)

Chairman
Hon.Shri.Balasaheb Kupekar (B.Sc.Agri)
Ex.Treasurer,
Western Maharashtra Devsthan Samiti

Secretary
Shri.Bharma Arjun Patil

I/C Principal
Dr.Namadev R.Gavali
M.A.,M.Phil.,Ph.D
Mobile No.9767747592

Ref. No-MHAI/

Date :

Meeting and Minutes



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2022-23

UGC has notified Prevention of Sexual Harassment of woman employee and Students in higher educational institutions Regulation Act 2015. These rules are made binding by UGC for Universities and Colleges.

COMPOSITION OF ANTI-SEXUAL HARASSMENT COMMITTEE

Sr.No.	Name	Designation	Role
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman
2.	Smt. Geeta S. Shete	Assistant Professor	Coordinator
3.	Dr. Reena S. Patil	Assistant Professor	Member
4.	Smt. Madhavi D. Ankalkhope	Advocate	Member
5.	Smt. Mohini R. Shikalgar	Social Worker	Member
6.	Smt. Chhaya C. Bidkar	Library assistant	Member
7.	Miss. Gayatri V. Desai	Student Representative	Member


Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE
FOR THE ACADEMIC YEAR 2022-23

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Committee has been established by Mhaisal Mahavidyalaya, Mhaisal to provide a healthy and suitable atmosphere to the students and staff of the College.

Objectives:

- To fulfil the directive of the Supreme Court, as per UGC directives and Shivaji University, Kolhapur in respect of implementing a policy against sexual harassment in the institution.
- To develop guidelines and norms for a policy against sexual harassment.
- To provide an environment free of gender-based discrimination.
- To organize gender sensitization awareness programmes.
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To recommend appropriate punitive action against the guilty party.

Policy Mechanism:

The Committee deals with issues relating to sexual harassment at the college received orally or in writing. It is applicable to all students and faculty.

- A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the principal, or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.
- Receive and redress complaints received from any member of the College (including students, staff, and outsiders on college premises)
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.

Disciplinary Action:

- A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions
- Rustication from College for a period up to a certain period or expulsion from the College

Frequency Meetings:

Once in every Semester or whenever need arises. The Convener of the Committee shall be responsible to prepare the minutes of the meeting. Duties and responsibility of the members of the committee. Every resolution passed by the Committee should be recorded at the meeting and read out by the convener at the meeting itself. Within Seven days after the date of the meeting the Convener of the Committee shall send a copy of the minutes, as approved by the Chairperson of the meeting, to the Chairperson of the Constituting Authority and to all the Members of the Committee.

Composition of the Anti-Sexual Harassment Committee

- The principal will be the chairman of the committee
- One member as the Coordinator of the Committee
- One member from Internal Complaint Committee
- One member as an Advocate
- One member as social worker
- One member from non-teaching staff
- One member as a Student Representative



Gavali
Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377

Email : mhaisalcollege@gmail.com

Founder :- Late Hon. Shri. Babasaheb Kupekar
(Former Maharashtra Assembly Speaker)

President

Hon. Shri. Balasaheb Kupekar
B.Sc. (Agri).
Ex. Treasurer Western Maharashtra
Devasthan Samiti

Secretary

Shri. Bharna A. Patil

I/C Principal

Dr. Namadev R. Gavali
M.A., M.Phil. Ph.D

Date : 29/08/2022

Anti-Sexual Harassment Committee

NOTICE

A meeting of Anti-Sexual Harassment Committee will be held at 11.30 A.M. on Thursday, 01.9.2022, in Principal Chamber. All the members are informed to attend the same.

Agenda:

- To discuss about policies of the committee
- To know about responsibilities of the members of the committee
- To discuss any other matter related to above subject

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Smt. Geeta S. Shete	Assistant Professor	Coordinator	
3.	Dr. Reena S. Patil	Assistant Professor	Member	
4.	Smt. Madhavi D. Ankalkhope	Advocate	Member	
5.	Smt. Mohini R. Shikalgar	Social Worker	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss. Gayatri V. Desai	Student Representative	Member	

Coordinator
Assi. Prof. Geeta S. Shete

Dr. N. R. Gavali

I/C PRINCIPAL

MHAISAL MAHAVIDYALAYA, MHAISAL
TAL. MIRAJ, DIST. SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2022-23

MINUTES OF THE MEETING-I

Date: 01/09/2022 Time: 11.30 a.m.

Place: Principal Chamber

Proceedings of the Meeting

1. Principal Dr. N. R. Gavali welcomed all the members of the Committee and Coordinator Smt. G. S. Shete, explained the purpose of the meeting.
2. All the members are decided
 - i) To aware the students about the functions and guidelines of the Anti-Sexual Harassment Committee to students.
 - ii) To make ensure safety and the girl students in the College Campus.
 - iii) Informed each member to make aware of the mechanism and responsibilities of the Committee to the students.
 - iv) Discussed to organise awareness programme for students in cooperation.
 - v) It was also decided to set up a Complaint Drop Box in the College premises.
3. Dr. R. S. Patil concluded the meeting with Vote of Thanks.

Members attended the Meeting

Sr. No.	Name of Members	Position	Signature
1	Dr. N. R. Gavali I/C Principal	Chairperson	
2	Assi. Prof. G. S. Shete	Coordinator	
3	Dr. Reena S. Patil	Member	
4	Adv. Smt. Madhavi D. Ankalkhore	Member	
5	Smt. Mohini R. Shikalgar	Member	
6	Smt. Chhaya C. Bidkar	Member	
7	Miss. Gayatri V. Desai	Member	

Assi. Prof. G. S. Shete
Coordinator

Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL. MIRAJ, DIST. SANGLI.

306120/2022/WS



ज्ञानं विद्यायै विद्युन्मते

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax: 011-2323 8858

E-mail: secy.ugc@nic.in

D O No 91-5/2021(GS)

November, 2022

Respected Madam/Sir,

22 NOV 2022

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 was notified on 9th December, 2013 to provide a safe and secure environment to women at the workplace.

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

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

University Grants Commission (UGC) has also notified University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 in the Gazette of India which are available on UGC website i.e. www.ugc.ac.in. These Regulations clearly describes responsibilities of the higher educational institutions, grievance redressal mechanism, process for making complaint and conducting inquiry interim redressal, punishment and compensation, consequences of non-compliance etc. UGC Regulations being statutory in nature are binding for universities and colleges.

The Ministry of Education has decided to ensure that a Special Drive be conducted in all the Autonomous Bodies (ABs) / Public Sector Undertakings (PSUs)/ Higher Educational Institutions on the following activities:-

- I. To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.

... contd... 2/-

ANTI-SEXUAL HARASSMENT COMMITTEE

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment committee has been established by MEASI Institute of Management to provide a healthy and congenial atmosphere to the staff and students of the College.

Objectives:

- ❖ To develop guidelines and norms for a policy against sexual harassment.
- ❖ To develop principles and procedures for combating sexual harassment.
- ❖ To work out details for the implementation of the policy.
- ❖ To prepare a detailed plan of actions, both short and long term.
- ❖ To organize gender sensitization awareness programmes.
- ❖ To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- ❖ To advise complainants of the informal and formal means of resolution as specified by the Cell.
- ❖ Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- ❖ Recommend appropriate punitive action against the guilty party.
- ❖ To provide information regarding counseling and support services on our campus.
- ❖ To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.

- ❖ To promote awareness about sexual harassment through educational initiatives those encourages and foster a respectful and safe campus environment.

Procedure:

The Cell deals with issues relating to sexual harassment at the Roever engineering college. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the Principal, or any of the Committee members, they may forward it to the Convener of the Committee Against Sexual Harassment. It should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

- ❖ Physical contact and advances;
 - ❖ Demand or request for sexual favors;
 - ❖ Sexually colored remarks;
 - ❖ Showing pornography; and
 - ❖ Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.
- (Vishaka judgment by Supreme Court)

The following is also sexual harassment and is covered by the committee:

discrimination which seriously inhibits women's ability to enjoy rights and freedom on the basis of equality with men. The National Policy for Empowerment of Women (2001), Government of India, had emphasized the elimination of discrimination and all forms of violence against women in both the public and the private sphere. Institutions and mechanisms /schemes for assistance are to be created and strengthened for prevention of such violence including sexual harassment at workplace.

The Teachers' Council, Women's Christian College had met on 21st December 2012 to discuss the issue of sexual harassment at workplace. In this meeting a decision was adopted to constitute an Internal Complaints Committee.

As per Sec 6 (2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act, 2013 an Internal Complaints Committee was duly formed in the college to look into, and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees in the institution. To that end the college has been vigilant about instances of gender discrimination, victimization and abuse, and acted promptly to address/redress any issues that violated the provisions of the said Act. Moreover, it plays a proactive role in averting instances of sexual harassment by motivating students to attend the programmes organized by the Women's Study Cell of the college on gender discrimination, sexual harassment, relevant legislation for the empowerment of women and other related concerns.

- ❖ The management sponsors money every year for a one day picnic to the staff.
- ❖ The management provides refreshments in case the work time of the faculty is extended beyond the working hours.

Responsibilities:

- ❖ Promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment and other acts of gender based violence;
- ❖ Organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination;
- ❖ Fulfil the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment or gender-based discrimination;
- ❖ Receive and redress complaints received from any member of the College (including students, research scholars, staff, hostel residents and outsiders on College premises) alleging sexual harassment by another member(s) of the College;
- ❖ Take so-moto cognizance of any act of sexual harassment or gender-based discrimination on the College campus and/or facilities and to take further action in this regard;
- ❖ Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance;
- ❖ Engage the services of a professional or other expert in the course of performing its functions;
- ❖ Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential;



Senapati Prataprao Gujar Shikshan Sanstha, Kandewadi's
Mhaisl Mahavidyalaya, Mhaisl

Tal. Miraj Dist. Sangli (Maharashtra) (0233)2251377

Email: mhaisalcollege@gmail.com

Founder: -Late Hon. Shri. Babasaheb Kupekar
(Former Maharashtra Assembly Speaker)

President
Hon. Shri. Balasaheb Kupekar
B.Sc. (Agri).
Ex. Treasurer Western Maharashtra
Devasthan Samiti

Secretary
Shri. Bharma A. Patil

I/C Principal
Dr. Namadev R. Gavali
M.A., M.Phil. Ph. D

MMM/2022-23 No.

Date: 06/03/2023

NOTICE

All the students are informed that the **International Women's Day (8th March)** is celebrating on Thursday, 9th March 2023 at 11.30 a.m. in College Hall. It is compulsory to attend all the students and staff in given time.

Assi. Prof. G. S. Shete
Coordinator
Anti Sexual Harassment Committee

Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.





Senapati Prataprao Gujar Shikshan Sanstha Kanadewadi's
Mhaisa Mahavidyalaya, Mhaisa

Tal. Miraj Dist. Sangli (Maharashtra) (0233)2251377

Email: mhaisacollege@gmail.com

Founder: -Late Hon. Shri. Babasaheb Kupekar
(Former Maharashtra Assembly Speaker)

Anti Sexual Harassment Committee

Academic Year – 2022-23

Report of the Programme

International Women's Day (8th March)

- Title of the Programme : International Women's Day (8th March)
- Nature of Activity : Lecture on Women Rights and Gender Equality
- Date of Activity conducted : 9th March 2023 Time : 11.30 a.m. onwards
- Target Group : B .A., & B. Com. Students,
- Participants : 30
- Department of Organiser : Anti Sexual Harassment Committee & Cultural Committee

- Coordinator : Assi. Prof. Geeta S. Shete

• Objectives of the Programme :

To celebrate International Women's Day, recognize the achievements and contributions of women worldwide and promote gender equality.

• Outcomes of the Programme :

International Women's Day was successfully achieved its objectives of raising awareness about women's issues and achievements. The celebration helped to create a safe and inclusive space for women to express themselves and to celebrate their achievements.

• Details of the Programme:

- Introduction : Assi. Prof. M. S. Sapkal
- Speech of Chairperson : Dr. R. S. Patil
- Vote of Thanks : Assi. Prof. M. B. Mujawar
- Organiser : Assi. Prof. M. S. Sapkal

Assi. Prof. Geeta S. Shete

• Short Description of Conducted Activity:

International Women's Day has been organized to promote gender equality among students and staff. Assi. Prof. M. S. Sapkal introduced the program. Chairperson Dr. R. S. Patil gave a lecture on Women's Rights and Gender Equality and gives several examples of gender equality and conclude the topic. Lastly Assi. Prof. M. B. Mujawar expresses a vote of thanks. The response from the students was exciting.



Assi. Prof. G. S. Shete

Co-ordinator

Anti Sexual Harassment Committee



Dr. N. R. Gavali

VC PRINCIPAL

**MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.**



ANTI- SEXUAL HARRASEMENT COMMITTEE

Subject : International Women's Day (8th March)



International Women's Day keynote speaker
Dr. Reena Patil





Mhaisa Mahavidyalaya, Mhaisa

International Womens Day 2022-23

09.MARCH.2023

Sr. No.	Name of Students	Class	Signature
1	Amruta Bhimrao Bhatkar	B.com III	
2	Renuka dundappa aule	B.com II	
3	Apoorna Prakash Shikalgar	B.A-I	
4	manali Dilip Chorbhat	B.A.I	
5	Vaishnavi Sanjay Kamble	B.A.I	
6	Tamanna ismaile walekade	B.A.I	
7	Ahitarav Satish mane	B.A.I	
8	Sujal ranaji lohar	B.A.II	
9	Navdeep Ashok Pawar	B.A.II	
10	Ravindra Parashram mane	B.A.II	
11	Nakul mahesh bhendvade	M.com	
12	Shubham Bapaso Jadhav	B.A.II	
13	sunil maruti Kabade	B.A.II	
14	Manasvee Gurnath Shinde	B.com I	
15	mahesh Mohan Chougule	B.A.II	
16	Vaibhav Shivaji yesu prali	B.A.II	
17	ganesha Suryaji Shrivade	B.com II	
18	Dr. Pooja Prakash Tele	phy Director	
19	Assi. Profess. M.B. Mujawar	Commerce	
20	Nikitatukaram Shinde	B.A.I	
21	Pragati Sambhaji Patil	B.A.I	
22	Srushti vijay Mankapure	B.A.I	
23	PRATHI APPASO TATAPDE	B.A.II	
24	Bhagyashri shashikant chougule	B.com I	
25	Ashwini kalgonda ghirote	B.com I	
26	Vaibhav shivaji suryawanshi	B.A.III	
27	sonali koushnat kore	B.com I	
28	omkar suresh chougule		
29	Saaiqa Avadhut Koli	B.com I	
30	Pallavi Mahadev Bajantoi	B.A.II	

I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL-MIRAJ, DIST-SANGLI.

Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisai Mahavidhyalaya, Mhaisai.

Tal – Miraj, Dist-Sangli. Phone No. 0233-2251377

Ref.

Date:-

To,
THE REGISTRAR / DIRECTOR,
BOARD OF COLLEGES & UNIVERSITY DEVELOPMENT
SHIVAJI UNIVERSITY, KOLHAPUR.

Anti- Sexual Harassment Committee 2022-23

Sr.No.	Name	Department	Desiganation
1.	Dr. N.R.Gavali	Chairperson	I/C Principal
2.	Smt.G.S.Shete	Dept.Economics	Co-Ordinator
3.	Dr.R.S.Patil	Dept.Hindi	Member
4.	Adv.M.R. Ankalkhope	Advocate	Member
5.	Smt.Mohini Shikalgar	Social Worker	Member
6.	Smt.C.C.Bidkar	Dept.Liabrary	Member
7.	Miss.Gayatri V.Desai	Student Rep.	Member


Dr. N.R. Gavali

I/C PRINCIPAL

MHAISAL MAHAVIDYALAYA, MHAISAL

TAL. MIRAJ DIST. SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377

Email: mhaisalcollege@gmail.com

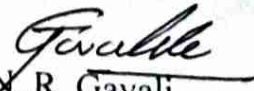
ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2022-23

UGC has notified Prevention of Sexual Harassment of woman employee and Students in higher educational institutions Regulation Act 2015. These rules are made binding by UGC for Universities and Colleges.

COMPOSITION OF ANTI-SEXUAL HARASSMENT COMMITTEE

Sr.No.	Name	Designation	Role
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman
2.	Smt. Geeta S. Shete	Assistant Professor	Coordinator
3.	Dr. Reena S. Patil	Assistant Professor	Member
4.	Smt. Madhavi D. Ankalkhope	Advocate	Member
5.	Smt. Mohini R. Shikalgar	Social Worker	Member
6.	Smt. Chhaya C. Bidkar	Library assistant	Member
7.	Miss. Gayatri V. Desai	Student Representative	Member


Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Saropati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisl Mahavidyalaya, Mhaisl

Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2022-23

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Committee has been established by Mhaisl Mahavidyalaya, Mhaisl to provide a healthy and suitable atmosphere to the students and staff of the College.

Objectives:

- To fulfil the directive of the Supreme Court, as per UGC directives and Shivaji University, Kolhapur in respect of implementing a policy against sexual harassment in the institution.
- To develop guidelines and norms for a policy against sexual harassment.
- To provide an environment free of gender-based discrimination.
- To organize gender sensitization awareness programmes.
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To recommend appropriate punitive action against the guilty party.

Policy Mechanism:

The Committee deals with issues relating to sexual harassment at the college received orally or in writing. It is applicable to all students and faculty.

- A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the principal, or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.
- Receive and redress complaints received from any member of the College (including students, staff, and outsiders on college premises)
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.

Disciplinary Action:

- A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions
- Rustication from College for a period up to a certain period or expulsion from the College

Frequency Meetings:

Once in every Semester or whenever need arises. The Convener of the Committee shall be responsible to prepare the minutes of the meeting. Duties and responsibility of the members of the committee. Every resolution passed by the Committee should be recorded at the meeting and read out by the convener at the meeting itself. Within Seven days after the date of the meeting the Convener of the Committee shall send a copy of the minutes, as approved by the Chairperson of the meeting, to the Chairperson of the Constituting Authority and to all the Members of the Committee.

Composition of the Anti-Sexual Harassment Committee

- The principal will be the chairman of the committee
- One member as the Coordinator of the Committee
- One member from Internal Complaint Committee
- One member as an Advocate
- One member as social worker
- One member from non-teaching staff
- One member as a Student Representative



N. R. Gavali
Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal.MirajDist.Sangli (Maharashtra)(0233)2251377

Email : mhaisalcollege@gmail.com

Founder :-Late Hon. Shri. Babasaheb Kupekar
(Former Maharashtra Assembly Speaker)

President

Hon.Shri.BalasahebKupekar
B.Sc.(Agri).
Ex.Treasurer Western Maharashtra
Devasthan Samiti

Secretary

Shri. BharnaA.Patil

I/C Principal

Dr.Namadev R. Gavali
M.A.,M.Phil.Ph.D

Date : 29/08/2022

Anti-Sexual Harassment Committee

NOTICE

A meeting of Anti-Sexual Harassment Committee will be held at 11.30A.M. on Thursday, 01.9.2022, in Principal Chamber. All the members are informed to attend the same.

Agenda:

- To discuss about policies of the committee
- To know about responsibilities of the members of the committee
- To discuss any other matter related to above subject

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Smt. Geeta S. Shete	Assistant Professor	Coordinator	
3.	Dr. Reena S. Patil	Assistant Professor	Member	
4.	Smt.Madhavi D. Ankalkhope	Advocate	Member	
5.	Smt. Mohini R. Shikalgar	Social Worker	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss. Gayatri V. Desai	Student Representative	Member	

Coordinator
Assi.Prof. Geeta S. Shete

Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisal Mahavidyalaya, Mhaisal
Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377
Email: mhaisalcollege@gmail.com

**ANTI-SEXUAL HARASSMENT COMMITTEE
FOR THE ACADEMIC YEAR 2022-23
MINUTES OF THE MEETING-I**

Date: 01/09/2022 Time: 11.30 a.m.

Place: Principal Chamber

Proceedings of the Meeting

1. Principal Dr. N. R. Gavali welcomed all the members of the Committee and Coordinator Smt. G. S. Shete, explained the purpose of the meeting.
2. All the members are decided
 - i) To aware the students about the functions and guidelines of the Anti-Sexual Harassment Committee to students.
 - ii) To make ensure safety and the girl students in the College Campus.
 - iii) Informed each member to make aware of the mechanism and responsibilities of the Committee to the students.
 - iv) Discussed to organise awareness programme for students in cooperation.
 - v) It was also decided to set up a Complaint Drop Box in the College premises.
3. Dr. R. S. Patil concluded the meeting with Vote of Thanks.

Members attended the Meeting

Sr. No.	Name of Members	Position	Signature
1	Dr. N. R. Gavali I/C Principal	Chairperson	
2	Assi. Prof. G. S. Shete	Coordinator	
3	Dr. Reena S. Patil	Member	
4	Adv. Smt. Madhavi D. Ankalkhope	Member	
5	Smt. Mohini R. Shikalgar	Member	
6	Smt. Chhaya C. Bidkar	Member	
7	Miss. Gayatri V. Desai	Member	

Assi. Prof. G. S. Shete
Coordinator

Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2021-22

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Committee has been established by Mhaisal Mahavidyalaya, Mhaisal to provide a healthy and suitable atmosphere to the students and staff of the College.

Objectives:

- To fulfil the directive of the Supreme Court, as per UGC directives and Shivaji University, Kolhapur in respect of implementing a policy against sexual harassment in the institution.
- To develop guidelines and norms for a policy against sexual harassment.
- To provide an environment free of gender-based discrimination.
- To organize gender sensitization awareness programmes.
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To recommend appropriate punitive action against the guilty party.

Policy Mechanism:

The Committee deals with issues relating to sexual harassment at the college received orally or in writing. It is applicable to all students and faculty.

- A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the principal, or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.
- Receive and redress complaints received from any member of the College (including students, staff, and outsiders on college premises)
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.



Goalk
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL. MIRAJ, DIST. SANGLI.

Disciplinary Action:

- A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions
- Rustication from College for a period up to a certain period or expulsion from the College

Frequency Meetings:

Once in every Semester or whenever need arises. The Convener of the Committee shall be responsible to prepare the minutes of the meeting. Duties and responsibility of the members of the committee. Every resolution passed by the Committee should be recorded at the meeting and read out by the convener at the meeting itself. Within Seven days after the date of the meeting the Convener of the Committee shall send a copy of the minutes, as approved by the Chairperson of the meeting, to the Chairperson of the Constituting Authority and to all the Members of the Committee.

Composition of the Anti-Sexual Harassment Committee

- The principal will be the chairman of the committee
- One member as the Coordinator of the Committee
- One member from Internal Complaint Committee
- One member as an Advocate
- One member as social worker
- One member from non-teaching staff
- One member as a Student Representative




Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisa Mahavidyalaya, Mhaisa

Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377

Email : mhaisacollege@gmail.com

Founder :- Late Hon. Shri. Babasaheb Kupekar
(Former Maharashtra Assembly Speaker)

President

Hon. Shri. Babasaheb Kupekar
B.Sc. (Agri).
Ex. Treasurer Western Maharashtra
Devasthan Samiti

Secretary

Shri. Bharna A. Patil Dr. Namadev R. Gavali

I/C Principal

M.A., M.Phil. Ph.D

Date : 11/10/2022

Anti-Sexual Harassment Committee

NOTICE

A meeting of Anti-Sexual Harassment Committee will be held at 11.00 A.M. on Wed, 12/10/2022, in Principal Chamber. All the members are informed to attend the same.

Agenda:

- To read and maintain the minutes of the previous meeting
- Discussing the response app for women as well as information about the Nirbhaya Squad
- To discuss any other matter related to above subject

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Dr. Shubhangi S. Mane	Assistant Professor	Coordinator	
3.	Smt. Geeta Shete	Assistant Professor	Member	
4.	Smt. Sangeeta Mane	Advocate	Member	
5.	Smt. Sampada Yelagudre	Social Worker	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss. Shweta Jadhav	Student Representative	Member	

Coordinator
Dr. Shubhangi S. Mane
Yours faithfully To,



Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisl Mahavidyalaya, Mhaisal
Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377
Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE
FOR THE ACADEMIC YEAR 2021-22

UGC has notified Prevention of Sexual Harassment of woman employee and Students in higher educational institutions Regulation Act 2015. These rules are made binding by UGC for Universities and Colleges.

COMPOSITION OF ANTI-SEXUAL HARASSMENT COMMITTEE

Sr.No.	Name	Designation	Role
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman
2.	Dr.Shubhangi Mane	Assistant Professor	Coordinator
3.	Smt.Geeta Shete	Assistant Professor	Member
4.	Smt.. Sangeeta Mane	Advocate	Member
5.	Smt. Sampada Yelagudre	Social Worker	Member
6.	Smt.Chhaya C. Bidkar	Library assistant	Member
7.	Miss. Shweta Jadhav	Student Representative	Member




Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2021-22

MINUTES OF THE MEETING-I

Date: 12/10/2022 , Time: 11.00 a.m.

Place: Principal Chamber

Proceedings of the Meeting

1. Principal Dr. N. R. Gavali welcomed all the members of the Committee and Coordinator Dr. Shubhangi Mane, explained the purpose of the meeting.
2. All the members are decided
 - i) Minutes of the meeting number two were read out by Dr. Shubhangi Mane and approved by all
 - ii) A discussion was held in the presence of the President under the guidance of the President regarding the Womens Sex School .
 - iii) PSI Mohan Jadhav said The president should guide the women about the changed rule from time to time as well as lectures.
 - iv) Discussed to organize awareness program for students in cooperation.
3. Smt. Chaya Bidkar concluded the meeting with Vote of Thanks.

Members attended the Meeting

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Dr. Shubhangi Mane	Assistant Professor	Coordinator	
3.	Smt. Geeta Shete	Assistant Professor	Member	
4.	Smt. Sangeeta Mane	Advocate	Member	
5.	Smt. Sampada Yelagudre	Social worker	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss Shweta Jadhav	Student Representative	Member	

Dr. Shubhangi Mane
Coordinator



Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL. MIRAJ, DIST. SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisl Mahavidyalaya, Mhaisl
Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377
Email: mhaislcollege@gmail.com

**ANTI-SEXUAL HARASSMENT COMMITTEE
FOR THE ACADEMIC YEAR 2019-20**

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Committee has been established by Mhaisl Mahavidyalaya, Mhaisl to provide a healthy and suitable atmosphere to the students and staff of the College.

Objectives:

- To fulfil the directive of the Supreme Court, as per UGC directives and Shivaji University, Kolhapur in respect of implementing a policy against sexual harassment in the institution.
- To develop guidelines and norms for a policy against sexual harassment.
- To provide an environment free of gender-based discrimination.
- To organize gender sensitization awareness programmes.
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To recommend appropriate punitive action against the guilty party.

Policy Mechanism:

The Committee deals with issues relating to sexual harassment at the college received orally or in writing. It is applicable to all students and faculty.

- A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the principal, or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.
- Receive and redress complaints received from any member of the College (including students, staff, and outsiders on college premises)
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.



Prabh
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.

Disciplinary Action:

- A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions
- Rustication from College for a period up to a certain period or expulsion from the College

Frequency Meetings:

Once in every Semester or whenever need arises. The Convener of the Committee shall be responsible to prepare the minutes of the meeting. Duties and responsibility of the members of the committee. Every resolution passed by the Committee should be recorded at the meeting and read out by the convener at the meeting itself. Within Seven days after the date of the meeting the Convener of the Committee shall send a copy of the minutes, as approved by the Chairperson of the meeting, to the Chairperson of the Constituting Authority and to all the Members of the Committee.

Composition of the Anti-Sexual Harassment Committee

- The principal will be the chairman of the committee
- One member as the Coordinator of the Committee
- One member from Internal Complaint Committee
- One member as an Advocate
- One member as social worker
- One member from non-teaching staff
- One member as a Student Representative




Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisa Mahavidyalaya, Mhaisa

Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377

Email : mhaisacollege@gmail.com

Founder :- Late Hon. Shri. Babasaheb Kupekar
(Former Maharashtra Assembly Speaker)

President

Hon. Shri. Balasaheb Kupekar
B.Sc. (Agri).
Ex. Treasurer Western Maharashtra
Devasthan Samiti

Secretary

Shri. Bharna A. Patil Dr. Namadev R. Gavali

I/C Principal

M.A., M.Phil. Ph.D

Date : 18/08/2020

Anti-Sexual Harassment Committee

NOTICE

A meeting of Anti-Sexual Harassment Committee will be held at 11.00 A.M. on Wed, 19/08/2020, in Principal Chamber. All the members are informed to attend the same.

Agenda:

- To read and maintain the minutes of the previous meeting
- Discussed to get information about sexual harassment of women at workplace
- To discuss any other matter related to above subject

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Dr. Shubhangi S. Mane	Assistant Professor	Coordinator	
3.	Smt. Geeta Shete	Assistant Professor	Member	
4.	Smt. Sangeeta Mane	Advocate	Member	
5.	Smt. Sampada Yelagudre	Social Worker	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss. Swati Kamble	Student Representative	Member	

Coordinator
Dr. Shubhangi S. Mane
Yours faithfully To,



Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisal Mahavidyalaya, Mhaisal
Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377
Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE
FOR THE ACADEMIC YEAR 2019-20

UGC has notified Prevention of Sexual Harassment of woman employee and Students in higher educational institutions Regulation Act 2015. These rules are made binding by UGC for Universities and Colleges.

COMPOSITION OF ANTI-SEXUAL HARASSMENT COMMITTEE

Sr.No.	Name	Designation	Role
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman
2.	Dr.Shubhangi Mane	Assistant Professor	Coordinator
3.	Smt.Geeta Shete	Assistant Professor	Member
4.	Smt.. Sangeeta Mane	Advocate	Member
5.	Smt. Sampada Yelagudre	Social Worker	Member
6.	Smt.Chhaya C. Bidkar	Library assistant	Member
7.	Miss. Swati Kamble	Student Representative	Member




Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2019-20

MINUTES OF THE MEETING-I

Date: 019/08/2020 , Time: 11.30 a.m.

Place: Principal Chamber

Proceedings of the Meeting

1. Principal Dr. N. R. Gavali welcomed all the members of the Committee and Coordinator Dr. Shubhangi Mane, explained the purpose of the meeting.
2. All the members are decided
 - i) The minutes of the previous meeting number one were read and carried and carried in all
 - ii) A discussion was held in the presence of the President under the guidance of the President regarding the Womens Sex School .
 - iii) It was discussed in the meeting that it is appropriate to guide the students on prevention of female sex and to inform them about the law
 - iv) Discussed to organize awareness program for students in cooperation.
 - v) It was also decided to set up a Complaint Drop Box in the College premises.
3. Smt. Geeta Shete concluded the meeting with Vote of Thanks.

Members attended the Meeting

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Dr. Shubhangi Mane	Assistant Professor	Coordinator	
3.	Smt. Geeta Shete	Assistant Professor	Member	
4.	Smt. Sangeeta Mane	Advocate	Member	
5.	Smt. Sampda Yelagudre	Social Worker	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss Swati Kamble	Student Representative	Member	

Dr. Shubhangi Mane
Coordinator



Dr. N.R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisl Mahavidyalaya, Mhaisl
Tal.Miraj Dist. Sangli (Maharashtra)(0233)2251377
Email: mhaislcollege@gmail.com

**ANTI-SEXUAL HARASSMENT COMMITTEE
FOR THE ACADEMIC YEAR 2018-19**

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Committee has been established by Mhaisl Mahavidyalaya, Mhaisl to provide a healthy and suitable atmosphere to the students and staff of the College.

Objectives:

- To fulfil the directive of the Supreme Court, as per UGC directives and Shivaji University, Kolhapur in respect of implementing a policy against sexual harassment in the institution.
- To develop guidelines and norms for a policy against sexual harassment.
- To provide an environment free of gender-based discrimination.
- To organize gender sensitization awareness programmes.
- To evolve a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To recommend appropriate punitive action against the guilty party.

Policy Mechanism:

The Committee deals with issues relating to sexual harassment at the college received orally or in writing. It is applicable to all students and faculty.

- A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to the principal, or any of the Committee members, they may forward it to the Convener of the Committee against Sexual Harassment.
- Receive and redress complaints received from any member of the College (including students, staff, and outsiders on college premises)
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.



[Signature]
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.

Disciplinary Action:

- A student guilty of sexual harassment shall be liable to give a written apology to the victim and any of the following punitive actions
- Rustication from College for a period up to a certain period or expulsion from the College

Frequency Meetings:

Once in every Semester or whenever need arises. The Convener of the Committee shall be responsible to prepare the minutes of the meeting. Duties and responsibility of the members of the committee. Every resolution passed by the Committee should be recorded at the meeting and read out by the convener at the meeting itself. Within Seven days after the date of the meeting the Convener of the Committee shall send a copy of the minutes, as approved by the Chairperson of the meeting, to the Chairperson of the Constituting Authority and to all the Members of the Committee.

Composition of the Anti-Sexual Harassment Committee

- The principal will be the chairman of the committee
- One member as the Coordinator of the Committee
- One member from Internal Complaint Committee
- One member as an Advocate
- One member as social worker
- One member from non-teaching staff
- One member as a Student Representative




Dr. N. R. Gavali
T/C PRINCIPAL
MAHAI MAHAVIDYALAYA, MAHAI
TAL.-MIRAJ, DIST.-SANGLI



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's
Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra) (0233) 2251377

Email : mhaisalcollege@gmail.com

Founder :- Late Hon. Shri. Babasaheb Kupekar
(Former Maharashtra Assembly Speaker)

President

Hon. Shri. Balasaheb Kupekar
B.Sc. (Agri).
Ex. Treasurer Western Maharashtra
Devasthan Samiti

Secretary

Shri. Bharna A. Patil
Dr. Namadev R. Gavali
M.A., M.Phil. Ph.D

I/C Principal

M.A., M.Phil. Ph.D

Date : 17/09/2019

Anti-Sexual Harassment Committee

NOTICE

A meeting of Anti-Sexual Harassment Committee will be held at 11.00 A.M. on Wed, 18/09/2019, in Principal Chamber. All the members are informed to attend the same.

Agenda:

- To read and maintain the minutes of the previous meeting
- Discussed to get information about sexual harassment of women at workplace
- To discuss any other matter related to above subject

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Dr. Shubhangi S. Mane	Assistant Professor	Coordinator	
3.	Smt. Geeta Shete	Assistant Professor	Member	
4.	Smt. Sangeeta Mane	Advocate	Member	
5.	MR. Mohan Jadhav	PSI	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss. Tulasa Kanire	Student Representative	Member	

Coordinator
Dr. Shubhangi S. Mane
Yours faithfully To,



Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2018-19

UGC has notified Prevention of Sexual Harassment of woman employee and Students in higher educational institutions Regulation Act 2015. These rules are made binding by UGC for Universities and Colleges.

COMPOSITION OF ANTI-SEXUAL HARASSMENT COMMITTEE

Sr.No.	Name	Designation	Role
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman
2.	Dr.Shubhangi Mane	Assistant Professor	Coordinator
3.	Smt.Geeta Shete	Assistant Professor	Member
4.	Smt.. Sangeeta Mane	Advocate	Member
5.	Mr. Mohan Jadhav	PSI	Member
6.	Smt.Chhaya C. Bidkar	Library assistant	Member
7.	Miss. Tulasa Kanire	Student Representative	Member




Dr. N. R. Gavali
I/C PRINCIPAL
HAISAL MAHAVIDYALAYA, MHAISAL
TAL.-MIRAJ, DIST.-SANGLI.



Senapati Prataprao Gujar Shikshan Sanstha, Kanadewadi's

Mhaisal Mahavidyalaya, Mhaisal

Tal. Miraj Dist. Sangli (Maharashtra)(0233)2251377

Email: mhaisalcollege@gmail.com

ANTI-SEXUAL HARASSMENT COMMITTEE

FOR THE ACADEMIC YEAR 2018-19

MINUTES OF THE MEETING-I

Date: 18/09/2019 , Time: 11.00 a.m.

Place: Principal Chamber

Proceedings of the Meeting

1. Principal Dr. N. R. Gavali welcomed all the members of the Committee and Coordinator Dr. Shubhangi Mane, explained the purpose of the meeting.
2. All the members are decided
 - i) Minutes of the meeting number two were read out by Dr. Shubhangi Mane and approved by all
 - ii) A discussion was held in the presence of the President under the guidance of the President regarding the Womens Sex School .
 - iii) PSI Mohan Jadhav said The president should guide the women about the changed rule from time to time as well as lectures.
 - iv) Discussed to organize awareness program for students in cooperation.
3. Smt. Chaya Bidkar concluded the meeting with Vote of Thanks.

Members attended the Meeting

Sr. No.	Name	Designation	Role	Signature
1.	Dr. Namdev. R. Gavali	I/C Principal	Chairman	
2.	Dr. Shubhangi Mane	Assistant Professor	Coordinator	
3.	Smt. Geeta Shete	Assistant Professor	Member	
4.	Smt. Sangeeta Mane	Advocate	Member	
5.	Mr. Mohan Jadhav	PIS	Member	
6.	Smt. Chhaya C. Bidkar	Library Assistant	Member	
7.	Miss Tulasa Kanire	Student Representative	Member	

Dr. Shubhangi Mane
Coordinator



Dr. N. R. Gavali
I/C PRINCIPAL
MHAISAL MAHAVIDYALAYA, MHAISAL
TAL. MIRAJ, DIST. SANGLI.

Senapati Prataprao Gujar Shikshan Sanstha Kandewadi's

MHAISAL MAHAVIDYALAYA, MHAISAL

Zero Tolerance Policy

Zero Tolerance Policy allows the institute to prevent illegal and inappropriate behavior and practices against the Code of Conduct of the institute. The policy provides clear direction for the teaching, non-teaching staff along with the students about the discipline, conduct and behavior in campus. It helps to create healthy and positive workplace environment. The policy encourages the employees and the students to speak up whenever they face the behavior that violates the policy. In addition to this, the policy helps to curtail unwanted workplace behavior if any.

Zero Tolerance Policy of our college is a commitment to provide safe and dignified workplace environment for the employees as well as the students regardless their gender, class, ethnicity and religion or any other aspects of their identity. All the employees and students are expected to conduct themselves in professional and inclusive manner. Disciplinary action will be taken against those who violate these expectations. The policy covers misbehavior such as harassment, bullying and discrimination. Whosoever finds guilty or involved in harassment, bullying or any kind of discrimination will be subject to immediate disciplinary action.

The policy apply to any individual who engages in the following behavior:

- 1. Harassment:** Physical, verbal or non-verbal conducts that violates person's dignity, any other behavior that creates uncomfortable and degrading workplace environment. eg. making threatening remarks, gender-based insults of jokes, sexual assault etc.
- 2. Bullying:** Malicious, insulting verbal or non-verbal conduct. eg. Spreading rumors, body shaming, physical or psychological threats etc.
- 3. Discriminatory behavior:** Discrimination on the basis of caste, religion, color, race, ethnicity, language, gender, family status or any other aspects of identification.
- 4. Micro-aggressions:** It refers to direct or indirect behavior with reference to individual's personal identity race, gender, ethnic origin etc. Micro-aggressions can have lasting emotional and mental effects that can lead to toxic workplace environment. eg. calling a woman employee as 'bossy', commenting on person's physical appearance etc.

Disciplinary action:

Employees and students found to be involved in any kind of violation of Zero Tolerance Policy may face variety of disciplinary actions such as immediate termination or rustication. Severity of disciplinary actions will be depend on type of behavior. Disciplinary action to be taken will be determined and recommended by the authority.





MHAISAL MAHAVIDYALAYA MHAISAL
Sexual Harassment Committee 2022-23

Report Of the Program

Guest Lectures on Sexual Harassment of Women a Problem

*Title of the Program -Guest Lectures

*Date - 23/11/2022

*Time -11.30am onwards

*Student Participants -40

*Purpose - 1) Informing students about Sexual Harassment Committee in college.

2) Guiding students about what is Sexual Harassment. How complaining to committee head if Sexual Harassment problem occurs in college.

3) Guiding, students about punishment and law of Sexual Harassment .

Outcome - Students got information about Sexual Harassment Committee in the college. Students got information about what is Sexual Harassment. Also got information about how Sexual Harassment can be reported to head of Sexual Harassment committee if Sexual Harassment occurs in college. Students got Information about helpline number Sexual Harassment .

Details of the Program

1) Name of the Guest -Mr. Gautam Gangadhar Sonkamble (PSI)

2) Introduction - Dr. Shubhangi Mane

3) President of the Programme - Dr.N.R.Gavali

4) Vote of Thanks -Dr. Chaitanya Kamble

Description of the programme-

The guest lecture program has been organized to develop critical thinking among students. Dr. Shubhangi Mane gave introduction of the program. The guest of the program" Mr.Gautam Gangadhar Sonkamble"(PSI)Miraj Rural Police.

Gave guidance on what is Sexual Harassment ,punishment and laws related to Sexual Harassment .The president of the program Dr.N.R.Gavali sir gave the president speech the vote of thanks for the program presented by Dr. Chaitanya Kamble.



Sexual Harassment Head




Dr.N.R.Gavali



(PSI) Sonkamble Giving a Lecture on Sexual Harassment of Women is a Problem



Student Int





म्हैसाळ महाविद्यालय, म्हैसाळ

विषय :- रीगिंग एक समस्या

२३/११/२०२३

Sr.No.	Name of Students	Class	Signature
1	अमली पुकारा शिकलजार	B.A-I	Ashikhar
2	प्रगती अंबाली पारित	B.A-I	P.S. Jadhav
3	सुखानी दिलीप नीरपुडे	B.A.I	P.D. Chavhan
4	निकिता पुकारा शिंदे	B.A.I	N.T. Shinde
5	आनिका महेश नेमाडे	B.A.I	S.M.N
6	सविता जयेश मगदी	B.A.I	S.S.B
7	शांका अमोल जेठियाळ	B.COM I	S. K. Jethale
8	सायली शांतकांत रायवे	B.COM I	P.S. Chavhan
9	सुधी विजय मीनाकापुर	B.A.I	S.V. Manekar
10	सावित्री कुलशोडा शिंदे	B.COM I	S. Shinde
11	मुनीशी अशोक शिंदे	B.COM I	M. Shinde
12	सिधा अशोक नेमाडे	B.A.I	M.A. Shinde
13	पुष्पा नरहर मगदी	B.A.II	P.M. Magde
14	प्रियंका रामा मोरे	B.COM I	P.R. More
15	सुजा अशोक मगदी	B.A.I	S. Magde
16	विजय अशोक शिंदे	B.A.I	V. Shinde
17	अमव शिवाजी वेस्तुमणी	B.A.II	A. V. M.
18	सुधी अशोक मगदी	B.A.II	S. Magde
19	सावित्री अशोक मगदी	B.COM I	S. Magde
20	सुधी अशोक मगदी	B.A.II	M.M.C
21	विजय विजय निखाडे	B.A.I	V. Nikhade
22	सुधी अशोक मगदी	B.COM	S. Magde
23	सुधी अशोक मगदी	B.COM II	S.V. Manekar
24	सुधी अशोक मगदी	B.A.II	S.S. Kengar
25	सुधी अशोक मगदी	B.A.II	S.S. Mhatre
26	सुधी अशोक मगदी	B.A.II	M.B.S.
27	सुधी अशोक मगदी	B.A.II	B.A.S.
28	सुधी अशोक मगदी	B.A.II	S.P. Mhatre
29	सुधी अशोक मगदी	B.A.II	S.N.P.
30	सुधी अशोक मगदी	B.A.II	R. Mhatre
31	सुधी अशोक मगदी	B.A.II	R. Mhatre
32	सुधी अशोक मगदी	B.A.II	R. Mhatre


I/C PRINCIPAL
 MHAIBAL MAHAVIDYALAYA MHAIBAL
 TAL. MIRAJ DIST. SANGLI

दि. 7 / 1 / 2020

नोटिस (Notice)
महिला लैंगिक छेड़ प्रतिकारक समिति

आपका महाविद्यालयानिष्ठ सर्व
विद्यार्थिनी कक्षाविगत चैत की सोमवार दिनांक
9/1/2020 कोजी लकाकी दि. 11.30 वाजना
महिला लैंगिक छेड़ कारणे इताने उपाय वा
विषयावर व्याख्यानोचे आयोजन कुरण्यात आले
आहे. तसे सदर कार्यक्रमाक विद्यार्थिनी कक्षावर
उपायित राहोव ही विनंती.

करीव.



Dr. S. S. Patil

Co-ordinator
Anti Sexual Harassment
Committee





MHAISAL MAHAVIDYALAYA MHAISAL
Sexual Harassment Committee 2020-21

Report Of the Program

Guest Lectures on Female Sexual Harassment Causes and Remedies

***Title of the Program -Guest Lectures**

***Date - 09/01/2020**

***Time -11.30am onwards**

***Student Participants -38**

***Purpose -1) Informing students about Sexual Harassment committee in college.**

2) Guiding students about what is Sexual Harassment . How complaining to committee head if Sexual Harassment problem occurs in college.

3) Guiding, students about punishment and law of Sexual Harassment.

4) Obtaining online undertaking from admitted students regarding Sexual Harassment

Outcome - Students got information about Sexual Harassment committee in the college. Students got information about what is Sexual Harassment . Also got information about how Sexual Harassment can be reported to head of Sexual Harassment committee if occur Sexual Harassment curs in college. Students got Information about helpline number regarding sexual harassment.

Details of the Program-

1)Name of the Guest -Mr. Mohan Jadhav (PSI)Miraj Rural police

2) Introduction - Dr. Shubhangi Mane

3) President of the Program - Dr.N.R.Gavali

4) Vote of Thanks -Dr.Chaitanya Kamble

Description of the program-

The guest lecture program has been organized to develop critical thinking among students. Dr. Shubhangi Mane gave introduction of the program. The guest of the programme Mr.Mohan Jadhav (PSI)Miraj Rural Police. gave a lecture on Sexual Harassment a problem in college Gave guidance on what is sexual harassment?,The law gives detailed information about what treking and what punishment can be given for committing a crime tike sexual harassment. president of the program Dr.N.R.Gavali sir gave the president speech .The vote of thanks for the program presented by Dr. Chaitanya Kamble.


Sexual Harassment Head


Dr.N.R.Gavali

Mr. Mohan Jadhav (PSI) Giving a Lecture on Female Sexual Harassment Causes and Remedies





महाराष्ट्र शासकीय विद्यापीठ मुंबई
नाम वर्ग दिनांक वर्ष

1	समीर हुसेन मुजावर	B.A. I	21-9-2029	5710
2	ओंकार आशु सुर्वेवंगी	B.A. I	29-9-2029	
3	उषिता मकर मोहन	B.A. I	29-9-2029	P.A. Sushil
4	अभिजित व. वतकोणी	B.A. I	29-9-2029	
5	पद्मा शमा सुर्वेवंगी	B.A. I	29-9-2029	P.R. Suresh
6	Chetan Anand Subhute	B.Com I	29-9-2029	Chetan
7	महेश अनिल सुर्वेवंगी	B.Com III	29-9-2029	Somnath
8	Urbhav Anaso Kanase	B.A. I	29/9/2029	Aprax
9	Shubham Sanjay Shinde	BA II	29/9/2029	Urbhav
10	Santosh Ramesh Shinde	BA III	29/9/2029	Santosh
11	Akshay C. Havabdar	BA. I	29-9-2029	Akshay
12	AKSHAY S SATPUTE	BA I	29-9-2029	ASatpute
13	मेरवी रवींद्र रविंद्र	BA II	29/9/2029	Meeravi
14	मेदिनी बाबासाहेब कुन्डे	BA II	29/9/2029	Medini
15	अनिवा भरवा जयंत	B.A. II	29/9/2029	Aniwa
16	जयंती अशोक कांबळे	B.A. II	29/9/2029	Jayanti
17	तेजवर्ग बाळर जवार	BA I	29/9/2029	A.S. Pooja
18	ओंकार प्रिंथ सांकुळे	B.A. I	29/9/2029	Omkar
19	आशिष भूपान सुदगे	B.Com	29/9/2029	Asish
20	प्रेरणा अनिल वरकर	B.A. II	29/9/2029	P.A. Sushil
21	श्वानी पांडुरंग शर्मा	B.A. I	29/9/2029	Shwani
22	प्रमंजा जनादिन कांबळे	B.A. I	29/9/2029	Pramja
23	ज्योती नामदेव शिरभागर	B.A. I	29/9-2029	Jyoti
24	नामसागर शिंदे	B.A. I	29/9/2029	Namasa

5. सुभाष प्रिया बंड B.com-III 21/9/2019 Bhand
6. कनके सीमा शंभाजी B.com-III 21/9/2019 Hande
7. शिवाजी श्रुतिका आचारा B.com-III 21/9/2019 Sakthar
8. ~~कौबल प्रियांजलि चणू~~ B.com II II II Hande
9. वाळकुण्ड तेजस्विनी सुधाकर II II II Hande
30. योगेश पुतिका पुकार II II II Hande
31. Shree Sanyasi Dhruv B.com II Hande
32. सनदार केशव चंद्रकांत Hande
33. Abhikandan Chougale B.com II II Hande
21/09/2019
34. आशी नितेश कौबले 21/09/2019 Hande
35. Aditya Shale B.com II Shale
36. केशव अरवि कौबले 21/09/2019 Hande
37. Hande
38. नादिया पुना मल्लिकार्जुन B.A-II Hande
39. Hande
40. शंका शंका शंका B.A-II Hande
41. Hande
42. नागराज प्रोप चंद्रकांत B.A-II Hande
43. Hande
44. कौबल भाग्यश्री शंका B. Com. II Hande
45. Hande
46. लोहार शंका शंका B. Com. III Hande
47. Hande


 I/C PRINCIPAL
 BHARAL NARAYAN VIDYALAYA, BHARAL
 TAL. BHARAL, DIST. SANGLI


दि 20/9/2019

नोटीस (Notice)


महिला लैंगिक छळ प्रतिबंधक समिती

आपल्या महाविद्यालयातील सर्व
विद्यार्थ्यांना कळविणे येते की, सोमवार दि. 23/9/2019
रोजी सकाळी हिंदू 11.30 वाजता 'लैंगिक छळ
कायदा थांबता' या विषयावर व्याख्यानेचे आयोजन
करण्यात आले आहे. तरी सदर कार्यक्रमास विद्यार्थ्यांनी
वेळेवर उपस्थित राहणे ही विनंती.

कृपेक.


Dr. S. S. Mame
Co-Ordinator
Anti Sexual Harassment
Committee




Department
Mhaisa Mahavidyalaya



MHAISAL MAHAVIDYALAYA MHAISAL
Sexual Harassment Committee 2019-20

Report Of the Program

Guest Lectures

*Title of the Program –Stop Sexual Harassment Forever

*Date - 23/09/2019

*Time -11.30am onwards

*Student Participants -40

***Purpose** - 1) Informing students about sexual harassment committee in college.

2) Guiding students about what is sexual harassment How complaining to committee head if sexual harassment problem occurs in college.

3) Guiding, students about punishment and law of sexual harassment.

4) Obtaining online undertaking from admitted student regarding sexual harassment.

Outcome - Students got information sexual harassment committee in the college. Students got information about what is sexual harassment. Also got information about how harassment can be reported to head of sexual harassment committee if harassment occurs in college. Students got Information about helpline number regarding harassment.

Details of the Program

1) Name of the Guest -Mr. Sandeep Kolekar (PSI)


2) Introduction - Dr.Shubhangi Sadashiv Mane

3) President of the Program - Dr.R.S.Patil

4) Vote of Thanks -Prof-M.S .Sapkal

Description of the program-

The guest lecture program has been organized to develop critical thinking among students. Dr. Shubhangi Mane gave introduction of the program under the Chairmanship of Dr.R.S.Patil madam Vice-Principal of the college .The guest of the program" Mr.Sandeep Kolekar (PSI) Miraj Gave guidance on what is sexual harassment? Information on how to stop sexual harassment was given. ,punishment and laws related to sexual harassment .The president of the program Dr.R.S.Patili Madam gave the president speech .The vote of thanks for the program presented by Prof-M.S.Sapkal.


Sexual Harassment Head




Dr.N.R.Gavali

Spaker Mr. Sandeep Kolekar (PSI)



दि. 4/1/2019



नोटीस (Notice)

महिला लैंगिक छळ प्रतिबंधक समिती

आपल्या महाविद्यालयाने सर्व विद्यार्थ्यांना कळविणे केले की सोमवार दि. 7/1/2019 सकाळी ठीक 11.30 वाजता महाविद्यालयाच्या हॉलमध्ये 'चल तिल समजून घेऊया' या विषयावर व्याख्यानोपे आयोजन करण्यात आले आहे. तर सदर कार्यक्रमास विद्यार्थ्यांनी वेळेवर हजर राहणे ही विनंती.

कलिय

Handwritten signature

Dr. S. B. More
Co-ordinator
Anti-Sexual Harassment
Committee

Handwritten signature

MHAISAL MAHAVIDYALAYA MHAISAL
Sexual Harassment Committee 2018-19
Report Of the Program
Guest Lectures on Let's Understand Her



*Title of the Program -Guest Lectures

*Date - 07/01/2019

*Time -11.30am onwards

*Student Participants -32

*Purpose - 1) Informing students about Sexual Harassment Committee in college.

2) Guiding students about what is Sexual Harassment. How complaining to committee head if Sexual Harassment problem occurs in college.

3) Guiding, students about punishment and law of Sexual Harassment .

Outcomes - Students got information about Sexual Harassment Committee in the college. Students got information about what is Sexual Harassment. Also got information about how Sexual Harassment can be reported to head of Sexual Harassment committee if Sexual Harassment occurs in college. Students got information about helpline number Sexual Harassment .

Details of the Program

1)Name of the Guest –Mrs.Sarika Kamble

2) Introduction - Dr. Shubhangi Mane

3)President of the Program - Dr.N.R.Gavali

4)Vote of Thanks -Dr. Chaitanya Kamble

Description of the program-

The guest lecture program has been organized to develop critical thinking among students. Dr. Shubhangi Mane gave introduction of the program. The guest of the program" Mr.Gautam Gangadhar Sonkamble"(PSI) Miraj Rural Police.

Gave guidance on what is Sexual Harassment ,punishment and laws related to Sexual Harassment .The president of the program Dr.N.R.Gavali sir gave the president speech the vote of thanks for the program presented by Dr. Chaitanya Kamble.


Sexual Harassment Head




Dr.N.R.Gavali

Social Worker-Sarika Kamble Giving a Lecture on Lets Unsderstand Her

