

Sipna ShikshanPrasarakMandal Amravati

**Arts, Science And Commerce College ,Chikhaldara
2023-24**

ReportInternal Complaint Committee

Cyber Security

Name of the Committee	-- Internal complaint committee
Year	--- 2023-24
Title of the Programme	--- Guest lecture on Cyber security
Date	--- 01 -04-2024
Venue	--- Computer Department, Arts, Science & Commerce College, Chikhaldara.
Objectives	--- 1. To increase the students knowledge. 2. To make studnts aware about the Cybercrime.

Brief Report

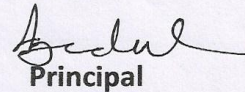
On 1st April 2024, the Internal Complaint Committee organized a guest lecture on cyber security, emphasizing the importance of protecting computers, servers, mobile devices, electronic systems, networks, and data from malicious attacks. The objective was to raise awareness among students about potential cyber threats. Dr. U.S. Wasnik, a member of the Internal Complaint Committee, served as the guest speaker.

Dr.Ujwala Kokate, the Coordinator of the Internal Complaint Committee, opened the session with an introductory speech. A total of 43 students benefited from this informative lecture.

Beneficiary ---- 43 students benefited .



Co-ordinator



Principal


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Art, Science & Commerce
College, Chikhaldara

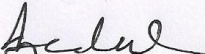
Sipna ShikshanPrasarakMandal Amravati
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Dr.Ujwala Kokate, the Coordinator of the Internal Complaint Committee, opened the session with an introductory speech that outlined the committee's purpose and objectives. She highlighted the significance of the committee's work in creating a safe and supportive environment for students. Following her introduction, Dr. Wasnik focused on the critical aspects of cyber security, explaining that it refers to the protection offered through online services to safeguard personal information. While he acknowledged that it might be impossible to completely prevent hacking, he emphasized the importance of effective security measures that can be implemented without the owner's knowledge or permission. Dr. Wasnik provided valuable insights on how students can prevent cyber attacks and protect their online presence.

A total of 43 students benefited from this informative lecture, gaining essential knowledge about the significance of cyber security in today's digital age.


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Dr.U. R. Kokate delivering speech



Dr. U. S. Wasnik delivering speech

Sipna Shikshan Prasarak Mandal Amravati
Arts, Science And Commerce College ,Chikhaldara
Internal Complaint Committee
2023-24
Report
Gender equality


Name of the Committee --Internal complaint committee
Year --- 2023-24
Title of the Programme --- Guest lecture on
Date --- 2 April 2024
Venue --- Seminar Hall, Arts, Science &
Commerce, College, Chikhaldara
Objectives --- 1. Aware about rights
2 Creating more equal atmosphere.

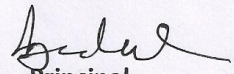
Brief Report ----

On 2nd April 2024, the Internal Complaint Committee organized a guest lecture for students focused on the theme of gender equality. The lecture highlighted that gender equality is not only a fundamental human right but also a crucial foundation for a peaceful, prosperous, and sustainable world. It plays a vital role in preventing violence against women and girls and is essential for economic prosperity. Societies that value both women and men equally tend to be safer and healthier.

Dr. Ujwala Kokate, the Coordinator of the Internal Complaint Committee, introduced the students to the committee's importance and its work. Following her introduction, Dr. S.N. Jagtap, a member and speaker at the event, delivered a valuable speech on gender equality. Total 47 students are benefitted.

Beneficiary - 47 students befitted.


Co-ordinator

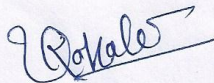

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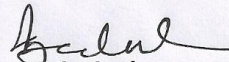
Sipna ShikshanPrasarakMandal Amravati
Arts, Science And Commerce College ,Chikhaldara
Internal Complaint Committee
2023-24
Report
Gender equality

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Dr. Ujwala Kokate, the Coordinator of the Internal Complaint Committee, introduced the students to the committee's importance and its work. Following her introduction, Dr. S.N. Jagtap, a member and speaker at the event, delivered a valuable speech on gender equality. In her address, she provided critical insights into the significance of gender equality and its impact on society. She emphasized that gender equality is both a goal in itself and a prerequisite for sustainable and peaceful development. Achieving gender equality means that women, men, girls, and boys have equal rights, conditions, and opportunities, allowing them to contribute fully to societal development. Dr. Jagtap underscored that gender equality is essential for fostering a peaceful society, unlocking full human potential, and achieving sustainable development.

The session concluded with a vote of thanks from Dr. U.S. Wasnik, a member of the committee. A total of 47 students participated in this informative and impactful event.


Co-ordinator


Principal

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College, Chikhaldara



Latitude: 21.406377
Longitude: 77.319512
Elevation: 1130.32±2 m
Accuracy: 10.3 m
Time: 02-04-2024 14:09
Note: Gender Equality (2023-24)

Powered by NoteCam

Dr.S.N.Jagatap delivering speech



Latitude: 21.406354
Longitude: 77.319458
Elevation: 1130.32±2 m
Accuracy: 13.9 m
Time: 02-04-2024 14:09
Note: Gender Equality (2023-24)

Powered by NoteCam

Dr.U.R.Kokate delivering speech

13.09.23

All the members of ICC
Committee are hereby informed
that the regular monthly
meeting of this session
will be arranged on
21st Sept 23 in Botany Deptt.
at 3:00 pm.

Dokale
Coordinator
ICC

1) Dr. S. N. Jagtap

Jagtap

2) D. W. S. Masarik

Masarik

3) R. H. Panurkar - Panurkar

4) Sushila Dhande

5) B. R. Doshimbe

Doshimbe

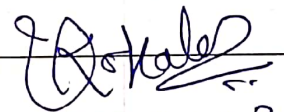
6) Sakshi Jog

7) Kajal Patel

8) Trepiti Sawalkar

9.10.23

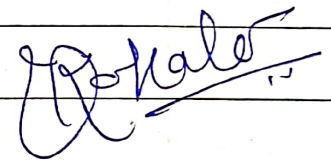
All the girls students are hereby informed that the meeting of girl students is arranged on 11 Oct 23 in Seminar Hall at 2.30 pm.


9.10.23

JCC
Coordinator

- ① D.S. Hedekar ^{Thaps}
- 2) Ashok Kasdekar ^{Thaps}
- 3) ~~D.S.~~ Wornik

All the committee members
of JCC are hereby informed
that the regular meeting of
committee with girl students will
be arranged on 11th oct 23
in Seminar Hall at 2:30pm.


J. K. Kulkarni

①

11.10.2023

meeting of committee members
of Icc with girl students. ~~is~~
The students presents for
meeting.

Sr. No.	Name of students	Sign
1	Ku. Triveni R. Guphe	Guphe
2	Ku. Patal R. Paave	Patal
3	Peamjali T. Bhetkar	Bhetkar
4	Purnam S. Jambekar	Purnam
5	shubhangi S. Jambekar	shubhangi
6	Manisha N. Sawalkar	Sawalkar
7	AZFARA SHAIKH NISAR	Azfar
8	Alma. Ahmadkhen	Alma
9	Nameera Qasbi	Nameera
10	Ninjana Daital	Daital
11	Ashvini Hekade	Hekade
12	Kiran Hekade	Kiran

Sr
No

Name of students

Sign

13) Sundara R. Kasdekar Sundara

14) Manjusha K. Kasdekar Kasdekar

15) Ashwini Dasasing Dasimbe Ashwini

16) Sangita Santulal Dhande Sangita

17) Sonali M. Bhusum Sonali

18) Rakshak B. Samantkar Rakshak

19) Minca Si Sawalkar Minca

20) pooja R. Tamunkar pooja

21) Dipali D. Dhanbe Dipali

22) Supriya S. Athote Supriya

23) Dipali R. Chhatre Dipali

24) Niemala K. Bhilavkar Niemala

25) Kasing R. Tamunkar Kasing

26) Sharmila C. Dhansimbe Sharmila

27) Sumita Z. Bhusum ~~Sumita~~

28) Priyanka S. Chimote Priyanka

29) Nikita Akhande Nikita

30) Darshana G. Dhale Darshana

31) Radhika O. Sharma Radhika

32) Khushi S. Malviya Khushi

33) Afshan S. Nirani Afshan

34) Sushila G. Belsare Sushila

35) Karishma G. Kasdekar Karishma

- | | |
|-----------------------------|-----------------------|
| 38) Sandhya S. Bilre | Bilre |
| 37) Dipali S. Kate | Dipali |
| 38) Komal S. Dhande | Komal |
| 39) Pooja S. Shanwade | Shanwade |
| 40) Pooja M. Khadke | Khadke |
| 41) Peiya S. Ladhe | Peiya |
| 42) Misbah Parveen | Misbah |
| 43) Muskan Parvee | Muskan |
| 44) Sunita Sawalkar | Sunita |
| 45) Dipali Dhande | Dipali |
| 46) Karishma Bhilavekar | Karishma |
| 47) Komal S. Dhikar | Komal |
| 48) Yogita L. Belsare | Belsare |
| 49) Rakesh | |
| 50) Raishai Bisram Kondekar | Rondekar |
| 51) Sanjama C. Murawkar | Murawkar |
| 52) Kavita M. Bhilavekar | Bhilavekar |
| 53) Sharda G. Bhilavekar | Bhilavekar |
| 54) Nilima R. Jamke | Nilima |

All the ~~teaching~~ members of ICC are hereby informed that regular meeting of ICC will be held on 22nd Jan 24 at 5:00 pm in Botany Dept.

[Signature]

All the members of Ice are hereby informed that meeting will be arranged in Botany Deptt on 9th / 3/24 for arranging the Guest Lect for students

J. J. Jadhav
Coordinator

- 1) Dr. S. N. Jagtap
- 2) Dr. W. S. Wasnik
- 3) Rajubhai Panurkar
- 4) Mrs. Darshimbe

Minutesⁿ - Guest Lect will be arranged on ~~an~~ ^{an} 30th week of March 24.

on safety, security & hygiene problems.

- 1) Dr. Jagtap
- 2) Dr. Wasnik
- 3) Mr. Panurkar
- 4) Mrs. Darshimbe

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



Policy Document

INTERNAL COMPLAINT COMMITTEE

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

-POLICY DOCUMENT-

INTERNAL COMPLAINT COMMITTEE

Introduction

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

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

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

Objectives of ICC

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

Constitution of ICC

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



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

What is Sexual Harassment

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

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

Complaint of sexual harassment

- Complaint any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Complaint Committee within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident: Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaint Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing: Provided further that the Internal Complaint Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.
- Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Definitions for reference:

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

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



Duties of employer

Every employer shall—

- Provide a safe working environment at the workplace, shall include safety from the persons coming into contact at the workplace,
- Display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Complaint Committee under sub-section (1) of section 4 of the Act.
- Organise workshops and awareness programmes at regular intervals for sensitising the students and employees with the provisions of the Act and orientation programmes for the members of the Internal Complaint Committee in the manner as may be prescribed;
- Provide necessary facilities to the Internal Complaint Committee as the case may be, for dealing with the complaint and conducting an inquiry;
- Assist in securing the attendance of respondent and witnesses before the Internal Complaint Committee as the case may be;
- Make available such information to the Internal Complaint Committee as the case be, as it may require having regard to the complaint made under sub-section (1) of section 9 of the Act.
- Provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code (45 of 1860) or any other law for the time being in force;
- Cause to initiate action, under the Indian Penal Code (45 of 1860) or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place;
- Treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;
- Monitor the timely submission of reports by the Internal Complaint Committee.

Conclusion

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



ML
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