



**Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur**

INTERNAL COMPLAINTS COMMITTEE

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The sexual harassment of women at workplace (prevention,prohibition and redressal) act 2013

The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013 is an act to provide protection against sexual harassment of women at work place.

Sexual harassment results in the violation of basic fundamental rights of women such as Right to equality under article 14,15 and her right to life and live with dignity under article 21 of the constitution of India.

Definition of Sexual Harassment:

Sexual harassment includes any one or more of the following unwelcome acts or behavior

- 1: Physical contact and advances
- 2: A demand or request for sexual favors
- 3: Making sexually colored remarks
- 4: Showing pornography
5. Any unwelcome messages through telephone or internet

Structure of ICC :

The office bearers of ICC shall be functioning not more than 3 years. After the tenure a new body shall be elected.

The ICC shall be containing the following designations:

1. One Preceding officer (women, employed at a senior level)
2. At least two members (who are committed to the cause of women and have had experience in social work or have legal knowledge.)

Functions :

The Internal Complaints Committee has two major functions : 1. Preventive 2. Remedial

Preventive

- To work towards creating an atmosphere promoting equality, non-discrimination and gender sensitivity.
- To promote and facilitate measures to create a work environment that is free of sexual harassment.

Remedial

- To receive and take cognizance of complaints made about sexual harassment at the university and give every complaint serious consideration.
- Crisis Management, Mediation and Counselling
- To conduct enquiries into the complaints, place findings and recommendations

regarding penalties against the harasser.

Rules and Procedures :

- All meetings of the Committee will be called by the Chairperson and a notice of at least 5 working days must be given for the meeting while in exceptional cases, an emergency meeting may be convened as per the requirement.
- No person who is a complainant, witness, or defendant in the complaint of sexual harassment shall be a member of the Committee.
- Any Committee member charged with sexual harassment in a written complaint must step down as member during the enquiry into that complaint.
- If the ICC decides not to conduct an enquiry into a complaint, it shall record the reasons for the same in the minutes of the Committee meeting. The Committee shall make the same available to the complainant in writing.
- Within not more than five working days on the receipt of the first intimation of the enquiry, the complainant and the defendant shall submit, to the Convenor of the Committee in writing, a list of witnesses, together with their contact details, that she/he desires the Committee to examine.
- The Committee shall have the power to summon any official papers or documents pertaining to the complaint under enquiry.
- The Committee may consider as relevant any earlier complaints against the defendant. However, the past sexual history of the complainant shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
- The Committee shall have the right to summon, as many times as required, the defendant, complainant and/or any witnesses for the purpose of supplementary testimony and/or clarifications.
- The defendant, the complainant, and witnesses shall be intimated at least seventy two hours in advance in writing of the date, time and venue of the enquiry proceedings. The responsibility of communicating with the witnesses lies with the complainant/defendant regarding the date, time and venue of the meeting.
- All proceedings of the Committee shall be recorded in writing. The record of the proceedings and the statement of witnesses shall be endorsed by the persons concerned in token of authenticity thereof.
- All persons heard by the Committee, as well as observers/nominees, shall take and observe an oath of secrecy about the proceedings to protect the dignity of the complainant and the defendant. Any violation of the oath of secrecy may invite penalties.

Exception: A complainant has the right to go public about the complaint of sexual harassment if she so desires. If the Complainant goes public before filing the complaint with the Committee against Sexual Harassment, the same shall not prejudice the Committee members

- If the complainant desires to tender any documents by way of evidence, the Committee shall supply true copies of such documents to the defendant. Similarly, if the defendant desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the complainant.
- In the event that the Committee thinks that supplementary testimony is required, the Convenor of the Committee shall forward to the persons concerned a summary of the proceedings and allow for a time period of seven days to submit such testimony, in person or in writing, to the Committee.
- All information received in the course of the examination and enquiry into a complaint of sexual harassment shall be held in trust by the concerned Committee against Sexual Harassment and the same shall not be made available pursuant to an application under the Right To Information Act, 2005. Such information shall constitute an exception under Section 8 (e) of the Right to Information Act, 2005, as the same is held by the Committee Against Sexual Harassment in a fiduciary relationship and the non-disclosure of the same will not be against public interest. To the contrary disclosure of such information may endanger the life or physical safety of the complainant or any of the witnesses. An exception to this Rule will be when the complainant herself applies for information under the Right to Information Act, 2005.

Mechanism for Complaint ?

All complaints must be brought by the complainant in person.

The following exceptions will be admitted:

1. In cases of forced confinement of the person. In such a case, brought by another person on behalf of the complainant, the Committee will examine whether an enquiry, intervention or some other assistance is needed.
2. In exceptional cases, third party/witness complaints may be entertained. In such cases, the Committee will ascertain whether the woman alleged to have been sexually harassed wishes to lodge a formal complaint. Once such a complaint is received the Committee shall proceed to inquire into it as per the procedure specified.
3. Where the Committee takes notice Complaints can be registered directly with any member of the ICC, or through existing channels for lodging grievances, such as the DYPSN administration, academic and non-academic staff association etc. If the complaint is made through any such channel, the person to whom the complaint is made should bring it to the notice of the Committee within two working days of its receipt by her/him.
4. The complaint may be oral or in writing. If the complaint is oral, it shall be documented in writing by the ICC member receiving the complaint and the same shall be authenticated by the complainant under her dated signature or thumb impression as the case may be. The members of the Committee shall maintain confidentiality about the proceedings conducted by them.
5. Suspension/ transfer of the alleged harasser from his official position can be considered during the

pendency of the enquiry if his presence is likely to interfere with the enquiry.

6. The victim of sexual harassment will have the option to seek transfer of the perpetrator or her own transfer where applicable.
7. All complaints made to any Committee member must be received and recorded by the member, who shall then inform the Chairperson about the complaint, who in turn shall call a meeting of the Committee.
8. The proceedings under these Rules and Procedures of ICC shall not, in any way, be affected by any other proceedings against the defendant taken up by the complainant under any other provision of civil or criminal law, except to the extent specifically ordered by a court of law.
9. The provisions of these Rules and Procedures of ICC shall not restrict the powers of the University or the complainant to proceed against the defendant for any other misconduct or pursue criminal or civil remedies, whether or not connected with the misconduct within the purview of these rules.

Action to be taken :

The Actions listed below are indicative, and shall not constrain the DYPSN administration from considering others, in accordance with the rules governing the conduct of all members of the DYPSN

1. Written apology
2. Bond of good behaviour
3. Gender sensitization
4. Counselling
5. Adverse remarks in the Confidential Report
6. Debarring from supervisory duties
7. Suspension
8. Denial of membership of statutory bodies
9. Denial of re-employment
10. Stopping of increments/promotion
11. Reverting, demotion
12. Transfer
13. Dismissal
14. Withdrawal of residential facilities and prohibition from entry on the campus etc.
15. Any other relevant mechanism.



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सत्यमेव जयते

अखिल भारतीय तकनीकी शिक्षा परिषद्

(भारत सरकार का एक सांविधिक निकाय)
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
नेल्सन मंडेला मार्ग, वसंत कुंज, नई दिल्ली-110070

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(A Statutory Body of the Govt. of India)
(Ministry of Human Resource Development, Govt. of India)
Nelson Mandela Marg, Vasant Kunj, New Delhi-110070

F. No. AICTE/P&AP/Misc/2022/

Dated: 21.03.2022

CIRCULAR

To

**All Vice Chancellors of Technical Universities and
All Directors/ Principals of AICTE Approved Institutions,**

Subject: Maintenance of safe working environment for female employees at workplace.

Sir/Madam,

As you are aware that Government of India is committed to promote gender equality and women empowerment across every sector and prevent all forms of violence against women that negatively impact gender equality and human dignity. Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 gives legal right to female employees, both regular and contractual to voice against any type of sexual harassment at the workplace.

1. All employers are expected to honour the Act and maintain a safe working environment for female employees, while discharging their duties, so that, they may carry out their duty with dignity.
2. It is, therefore, requested to take the following actions in order to sensitize the issue related to maintenance of safe working environment as per "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013":-
 - (i) Constitute an Internal Complaints Committee (ICC) and a Special cell in the institutions under your administrative control to deal with the issue of gender based violence and to conduct gender sensitization programmes.
 - (ii) To display banners/posters at conspicuous places in the buildings and campuses to create awareness amongst employees about what is sexual harassment and how to prevent it.
 - (iii) To display names and contact details of the members of the Internal Complaints Committee (ICC) at Notice Boards in the Institutions.
 - (iv) To upload the (i) "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013"; (ii) Constitution of the Committee; and (iii) details of the Members of the Internal Complaints Committee (ICC) such as name, phone number, address etc., on institute's portal at a prominent place.
 - (v) To conduct training programmes to sensitize the employees of the Institutions on the issues related to maintenance of safe working environment.
4. Actions taken in the matter may kindly be intimated to AICTE.

Regards

(Dr. Ramesh Unnikrishnan)

Advisor-II

Policy & Academic Planning Bureau



सूचना का
अधिकार



भारत का राजपत्र

The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 171]

नई दिल्ली, सोमवार, मई 2, 2016/वैशाख 12, 1938

No. 171]

NEW DELHI, MONDAY, MAY 2, 2016/ VAISAKHA 12, 1938

मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।
 - (2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
 - (3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएँगे।
2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-
 - (अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
 - (ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);
 - (स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैन्टीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

संस्थान पर, अध्ययनों, अध्ययन भ्रमण, सैर-सपाटे के लिए, लघु-अवधि वाली नियुक्तियों के लिए, शिविरों के लिए उपयोग किए जा रहे स्थानों, सांस्कृतिक समारोहों, खेलकूद आयोजनों एवं ऐसी ही अन्य गतिविधियों जिनमें कोई व्यक्ति एक कर्मचारी अथवा उच्चतर शैक्षिक संस्थान के एक छात्र के रूप में भाग ले रहा है—यह समस्त उस परिसर में सम्मिलित हैं;

- (डी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित है;
- (ई) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत है तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;
- (एफ) "कर्मचारी" का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगे छात्र, स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में हैं अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;
- (जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केन्द्रीय नागरिक सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;
- (एच) "उच्चतर शैक्षिक संस्थान" (एचई.आई.) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;
- (आई) "आन्तरिक शिकायत समिति" (आई.सी.सी.) (इन्टरनल कमप्लेन्ट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.ए.एस.एच.) ऐसे निकाय को आन्तरिक शिकायत समिति (आईसीसी) के रूप में पुनर्गठित किया जाना चाहिए;
- बशर्ते, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्ते कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;
- (जे) "संरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न मामलों में सहयोग करना अथवा किसी बाहरी एजेन्सी द्वारा की जा रही जांच पड़ताल में अथवा किसी मुकदमे में बतौर गवाह मौजूद रहना;
- (के) "लैंगिक उत्पीड़न" का अर्थ है—

- (i) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अत्यन्त मजबूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और धमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा धमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अवांछित काम या व्यवहारों में कोई भी एक या उससे अधिक या ये समस्त व्यवहार शामिल हैं (चाहे सीधे तौर से या छिपे तौर से) नामतः—

- (अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण
- (ब) लैंगिक अनुग्रह या अनुरोध करना
- (स) लैंगिकतायुक्त टिप्पणी करना

- (ड़) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना
- (ई) अश्लील साहित्य दिखाना
- (ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा वह ऐसे किसी बर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं—
- (अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में हैं;
- (ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी;
- (स) संबद्ध व्यक्ति के वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर;
- (द) एक दहशत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके;
- (ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है;
- (एल) “छात्र” शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल हः
- बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगा:
- बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा;
- (एम) “किसी तीसरे व्यक्ति द्वारा उत्पीड़न” उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है—बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है;
- (एन) “उत्पीड़न” का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधे तौर से लैंगिक दुर्भावना की नीयत छिपी होती है;
- (ओ) “कार्यस्थल” का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:
- (अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित हैं;
- (ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आवासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;
- (स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।
3. उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)
- (अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;
- (ब) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार—प्रसार को सुनिश्चित करना;

- (स) जैसा कि आयोग की "सक्षम" (परिसरों में महिलाओं की सुरक्षा एवं लैंगिक संवेदीकरण कार्यक्रम) रिपोर्ट में दर्शाया गया है, प्रशिक्षण कार्यक्रम अथवा कार्यशाला, अधिकारियों, कार्यपालकों, संकाय सदस्यों एवं छात्रों के लिए उन्हें सभी को सुग्राही बनाना तथा इस अधिनियम एवं इन विनियमों में स्थापित अधिकारों, पात्रताओं एवं दायित्वों की जानकारी उन्हें सुनिश्चित कराना तथा उनके प्रति उन्हें जागरूक बनाना;
- (द) इस बात को पहचानते हुए कि प्राथमिक रूप से महिला कर्मचारी तथा छात्राओं एवं कुछ छात्र तथा तीसरे लिंग वाले छात्र कई प्रकार के लैंगिक उत्पीड़न, अपमान एवं शोषण के अन्तर्गत संवेदनशील हैं, तदनुसार सभी लिंगों के कर्मचारियों एवं छात्रों के प्रति सुनियोजित समस्त लिंग आधारित हिंसा के विरुद्ध निर्णयात्मक रूप से सक्रिय बनना ;
- (ई) लैंगिक उत्पीड़न के प्रति शून्य स्तर सहन संबंधी नीति की सार्वजनिक प्रतिबद्धता रखना;
- (एफ) सभी स्तरों पर अपने परिसर को, भेदभाव, उत्पीड़न, प्रतिशोध अथवा लैंगिक आक्रमणों से मुक्त बनाने की प्रतिबद्धता की पुनः पुष्टि करना;
- (जी) इस विषय में जागरूकता पैदा करना कि लैंगिक उत्पीड़न में क्या शामिल है— तथा इसके साथ ही हिंसापूर्ण वातावरण उत्पीड़न एवं प्रतिकर उत्पीड़न इन विषयों में जागरूकता पैदा करना;
- (एच) अपनी विवरणिका में सम्मिलित करना और महत्वपूर्ण स्थलों पर, विशिष्ट स्थानों पर या नोटिस बोर्ड पर लैंगिक उत्पीड़न के दण्ड एवं परिणामों को दर्शाया जाना तथा संस्थान के सभी समुदायों के वर्गों को इस तन्त्र की सूचना के प्रति जागरूक करना जो तन्त्र लैंगिक उत्पीड़न संबंधी शिकायतों के समाधान के लिए बनाया गया है तथा इसके बारे में आन्तरिक शिकायत समिति के सदस्यों का विवरण, उनसे संपर्क साधना, शिकायत के बारे में विधि आदि के बारे में बताना यदि कोई मौजूदा निकाय पहले से ही उसी लक्ष्य के साथ सक्रिय है (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सीटाइजेशन कमिटी अगेंस्ट सैक्सुअल ह्यासमेंट—जी.एस.सी. ए.एस.एच निकाय को आन्तरिक शिकायत समिति) (इण्टरनल कम्प्लेन्टस कमिटी—आई.सी.सी) के समान ही पुनर्गठित करना :
- बशर्त, बाद में दर्शाये गए मामले में उच्चतर शैक्षिक संस्थान सुनिश्चित करेंगे कि इस प्रकार के निकाय का गठन आई.सी.सी. के लिए आवश्यक सिद्धान्तों के आधार पर इन विनियमों के अन्तर्गत किया गया है। ऐसा कोई भी निकाय इन विनियमों के प्रावधानों के द्वारा बाध्य होगा;
- (आई) कर्मचारियों एवं छात्रों को उपलब्ध आश्रय के बारे में बताना, यदि वे लैंगिक उत्पीड़न के शिकार हुए हैं;
- (जे) आन्तरिक शिकायत समिति के सदस्यों द्वारा शिकायतों के निपटान, समाधान अथवा समझौते आदि की प्रक्रिया का संचालन संवेदनशील रूप से करने के लिए, नियमित अभिमुखी अथवा प्रशिक्षण कार्यक्रम संचालित करना;
- (के) कर्मचारियों एवं छात्रों के सभी प्रकार के उत्पीड़न के निराकरण हेतु सक्रिय रूप से गतिशील बनाना चाहे वह उत्पीड़न किसी प्रबल अधिकारी अथवा उच्चतर शैक्षिक संस्थान में स्थित पदानुक्रम संबंधों के आधार पर है। अथवा किसी घनिष्ठ भागीदार की हिंसा संबंधी हो अथवा समकक्षों से अथवा उस उच्चतर शैक्षिक संस्थान की भौगोलिक सीमाओं से बाहर किन्हीं तत्वों के कारण हो;
- (एल) उसके कर्मचारियों एवं छात्रों के प्रति किए गए लैंगिक उत्पीड़न के लिए दोषी जो लोग हैं उन्हें दण्डित करना तथा विधि द्वारा मान्य कानून के अनुसार समस्त कार्यवाही करना तथा परिसर में लैंगिक उत्पीड़न के निराकरण एवं अवरोध हेतु तन्त्रों एवं समाधान प्रणाली को यथार्थिती बनाना;
- (एम) यदि उस दुराचार का षडयंत्रकारी वहाँ का कर्मचारी है तो सेवा नियमों के अन्तर्गत लैंगिक उत्पीड़न को एक दुराचार के रूप में मानना;
- (एन) यदि अपराधकर्ता कोई छात्र है तो लैंगिक उत्पीड़न को अनुशासनात्मक नियमों (जो बहिष्कार एवं बहिष्करण तक हो सकता है) के उल्लंघन के रूप में देखना;
- (ओ) इन विनियमों के प्रकाशन की तिथि से लेकर 60 दिनों की अवधि में इन विनियमों के प्रावधानों का अनुपालन सुनिश्चित किया जाना, जिनमें आन्तरिक शिकायत समिति की नियुक्ति शामिल है;
- (पी) आन्तरिक शिकायत समिति द्वारा की गई रिपोर्टों का समयबद्ध रूप से प्रस्तुतीकरण;
- (क्यू) एक वार्षिक स्थिति रिपोर्ट जिसमें दायर मामलों का, उनके निपटान का विवरण हो, वह तैयार करना तथा इसे आयोग को प्रस्तुत करना;

3.2 समर्थन करने वाली गतिविधियाँ—

- (1) जिन नियमों, विनियमों अथवा अन्य इसी प्रकार के माध्यम जिनके द्वारा आन्तरिक शिकायत केन्द्र (आई.सी.सी.) प्रकाश करेगा, उन्हें अद्यतन किया जाएगा तथा उन्हें समय-समय पर संशोधित किया

जाएगा—क्योंकि न्यायालय के निर्णय एवं अन्य कानून तथा नियमों द्वारा उस कानूनी ढाँचे में लगातार संशोधन होता रहेगा जिनके अनुसार अधिनियम लागू किया जाना है;

- (2) उच्चतर शैक्षिक संस्थानों का कार्यकारी प्राधिकारी द्वारा अधिदेशात्मक रूप से पूरा समर्थन किया जाना चाहिए तथा यह देखा जाना चाहिए कि आई.सी.सी. की सिफारिशों का क्रियान्वयन समयबद्ध रूप से किया जा रहा है कि नहीं। आई.सी.सी. के प्रकार्य के लिए समस्त संभावित संसाधन उपलब्ध कराए जाने चाहिए— जिनमें कार्यालय और भवन अवसंरचना सहित (कम्प्यूटर, फोटो कॉपियर, श्रव्य दृश्य उपकरणों आदि) स्टाफ (टाइपिस्ट, सलाह एवं कानूनी सेवाओं) सहित पर्याप्त रूप में वित्तीय संसाधन का आबंटन भी हो;
- (3) असुरक्षित/दुर्बल वर्ग विशेष रूप से प्रताड़ना के शिकार बन जाते हैं और उनके द्वारा शिकायत करना और भी ज्यादा कठिन होता है। क्षेत्र, वर्ग, जाति, लैंगिक प्रवृत्ति, अल्पसंख्यक पहचान, एवं पृथक रूप से सामर्थ्य से असुरक्षा सामाजिक रूप से संयोजित हो सकती है। समर्थकारी समितियों को इस प्रकार की असुरक्षितताओं के प्रति अति संवेदनशीलता एवं विशेष जरूरतों के प्रति संवेदनशील होने की आवश्यकता है;
- (4) क्योंकि शोध छात्र और डॉक्टोरल छात्र विशेष रूप से आक्रान्त होते हैं, अतः उच्चतर शैक्षिक संस्थानों द्वारा यह सुनिश्चित कराया जाए कि शोध सर्वेक्षण की नैतिकता संबंधी दिशा निर्देश उचित रूप से लागू हो रहे हैं;
- (5) समस्त उच्चतर शैक्षिक संस्थानों द्वारा उनकी लैंगिक उत्पीड़न विरोधी नीति की क्षमता का नियमित रूप से अर्ध वार्षिक पुनरीक्षण किया जाना चाहिए;
- (6) सभी अकादमिक स्टाफ कॉलेजों (जिन्हें अब मानव संसाधन विकास केन्द्रों के रूप में पाया जाता है) (एचआरडीसी) और क्षमता निर्माण के क्षेत्रीय केन्द्रों द्वारा लिंग संबंधी सत्रों को अपने अभिमुखी एवं पुनश्चर्या पाठ्यक्रमों में निगमित करना चाहिए। अन्य सब विषयों से भी इसे प्राथमिकता दी जाए तथा इसे मुख्य धारा के रूप में विशेष रूप से बनाया जाए तथा इसके लिए "यूजीसी सक्षम" रिपोर्ट का उपयोग करें जिसमें, इस बारे में, प्रविधियाँ उपलब्ध कराई जाती हैं;
- (7) उच्चतर शैक्षिक संस्थानों में प्रशासकों के लिए संचालित अभिमुखी पाठ्यक्रमों में आवश्यक रूप से लैंगिक संवेदीकरण तथा लैंगिक उत्पीड़न की समस्याओं पर एक मापदण्ड होना चाहिए। उच्चतर शैक्षिक संस्थान के समस्त विभागों में मौजूद सदस्यों के लिए कार्यशालाएँ नियमित रूप से संचालित की जानी चाहिए;
- (8) समस्त उच्चतर शैक्षिक संस्थानों में परामर्श सेवाओं को संस्थानों के अन्तर्गत रखा जाना चाहिए और इसके लिए सुप्रशिक्षित पूर्णकालिक परामर्शदाता होने चाहिए;
- (9) कई उच्चतर शैक्षिक संस्थान जिनके विशाल परिसर हैं जिनमें प्रकाश संबंधी व्यवस्था बहुत अधूरी है तथा अन्य संस्थानों के लोगों के अनुभव अनुसार वे स्थान असुरक्षित समझे जाते हैं, वहाँ पर्याप्त प्रकाश व्यवस्था अवसंरचना एवं रख-रखाव का एक अनिवार्य अंग है;
- (10) पर्याप्त एवं अच्छी तरह से प्रशिक्षित सुरक्षा स्टाफ आवश्यक रूप से होना चाहिए जिसमें महिला सुरक्षा स्टाफ सदस्य अच्छी संख्या में हों, जिससे संतुलन बना रहे। सुरक्षा स्टाफ नियुक्ति के मामले में लैंगिक संवेदनशीलता प्रशिक्षण को एक शर्त के रूप में माना जाना चाहिए;
- (11) उच्चतर शैक्षिक संस्थान आवश्यक रूप से विश्वसनीय जन यातायात को सुनिश्चित करें— विशेष रूप से उच्चतर शैक्षिक संस्थानों के विस्तृत परिसरों के अन्दर विभिन्न विभागों के मध्य जैसे— छात्रावासों, पुस्तकालयों, प्रयोगशालाओं तथा मुख्यालय और विशेष रूप से वे स्थान जिन तक पहुँच पाना दैनिक शोधकर्ताओं के लिए कठिन है। सुरक्षा की कमी तथा उत्पीड़न बहुत बढ़ जाता है जब कर्मचारी और छात्र सुरक्षित जन यातायात पर निर्भर नहीं रहते हैं। कर्मचारी एवं छात्रों द्वारा पुस्तकालयों और प्रयोगशालाओं में देर रात तक काम करने और शाम के समय अन्य कार्यक्रमों में भाग लेने के लिए उच्चतर शैक्षिक संस्थानों द्वारा भरोसेमंद यातायात का प्रबन्ध किया जाना चाहिए;
- (12) आवासीय उच्चतर शैक्षिक संस्थानों द्वारा महिला छात्रावासों की संरचना को प्राथमिकता दी जाए। महिला छात्रावास, जो सभी प्रकार के उत्पीड़न से थोड़ी बहुत सुरक्षा प्रदान करते हैं, उस उच्च शिक्षा के सभी स्तरों पर, शहरी एवं ग्रामीण क्षेत्रों में बड़ी संख्या में उच्च शिक्षा इच्छुक युवा महिलाओं के लिए अत्यन्त जरूरी है;

- (13) युवा छात्रों की तुलना में छात्रावास में स्थित छात्राओं की सुरक्षा के मामले को भेदभाव पूर्ण नियमों का आधार नहीं बनाया जाना चाहिए। परिसर की सुरक्षा संबंधी नीतियों को महिला कर्मचारी एवं छात्राओं की सुरक्षात्मकता के रूप में नहीं बन जाना चाहिए, जैसे कि आवश्यकता से अधिक सर्वेक्षण या पुलिसिया निगरानी अथवा आने जाने की स्वतंत्रता में कटौती करना— विशेषकर महिला कर्मचारी एवं छात्राओं के लिए;
- (14) सभी उच्चतर शैक्षिक संस्थानों के लिए पर्याप्त स्वास्थ्य सुविधायें होनी अधिदेशात्मक हैं। महिलाओं के विषय में इस प्रक्रिया में लिंग संवेदी डाक्टर और नर्स तथा इसके साथ ही एक स्त्री रोग विशेषज्ञ की सेवाएँ उपलब्ध होनी चाहिए;
- (15) महाविद्यालयों में महिला विकास प्रकोष्ठ पुनः चालू किये जाने चाहिए एवं उन्हें धन दिया जाना चाहिए और इन्हें लैंगिक उत्पीड़न विरोधी समितियों तथा आन्तरिक शिकायत समिति के प्रकार्यों से पृथक करके स्वशासी रखा जाना चाहिए। उसके साथ ही वे आन्तरिक शिकायत केन्द्रों के परामर्श से अपनी गतिविधियाँ विस्तारित करेंगे जिनमें लैंगिक संवेदीकरण कार्यक्रम शामिल हैं तथा नियमित आधार पर लैंगिक उत्पीड़न विरोधी नीतियाँ परिसरों में प्रचारित प्रसारित करेंगे। "सांस्कृतिक पृष्ठभूमि" एवं "औपचारिक अकादमिक स्थल" इन्हें परस्पर सहभागिता करनी चाहिए ताकि ये कार्यशालाएँ नवोन्मेषी, आकर्षक बनें एवं मशीनी न हों;
- (16) छात्रावासों के वार्डन, अध्यक्ष, प्राचार्य, कुलपतियों, विधि अधिकारियों एवं अन्य कार्यकारी सदस्यों को नियमों के अथवा अध्यादेशों में संशोधनों द्वारा जबाबदेही के दायरे में यथाआवश्यक रूप से लाना चाहिए;

4. शिकायत समाधान तन्त्रः—

- (1) लैंगिक उत्पीड़न के विरुद्ध प्रत्येक कार्यकारी प्राधिकारी लैंगिक संवेदीकरण के लिए एक आन्तरिक तन्त्र सहित एक आन्तरिक शिकायत समिति (आई.सी.सी.) का गठन करेंगे। आई.सी.सी. की निम्न संरचना होगी:—
 - (अ) एक पीठासीन अधिकारी जो एक महिला संकाय सदस्य हो और जो एक वरिष्ठ पद पर (एक विश्वविद्यालय की स्थिति में प्रोफेसर से निम्न न हो तथा किसी महाविद्यालय की स्थिति में सह-प्रोफेसर अथवा रीडर से निम्न न हो) शैक्षिक संस्थान में नियुक्त हो तथा कार्यकारी प्राधिकारी द्वारा नामित हो:

बशर्ते यदि किसी स्थिति में कोई वरिष्ठ स्तर की महिला कर्मचारी उपलब्ध नहीं है तो पीठासीन अधिकारी को उप-अनुभाग 2(ओ) में दर्शाये कार्यस्थल के अन्य कार्यालय अथवा प्रशासनिक एकांश से उन्हें नामित किया जाएगा:

"बशर्ते यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियुक्ता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है"
 - (ब) दो संकाय सदस्य एवं दो गैर-अध्यापनरत कर्मचारी जो अधिमानतः महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं तथा जिन्हें सामाजिक कार्य अथवा कानूनी जानकारी है, उन्हें कार्यकारी प्राधिकारी द्वारा नामित किया जाना चाहिए;
 - (स) यदि किसी मामले में छात्र शामिल हैं तो उसमें तीन छात्र हों जिन्हें स्नातक पूर्व, स्नातकोत्तर एवं शोधस्तर पर क्रमशः भर्ती किया जायेगा जिन छात्रों को पारदर्शी लोकतांत्रिक प्रणाली द्वारा चुना गया है;
 - (द) गैर सरकारी संगठनों में से किसी एक में से अथवा किसी ऐसी सभा में से जो महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं या एक ऐसा व्यक्ति हो जो लैंगिक उत्पीड़न से जुड़े मामलों का जानकार हो, जो कार्यकारी प्राधिकारी द्वारा नामित हो;
- (2) आन्तरिक शिकायत समिति के कुल सदस्यों में न्यूनतम आधे सदस्य महिलायें होनी चाहिए;
- (3) उच्चतर शैक्षिक संस्थानों में वरिष्ठ प्रशासनिक पदों पर नियुक्त व्यक्ति जैसे कुलपति, पदेन कुलपति, रेक्टर, कुलसचिव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे ताकि ऐसे केन्द्र के प्रकार्यों की स्वायत्तता सुनिश्चित रहे;

- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि:-
- (अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा
- (ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा
- (स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा
- (द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवा में निरन्तरता को जनहित के प्रतिकूल माना जाएगा;
- तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;"

5. आन्तरिक शिकायत समिति (आई.सी.सी.) :- आन्तरिक शिकायत समिति करेगी :-

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
- (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;
- (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
- (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
- (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;
6. शिकायत करने एवं जाँच पड़ताल की प्रक्रिया:- आन्तरिक शिकायत समिति किसी भी शिकायत को दायर करने और उस शिकायत की जाँच करने के लिए इन विनियमों और अधिनियम में निर्धारित प्रणाली का अनुपालन करेगी ताकि वह समयबद्ध रूप से पूरी हो सके। उच्चतर शैक्षिक संस्थान, आन्तरिक शिकायत समिति को सभी आवश्यक सुविधाएँ उपलब्ध कराएगा ताकि जाँच पड़ताल शीघ्रता से संचालित हो सके तथा आवश्यक गोपनीयता भी बनी रहे;
7. लैंगिक उत्पीड़न की शिकायत दायर करने की प्रक्रिया :- किसी भी असन्तुष्ट व्यक्ति के लिए आवश्यक है कि वह घटना होने की तिथि से तीन माह के भीतर लिखित शिकायत आन्तरिक शिकायत समिति को प्रस्तुत करे और यदि लगातार कई घटनाएँ हुई हो तो सबसे बाद की घटना से तीन माह के भीतर उसे प्रस्तुत करें;
- बशर्ते जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तुत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;
- बशर्ते, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;

8. जाँच पड़ताल की प्रक्रिया:-

- (1) शिकायत मिलने पर आन्तरिक शिकायत समिति इसकी एक प्रति को प्रतिवादी को इसके प्राप्त होने से सात दिनों के भीतर भेजेगी;
- (2) शिकायत की प्रति मिलने के बाद प्रतिवादी अपना उत्तर इस शिकायत के बारे में, समस्त दस्तावेजों की सूची, गवाहों के नामों एवं पतों के नामों एवं उनके पतों सहित दस दिन की अवधि में दाखिल करेगा;
- (3) शिकायत प्राप्त होने के 90 दिनों के भीतर ही जाँच पड़ताल पूरी की जानी चाहिए। अनुशंसाओं सहित, यदि वे हों, तो, जाँच पड़ताल रिपोर्ट उस जाँच के पूरा होने के 10 दिनों के भीतर उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी को प्रस्तुत की जानी चाहिए। इस शिकायत से जुड़े दोनों पक्षों के समक्ष इस जाँच के तथ्यों या सिफारिशों की प्रति दी जाएगी;
- (4) जाँच रिपोर्ट प्राप्त होने के 30 दिनों के भीतर इस समिति की सिफारिशों पर उच्चतर शैक्षिक संस्थान के अध्यक्ष प्राधिकारी कार्यवाही करेंगे, यदि किसी भी पक्ष द्वारा उस अवधि में जाँच के विरुद्ध कोई अपील दायर न की गई हो;
- (5) दोनों में से किसी भी पक्ष द्वारा आन्तरिक शिकायत समिति द्वारा प्रदान तथ्यों/अनुशंसाओं के विरुद्ध उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी के समक्ष की गई अनुशंसाओं की तिथि से तीस दिन की अवधि में अपील दायर की जा सकती है;
- (6) उच्चतर शैक्षिक संस्थान का कार्यकारी प्राधिकारी यदि आन्तरिक शिकायत समिति की सिफारिशों के अनुसार कार्य नहीं करने का निर्णय लेता है तो वह इसके बारे में लिखित रूप से कारण स्पष्ट करेगा जिन्हें आन्तरिक शिकायत समिति को तथा उस कार्यवाही से जुड़े दोनों पक्षों को भेजा जाएगा। यदि दूसरी ओर वह आन्तरिक शिकायत समिति द्वारा की गई सिफारिशों के अनुसार कार्य करने का निर्णय लेता है तो एक कारण बताओ नोटिस जिसका 10 दिनों के भीतर उत्तर भेजा जाना है— उसे उस पक्ष को भेजा जाएगा जिसके विरुद्ध कार्यवाही की जानी है। उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी उस असन्तुष्ट व्यक्ति का पक्ष सुनने के पश्चात ही आगे की कार्यवाही करेंगे;
- (7) मामले को निपटाने के उद्देश्य से पीड़ित पक्ष एक सुलह का आग्रह कर सकता है। सुलह का आधार कोई आर्थिक समझौता नहीं होना चाहिए। यदि कोई सुलह का प्रस्ताव रखा जाता है तो यथास्थिति उच्चतर शैक्षिक संस्थान सुलह की प्रक्रिया को आन्तरिक शिकायत समिति के माध्यम से सुलभ कराएगा। किसी भी दण्डात्मक हस्तक्षेप की तुलना में, जहाँ तक संभव होता है, उस पीड़ित पक्ष की पूरी संतुष्टि के लिए उस पारस्परिक विरोध के समाधान को अधिमानता दी जाती है;
- (8) पीड़ित पक्ष अथवा पीड़ित व्यक्ति अथवा गवाह अथवा अपराधकर्ता की पहचान सार्वजनिक नहीं की जाएगी या विशेष रूप से उस जाँच प्रक्रिया के दौरान इसे सार्वजनिक क्षेत्र में रखा जाएगा;

9. अन्तरिम समाधान:— उच्चतर शैक्षिक संस्थान,

- (अ) यदि आन्तरिक शिकायत केन्द्र सिफारिश करता है तो शिकायतकर्ता अथवा प्रतिवादी को अन्य किसी अनुभाग अथवा विभाग में स्थानान्तरित किया जा सकता है ताकि सम्पर्क अथवा अन्योन्य क्रिया में शामिल जोखिम कम से कम बना रहे;
- (ब) पीड़ित पक्ष को, सम्पूर्ण स्तर संबंधी एवं अन्य हित लाभों के संरक्षण सहित तीन माह तक का अवकाश स्वीकृत कर दे;
- (स) शिकायतकर्ता के किसी भी काम अथवा निष्पादन अथवा परीक्षण अथवा परीक्षाओं के संबन्ध में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
- (द) सुनिश्चित करें कि अपराधकर्ताओं को पीड़ित व्यक्तियों से दूरी बना कर रखनी चाहिए तथा यथा आवश्यक, यदि कोई प्रत्यक्ष धमकी है तो उनका परिसर में प्रवेश प्रतिबंधित कर दें;
- (ई) लैंगिक उत्पीड़न की किसी शिकायत के परिणाम स्वरूप, शिकायतकर्ता को प्रतिशोध एवं उत्पीड़न से सुरक्षा प्रदान करने के लिए तथा एक अनुकूल वातावरण उपलब्ध कराने के लिए सख्त उपाय किये जाने चाहिए;

10. दण्ड एवं हरजाना:—

- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
- (2) अपराध की गंभीरता को देखते हुए— यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान:—
 - (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे—पुस्तकालय, सभागार, आवासीय आगारों, यातायात, छात्रवृत्ति, भत्तों एवं पहचान पत्र आदि तक पहुँच बनाना;

- (ब) एक विशेष समय तक परिसर में उसका प्रवेश स्थगित अथवा बाधित करना;
- (स) यदि उस अपराध की ऐसी गंभीरता है तो उस छात्र को संस्थान से निष्कासित किया जा सकता है तथा उसका नाम उस संस्थान की नामावलि से हटाया जा सकता है, इसके साथ ही पुनः प्रवेश की अनुमति उसे नहीं होगी;
- (द) अधिदेशात्मक परामर्श अथवा सामुदायिक सेवाओं जैसे सुधारवादी दण्ड प्रदान करना;
- (3) पीड़ित व्यक्ति मुआवजे का अधिकारी है। आन्तरिक शिकायत समिति द्वारा अनुशंसित तथा कार्यकारी प्राधिकारी द्वारा स्वीकृत मुआवजे के भुगतान के लिए उच्चतर शैक्षिक संस्थान निर्देश जारी करेगा, जिसकी वसूली अपराधकर्ता से की जाएगी। देय मुआवजे का निर्धारण निम्न आधार पर होगा:—
- (अ) पीड़ित व्यक्ति को जितना मानसिक तनाव, कष्ट, व्यथा एवं दुख पहुँचा है;
- (ब) उस लैंगिक उत्पीड़न की घटना के कारण उन्हें अपनी जीविका के सुअवसर की हानि उठानी पड़ी;
- (स) पीड़ित व्यक्ति द्वारा अपने शारीरिक एवं मनोरोग संबंधी आधार के लिए खर्च किए गए चिकित्सा व्यय;
- (द) कथित अपराधकर्ता एवं उस पीड़ित व्यक्ति की आय एवं जीवन स्तर, और
- (ई) ऐसे समस्त भुगतान का एकमुश्त रूप से या किस्तों में किए जाने का औचित्य;

11. झूठी शिकायत के विरुद्ध कार्यवाई:—

इस बात को सुनिश्चित करने के लिए कि लैंगिक उत्पीड़न मामलों में कर्मचारियों एवं छात्रों की सुरक्षा के प्रावधानों का दुरुपयोग न हो, असत्य एवं द्वेष भावना पूर्ण शिकायतों के विरुद्ध प्रावधान किये जाने की आवश्यकता है तथा इन्हें उच्चतर शैक्षिक संस्थानों में प्रचारित प्रसारित किया जाना चाहिए। आन्तरिक शिकायत समिति यदि यह निष्कर्ष निकालती है कि लगाए गए अभियोग असत्य, थे, विद्वेषपूर्ण थे अथवा यह जानते हुए भी कि वह शिकायत असत्य अथवा जाली है अथवा भ्रामक सूचना को उस पड़ताल के दौरान उपलब्ध कराया गया है तो शिकायतकर्ता विनियम (10) के उप विनियम (1) के तहत दण्डित किये जाने के लिए बाध्य होगा यदि शिकायतकर्ता एक कर्मचारी है, तथा यदि वह अपराधकर्ता एक छात्र है तो वह इस विनियम की उप-विनियम (2) के प्रावधानों के अनुसार सजा के लिए बाध्य होगा तथापि किसी भी शिकायत को प्रमाणित करने अथवा उसके लिए पर्याप्त सबूत उपलब्ध न कर पाने का आधार, शिकायतकर्ता के विरुद्ध कार्यवाई करने का कारण नहीं माना जा सकता है। शिकायतकर्ता द्वारा द्वेषपूर्ण उद्देश्य से दायर शिकायत की जाँच पड़ताल द्वारा तय किया जाना चाहिए तथा इस बारे में किसी कार्यवाई की सिफारिश किए जाने से पूर्व इस विषय में निर्धारित प्रणाली के अनुसार जाँच की जानी चाहिए;

12. गैर अनुपालन के परिणाम:—

- (1) ऐसे संस्थान जो जानबूझकर अथवा बारंबार उन दायित्वों तथा कर्तव्यों के अनुपालन में असमर्थ बना रहता है जिन्हें कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण, निषेध एवं समाधान हेतु निर्धारित किया गया है, तो इस स्थिति में आयोग विधिवत नोटिस देकर निम्न में से किसी एक अथवा इससे अधिक बिन्दुओं पर कार्यवाई करेगा:—
- (अ) विश्वविद्यालय अनुदान आयोग अधिनियम 1956 की धारा 12(बी) के अन्तर्गत की गई घोषणा जो पात्रता दिये जाने के विषय में है, उसका आहरण किया जाना;
- (ब) आयोग द्वारा अधिनियम 1956 की धारा 2 (एफ) के अन्तर्गत अनुरक्षित सूची में से उस विश्वविद्यालय अथवा महाविद्यालय का नाम हटाना;
- (स) संस्थान को आबंटित किसी भी अनुदान को रोक देना;
- (द) आयोग को किसी भी सामान्य अथवा विशेष सहायता कार्यक्रमों के अन्तर्गत किसी भी सहायता को प्राप्त करने के लिए उस संस्थान को अपात्र घोषित किया जाना;
- (ई) जन साधारण को, एवं रोजगार अथवा प्रवेश के इच्छुक भावी प्रत्याशियों को एक ऐसे नोटिस द्वारा सूचित करना जो समाचार पत्रों में प्रमुख रूप से दर्शाया गया है अथवा उपयुक्त मीडिया में दर्शाया गया है तथा आयोग की वेबसाइट पर प्रदर्शित किया गया है तथा जिस नोटिस में घोषणा की गई है कि वह संस्थान लैंगिक उत्पीड़न के विरुद्ध शून्य सहनशीलता नीति, मतव जवसमतंदबम चवसपबलद्ध का समर्थन नहीं करता है;
- (एफ) यदि वह एक महाविद्यालय है तो उसके सम्बद्ध विश्वविद्यालय द्वारा उसकी सहसम्बद्धता को आहरित करने की अनुशंसा के लिये कहें;

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा./53]

जसपाल एस. संघु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,-
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-

- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- (a) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - (c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- (b) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (c) organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- (d) act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- (e) publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- (h) include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee , complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 **Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;

- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

4. Grievance redressal mechanism.—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim redressal-The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. Punishment and compensation- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
 - (b) suspend or restrict entry into the campus for a specific period;
 - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
 - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
 - (b) the loss of career opportunity due to the incident of sexual harassment;
 - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
 - (d) the income and status of the alleged perpetrator and victim; and
 - (e) the feasibility of such payment in lump sum or in instalments.

11. Action against frivolous complaint.—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. Consequences of non-compliance.—(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. The process for making complaint and conducting Inquiry – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. Process of making complaint of sexual harassment - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. Process of conducting Inquiry- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the



EN6839

**Dr. D. Y. PATIL PRATISHTHAN'S
COLLEGE OF ENGINEERING**

Affiliated to Shivaji University, Kolhapur.
Approved by AICTE (New Delhi), Govt. of Maharashtra, DTE
Mumbai.

Hon. Dr. Sanjay D Patil
PRESIDENT
Hon. Satej D Patil
VICE PRESIDENT
Dr. S. D. Mane
PRINCIPAL

Ref. No. : DYPCOE/20

Date: 12 / 08 /2022

Dt: 12/08/2022

INTERNAL COMPLAINTS COMMITTEE

OFFICE ORDER

As per AICTE, DTE & SHIVAJI UNIVERSITY norms, Internal Complaints Committee is being constituted for the Institute is formed on 12th August, 2022 comprising of following members for A.Y. 2022-23.

Sr. No.	Name of Member	Designation
1.	Dr. A. M. Mane	Campus Director
2.	Dr. S. D. Mane	Chairman
3.	Prof. Vanashri S. Shinde.	Presiding Officer
4.	Prof. Rucha A. Gurav.	Member
5.	Prof. Rohit Desai	Member
6.	Mrs. Aishwarya Jadhav	Member
7.	Mr. Tanaji Yadav	Member
8.	Ms. Prachi Patil	UG Student Member
9.	Mr. Swaroop A. Patil	UG Student Member
10	Mr. Harshad A. Dakre	UG Student Member
11.	Mrs. S. A. Ekande	Advocate

Committee Head

Principal



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur.

Doc. No: DYP-ACAD-FROM-05

Revision No. 00

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Revision Date: 01/07/2019

GUEST LECTURE

Date: 09/03/2023

To,
Rajashri Sakale,
Kolhapur.


Subject:- Thanking letter


Respected Madam,


We, Students and staff, Dr.D.Y.Patil Prathishthan's College of Engineering, Salokhe Nagar, Kolhapur would like to thank you, for accepting our invitation and giving lecture on "Awareness of Women's Health" on 9th march 2023. Your lecture was very informative. We expect your ^{guidance &} cooperation in future.

Thanking You.


Incharge


Principal
PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.


9/3/23
Campus Director
Campus Director
D.Y.Patil Educational Campus,
Salokhenagar, Kolhapur.


Sakale
Received



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ACAD-FROM-05

Revision No. 00

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Revision Date: 01/07/2019

GUEST LECTURE

Date: 09/03/2023

To,
Rajashri Sakale,
Kolhapur.


Subject: - Invitation for delivering lecture on Awareness on Women's Health

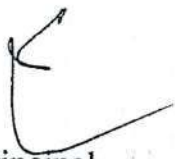
Respected Madam,

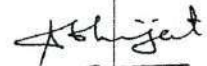
As per above said topic we request you to give awareness to our girl students of our institute Dr.D.Y.Patil Prathishthan's College of Engineering, Salokhe Nagar, Kolhapur as an expert in the mentioned area. The lecture is scheduled on **9th March 2023** at **Panini Hall** at our institute.

We request you to kindly accept our invitation and oblige. We hope for your positive response.

Thanking You.


Incharge


Principal
PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.


Campus Director
Campus Director
D.Y.Patil Educational Campus,
Salokhenagar, Kolhapur.


Received



GUEST LECTURE

Attendance Sheet

Program Name:- Awareness Program on Women's Health

Sr. No.	Name	Class	Branch	Sign.
1)	Poojana Abhijeet More	T.Y.	CSE	
2)	Samudhi Ravindra Powar	TY	CSE	
3)	Ankita Annaso koli	T.Y	EE	
4)	Divya Balaso kamble	TY	EE	
5)	Ankita Vijaykumar Gaikwad.	TY	EE	
6)	Vaishnavi chavan	TY	EE	
7)	Sanika Gambre	TY	EE	
8)	Shriya. Palkar	S.Y	CSE	S. G Palkar
9)	sakshi Dhanaji Jadhav	S.Y	CSE	
10)	sanika Patil Maruti Patil	S.Y	CSE	
11)	snehal salokhe	S.Y	CSE	
12)	sonal chindage	S.Y.	CSE	
13)	Sandhya & Sutar	TY	ELE	
14)	Divya & Tibile	TY	ELE	
15)	Neha J. Patil	TY	ELE	N.J.Patil
16)	sakhi S. mane	TY	ELE	
17)	Swarupa Balwant Patil	TY	ELE	
18)	Bhakti-bhavana Bhupal Kolekar	TY	ELE	

GUEST LECTURE

Attendance Sheet

Program Name:- Awareness Program on Women's Health

Sr. No.	Name	Class	Branch	Sign.
19	Neha Manumant Waghmare.	T.Y	E.E	<u>Neha</u>
20	Piyusha Ananda Jagtap	S.Y	E.E	<u>Piyusha</u>
21)	Aarti Nathaji Kambale.	S.Y	EE	<u>Aarti</u>
22)	Shraddha Bharat Purodeshi.	B-Tech	Civil	<u>Shraddha</u>
23)	Shubhangi Bangar.	B-Tech	Civil	<u>Shubhangi</u>
24)	Sanika Sunil Patil	S.Y.	E.E.	<u>Sanika</u>
25)	Mrunal Mahadev Shinde	S.V.	C.S.E	<u>Mrunal</u>
26)	Manasi Bhivaji Patil	S.Y	EE	<u>Manasi</u>
27)	Vaishnavi Ananda Gunjaware	T.Y	Civil	<u>Vaishnavi</u>
28)	Urmila Subhash Dhongade	T.Y	D.S	<u>Urmila</u>
29)	Vaishnavi Rakesh Patil	T.Y	CSE	<u>Vaishnavi</u>
30)	Rishi Sukhadev Ambekar	T.Y	CSE	<u>Rishi</u>
31)	Pooja Balavant Gorambekar	T.Y	CSE	<u>Pooja</u>
32)	Snehal Sharad Ghare	T.Y	CSE	<u>Snehal</u>
33)	Mangal Shivaji Bhysanur	T.Y.	CSE	<u>Mangal</u>
34)	Swazeli Suresh Moraskar	T.Y.	CSE	<u>Swazeli</u>
35	Akanksha Sachin Powar	S.Y	CSE	<u>Akanksha</u>
36)	Nikita Anil Sawant.	T.Y	CSE	<u>N.A. Sawant</u>



GUEST LECTURE

Attendance Sheet

Program Name:- Awareness Program on Women's Health

Sr. No.	Name	Class	Branch	Sign.
37)	Ritavika Devendra Narushani.	B.Tech	CSE	
38.	Pooja Bhagwan Ghatage.	B.Tech	EE	
39.	Vaishnavi. Abhijit Killekar	B.Tech	EE	
40.	Komble Priyanka Laxman	B.Tech	EE	
41.	Nikita Sambhaji Patil	B.Tech	EE	
42.	Vishakha Vikas Dinde	—	—	
43.	Mrunal Sanjay Waghmare	—	—	
44.	Samrudhi P. Talekar	B.Tech	Civil	
45.	Siddhi .M. Sawwashe	B.Tech	civil	
46.	Rutuja M. Patil	B.Tech	civil	
47.	Pranali K. Mane	SY	EE	
48.	Pterna. R. Chougule	SY	CSE	
49.	Pranjita. P. Malvekar	SY	CSE	
50	Laxmi Himmat Shinde	TY	CSE	
51	Rutuja Udaysaj Rajgare	TY	CSE	
52	Nikita vijay Rokude.	TY	CSE	
53	Sanika Dinakar Patil	SY	CSE	
54.	Tejashri G Sawant	S.Y.	civil	



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Salokhenagar, Kolhapur

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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- Rutuja Tanaji Jathae.

Branch:- civil

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- Dawale Vrushali Dattatraya

Branch:- Electrical Engineering (B.Tech)

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?		✓	
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?		✓	
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?		✓	

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- Tejashri Goktam Sawant

Branch:- civil.

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- Shweta Santosh Bhasme

Branch:- CSE

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- Sanika Dinakare Patil

Branch:- CSE

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- Vaishnavi Ananda Gunjawate

Branch:- Civil (T.Y)

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:

This session is very useful from knowledge & information point of view. It is awareness against the cyber crime.



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Salokhenagar, Kolhapur

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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- Manasi B. Patil

Branch:- Electrical

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- Mrunal Mahadev Shinde

Branch:- C.S.E

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:

Very good and friendly session



Date:-09 /03/2023

Name of the Student:- Ankita vijaykumar Gaikwad

Branch:- TYEE

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?		✓	
3.	How much interesting this session for you?		✓	
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?		✓	
6.	Overall effectiveness of the lecture?			✓

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- Divya Balaso Kamble

Branch:- Electrical (TY)

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?		✓	
3.	How much interesting this session for you?		✓	
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?			✓

Additional comments and suggestions for future:



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Salokhenagar, Kolhapur

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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- Sanika Sunil Patil

Branch:- Electrical

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- _____

Branch:- _____

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?			
2.	How relevant was the content discussed by the speaker?			
3.	How much interesting this session for you?			
4.	Did the lecture cover what you were expecting?			
5.	How much this session was useful from knowledge and information point of view?			
6.	Overall effectiveness of the lecture?			

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- _____

Branch:- _____

Topic:-Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?			
2.	How relevant was the content discussed by the speaker?			
3.	How much interesting this session for you?			
4.	Did the lecture cover what you were expecting?			
5.	How much this session was useful from knowledge and information point of view?			
6.	Overall effectiveness of the lecture?			

Additional comments and suggestions for future:



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

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Revision Date: 01/07/2019

Date:-09 /03/2023

Name of the Student:- _____

Branch:- _____

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?			
2.	How relevant was the content discussed by the speaker?			
3.	How much interesting this session for you?			
4.	Did the lecture cover what you were expecting?			
5.	How much this session was useful from knowledge and information point of view?			
6.	Overall effectiveness of the lecture?			

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- Bhosale Sanika Saeehidanand

Branch:- SY - CSE

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?		✓	
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?		✓	

Additional comments and suggestions for future:

No.



Date:-09 /03/2023

Name of the Student:- Kamble Pallavi Tanaji

Branch:- Electrical Engineering

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- Pournima Kedarling Dhangre

Branch:- Electrical (SY)

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?		✓	
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:



Date:-09 /03/2023

Name of the Student:- Vaishnavi Milind Potdar

Branch:- CSE

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?		✓	
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:

It should be bidirectional. (Question - Answer type)



Date:-09 /03/2023

Name of the Student:- Saloni Bhagwan Patil

Branch:- CSE (SY)

Topic:- Awareness on Women's Health

Resource Person:- Mrs. Rajashree Sakale

Sr. No.	Particular	Extremely Good	Good	Quite Good
1.	How was the overall organization of the Lecture?	✓		
2.	How relevant was the content discussed by the speaker?	✓		
3.	How much interesting this session for you?	✓		
4.	Did the lecture cover what you were expecting?	✓		
5.	How much this session was useful from knowledge and information point of view?	✓		
6.	Overall effectiveness of the lecture?	✓		

Additional comments and suggestions for future:

No



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

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Revision Date:01/07/2019

Internal Complains Committee

Meeting Notice

Ref. No. : DYPCOE/20

Date: 4 /02 /22

Meeting Notice

A meeting of Intrenal Complains Committee will be held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar,Kolhapur on 7th Feb 2022 at 11.00 AM. All the members are requested to make it convenient to attend the meeting.

Internal Complains Committee

Sr. No.	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus Director	
2.	Dr.S.D.Mane	Principal	
2.	Miss. Vanashri S. Shinde.	Presiding Officer	
3.	Mrs. Rucha Gurav	Member	
4.	Mr.Ranjeet Desai.	Member	
5.	Mrs.Aishwarya Jadhav.	Member	
6.	Mr.Tanaji Yadav	Member	
7.	Ms.Prachi Patil	UG Student Member	
8.	Mr.Swroop A.Patil	UG Student Member	
9	Mr.Harshad A.Dakare	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	

Note:- Agenda of the meeting is attached herewith.





Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

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Revision Date:01/07/2019

Internal Complains Committee

Meeting Agenda

Ref. No. : DYPCOE/20

Date: 04 / 02/22

Internal Complains Committee

Meeting Agenda

1. Last minutes of meeting discussion.
2. Action taken report of last meeting
3. Any other points with Chairman Permission
4. Vote of thanks

Sr. No.	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus Director	
2.	Dr.S.D.Mane	Principal	
2.	Miss. Vanashri S. Shinde.	Presiding Officer	
3.	Mrs. Rucha Gurav	Member	
4.	Mr.Ranjeet Desai.	Member	
5.	Mrs.Aishwarya Jadhav.	Member	
6.	Mr.Tanaji Yadav	Member	
7.	Ms.Prachi Patil	UG Student Member	
8.	Mr.Swroop A.Patil	UG Student Member	
9	Mr.Harshad A.Dakare	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	

Chairman





Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

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Revision Date:01/07/2019

Internal Complains Committee

Minutes of Meeting

Ref. No. : DYPCOE/20

Date: 07 / 02 /22

Internal Complains Committee

Minutes of Meeting

A meeting of Internal Complains Committee held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 7th Feb 2022 at 11.00 AM. The following persons have attended the meeting.

- 1) As there were no complaints received from students and staff members so there was no discussion on last minutes of meeting and action taken report of last meeting.
- 2) As there were no complaints recorded so there was no discussion on status of Complaints.
- 3) In meeting no any other points raised by any committee member so meeting was dissolved.
- 4) Vote of thanks done by Ms.Vanashri Shinde.

Presiding Officer





Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

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Internal Complains Committee

Action taken report

Ref. No. : DYPCOE/20

Date: 07 / 02 /22

Internal Complains Committee

Action taken report

As there were no complaints or grievances received from students and staff members so action taken report is Nil.

Presiding Officer





**Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur**

INTERNAL COMPLAINTS COMMITTEE

INTERNAL COMPLAINTS COMMITTEE

The sexual harassment of women at workplace (prevention,prohibition and redressal) act 2013

The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013 is an act to provide protection against sexual harassment of women at work place.

Sexual harassment results in the violation of basic fundamental rights of women such as Right to equality under article 14,15 and her right to life and live with dignity under article 21 of the constitution of India.

Definition of Sexual Harassment:

Sexual harassment includes any one or more of the following unwelcome acts or behavior

- 1: Physical contact and advances
- 2: A demand or request for sexual favors
- 3: Making sexually colored remarks
- 4: Showing pornography
5. Any unwelcome messages through telephone or internet

Structure of ICC :

The office bearers of ICC shall be functioning not more than 3 years. After the tenure a new body shall be elected.

The ICC shall be containing the following designations:

1. One Preceding officer (women, employed at a senior level)
2. At least two members (who are committed to the cause of women and have had experience in social work or have legal knowledge.)

Functions :

The Internal Complaints Committee has two major functions : 1. Preventive 2. Remedial

Preventive

- To work towards creating an atmosphere promoting equality, non-discrimination and gender sensitivity.
- To promote and facilitate measures to create a work environment that is free of sexual harassment.

Remedial

- To receive and take cognizance of complaints made about sexual harassment at the university and give every complaint serious consideration.
- Crisis Management, Mediation and Counselling
- To conduct enquiries into the complaints, place findings and recommendations



**Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur**

Doc. No: DYP-ACAD-FRM-05

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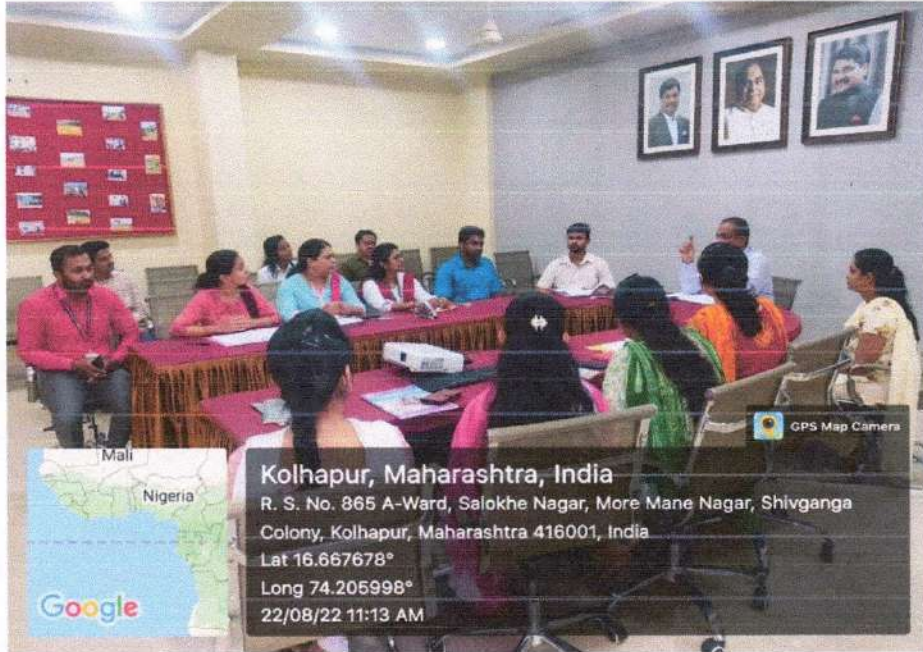
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Revision Date:01/07/2019

Internal Complains Committee

Meeting and Agenda Circular

Photographs of meeting held on 22/08/2022



**Chairperson
PRINCIPAL**
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

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Revision Date:01/07/2019

Internal Complains Committee

Minutes of Meeting

Ref. No. : DYPCOE/20

Date: 09/08/22

Internal Complains Committee

Minutes of Meeting

A meeting of Internal Complains Committee held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 15th Aug 2022 at 11.00 AM. The following persons have attended the meeting.

- 1) As there were no complaints received from students and staff members so there was no discussion on last minutes of meeting and action taken report of last meeting.
- 2) As there were no complaints recorded so there was no discussion on status of Complains.
- 3) In meeting no any other points raised by any committee member so meeting was dissolved.
- 4) Vote of thanks done by Ms.Vanashri Shinde.

Presiding Officer





Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

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Revision Date:01/07/2019

Internal Complains Committee

Action taken report

Ref. No. : DYPCOE/20

Date: 19 / 08 / 22

Internal Complains Committee

Action taken report

As there were no complaints or grievances received from students and staff members so action taken report is Nil.

Presiding Officer





Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

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Revision Date:01/07/2019

Internal Complains Committee

Meeting Notice

Ref. No. : DYPCOE/20

Date: 12/08/2022

Meeting Notice

A meeting of Intrenal Complains Committee will be held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 19th Aug 2022 at 11.00 AM. All the members are requested to make it convenient to attend the meeting.

Internal Complains Committee

Sr. No.	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus Director	
2.	Dr.S.D.Mane	Principal	
2.	Miss. Vanashri S. Shinde.	Presiding Officer	
3.	Mrs. Rucha Gurav	Member	
4.	Mr.Rohit Desai.	Member	
5.	Mrs.Aishwarya Jadhav.	Member	
6.	Mr.Tanaji Yadav	Member	
7.	Ms.Prachi Patil	UG Student Member	
8.	Mr.Swroop A.Patil	UG Student Member	
9.	Mr.Harshad A.Dakare	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	

Note:- Agenda of the meeting is attached herewith.

Presiding Officer





Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

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Internal Complains Committee

Meeting Agenda

Ref. No. : DYP COE/20

Date: 09/08/22

Internal Complains Committee

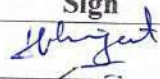

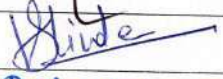
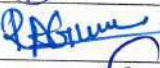
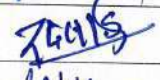
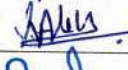




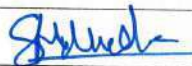
Meeting Agenda

- 1) Awareness Programmes for both girls and boys .
- 2) Other issues like gender sensitization
- 3) Last minutes of meeting discussion.
- 4) Action taken report of last meeting
- 5) Any other points with Chairman Permission
- 6) Vote of thanks



INTERNAL COMPLAINTS COMMITTEE
Office Order

As per the Shivaji University, Kolhapur circular dated 03/12/2020, a Internal Complaints Committee is being constituted for the Institute on 24th December, 2020 comprising of following members for A.Y. 2020-21.

Sr. No.	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus Director	
2.	Dr.S.D.Mane	Principal	
2.	Miss. Vanashri S. Shinde.	Presiding Officer	
3.	Mrs. Rucha Gurav	Member	
4.	Mr. Rohit Desai.	Member	
5.	Mrs.Aishwarya Jadhav.	Member	
6.	Mr.Tanaji Yadav	Member	
7.	Ms.Prachi Patil	UG Student Member	
8.	Mr.Swroop A.Patil	UG Student Member	
9	Mr.Harshad A.Dakare	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	



ICC Presiding Officer



Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.





EN6839

Dr. D. Y. PATIL PRATISHTHAN'S
COLLEGE OF ENGINEERING

Affiliated to Shivaji University, Kolhapur.
Approved by AICTE (New Delhi), Govt. of Maharashtra, DTE Mumbai.

Hon. Dr. Sanjay D Patil
PRESIDENT
Hon. Satej D Patil
VICE PRESIDENT
Dr. Vish P Kallimani
PhD in CSc, Fellow UK.
PRINCIPAL

Ref. No. : DYPCOE/20

Date: 1/ 1 /2022

INTERNAL COMPLAINTS COMMITTEE

As per the Shivaji University, Kolhapur circular dated 03/12/2020, a Internal Complaints Committee is being constituted for the Institute on 30th January, 2022 comprising of following members for A.Y. 2020-21.

Sr. No.	Name of Member	Designation
1.	Dr.A.M.Mane	Campus Director
2.	Dr.S.D.Mane	Principal
2.	Miss. Vanashri S. Shinde.	Presiding Officer
3.	Mrs. Rucha Gurav	Member
4.	Mr.Rohit Desai.	Member
5.	Mrs.Aishwarya Jadhav.	Member
6.	Mr.Tanaji Yadav	Member
7.	Ms.Prachi Patil	UG Student Member
8.	Mr.Kaustubh Warke	UG Student Member
9.	Mrs.S.A.Ekande	Advocate

ICC Presiding Officer

Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

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Revision Date:01/07/2019

Internal Complains Committee

Meeting Notice

Ref. No. : DYPCOE/2022/195

Date: 4 /02 /22

Meeting Notice

A meeting of Intrenal Complains Committee will be held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 7th Feb 2022 at 11.00 AM. All the members are requested to make it convenient to attend the meeting.

Internal Complains Committee

Sr. No.	Name of Member	Designation
1.	Dr.A.M.Mane	Campus Director <i>AM Mane</i>
2.	Dr.S.D.Mane	Principal
2.	Miss. Vanashri S. Shinde.	Presiding Officer <i>Shinde</i>
3.	Mrs. Rucha Gurav	Member <i>R Gurav</i>
4.	Mr.Rohit Desai.	Member
5.	Mrs.Aishwarya Jadhav.	Member <i>A Jadhav</i>
6.	Mr.Tanaji Yadav	Member
7.	Ms.Prachi Patil	UG Student Member <i>P Patil</i>
8.	Mr.Kaustubh Warke	UG Student Member <i>K Warke</i>
9.	Mrs.S.A.Ekande	Advocate

Note:- Agenda of the meeting is attached herewith.

Shinde

Presiding Officer



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

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Revision Date:01/07/2019

Internal Complains Committee

Minutes of Meeting

Ref. No. : DYPCOE/20

Date: 07 / 02 /22

Internal Complains Committee

Minutes of Meeting

A meeting of Internal Complains Committee held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 7th Feb 2022 at 11.00 AM. The following persons have attended the meeting.

Sr. No.	Name of Member	Designation
1.	Dr.A.M.Mane	Campus Director
2.	Dr.S.D.Mane	Principal
2.	Miss. Vanashri S. Shinde.	Presiding Officer
3.	Mrs. Rucha Gurav	Member
4.	Mr.Rohit Desai.	Member
5.	Mrs.Aishwarya Jadhav.	Member
6.	Mr.Tanaji Yadav	Member
7.	Ms.Prachi Patil	UG Student Member
8.	Mr.Kaustubh Warke	UG Student Member
9.	Mrs.S.A.Ekande	Advocate

- 1) As there were no complaints received from students and staff members so there was no discussion on last minutes of meeting and action taken report of last meeting.
- 2) As there were no complaints recorded so there was no discussion on status of Complaints.
- 3) In meeting no any other points raised by any committee member so meeting was dissolved.
- 4) Vote of thanks done by Ms.Vanashri Shinde.


Presiding Officer



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

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Revision Date:01/07/2019

Internal Complains Committee

Meeting Agenda

Ref. No. : DYPCOE/20

Date: 7/2/22

Internal Complains Committee

Meeting Agenda

1. Last minutes of meeting discussion.
2. Action taken report of last meeting
3. Any other points with Chairman Permission
4. Vote of thanks

Presiding Officer



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

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Revision Date:01/07/2019

Internal Complains Committee

Action taken report

Ref. No. : DYPCOE/20

Date: 8/2/22

Internal Complains Committee

Action taken report

As there were no complaints or grievances received from students and staff members so action taken report is Nil.

Presiding Officer



Meeting Notice

A meeting of Internal Complaints Committee (ICC) is planned on 18th June, 2021 at Dr.D.Y.Patil pratishthan's College of Engineering, Salokhenagar, Kolhapur at 3.00pm. All the members are requested to Attain for same.

All the members are requested to attend for same.

Platform- Google Meet

Link- <https://meet.google.com/nvw-msqw-xqd>

Sr.No	Name of Member	Designation
1.	Miss. Vanashri S. Shinde.	Presiding Officer
2.	Mrs. Rucha A. Gurav.	Member
3.	Mr.Ranjeet Dongale.	Member
4.	Mrs.Aishwarya Jadhav.	Member
5.	Mr.Tanaji Yadav	Member
6.	Ms.Prachi Patil	UG Student Member
7.	Mr.Kaustubh Warke	UG Student Member
8.	Mrs.S.A.Ekande	Advocate

Points to be discussed:

1. The Committee noted that no complaint of sexual harassment has been received from any woman employee of this Department. It was emphasised that in order to create awareness and continuous sensitization among the employees, it is essential to place banners/posters/notices defining sexual harassment at prominent places.
2. The Handbook on Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013 issued by Ministry of Women and Child Development.

Prof. Vanashri S. Shinde

Presiding Officer



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

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Revision Date: 01/07/2019

ICC Committee

Minutes of Meeting

Date: 15/06/2021

A meeting of ICC committee will be held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 18/06/2021 at 2.00 pm. All the members requested to make it convenient to attend the meeting.

Platform- Google Meet

Link- <https://meet.google.com/nvw-msqw-xqd>

Sr. No	Agenda or Points to be discussed in the meeting	Action Taken	Remark
1	Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.		Nil
2	As you all girls and ladies staff using online platform is there any misuse of your mobile number.		Nil

Following members of ICC attended the meeting:

Sr. No.	Name	Designation	Signature
1.	Prof. Vanashri S. Shinde.	Presiding Officer	
2.	Prof. Rucha A. Gurav.	Member	
3.	Mrs. Aishwarya Jadhav.	Member	
4.	Mr. Tanaji Yadav	Member	
5.	Ms. Prachi Patil	UG Student Member	

The committee had discussions at length and the following suggestions were made:

1. The Committee noted that no complaint of sexual harassment has been received from any woman employee of this Department. It was emphasised that in order to create awareness and continuous sensitization among the employees, it is essential to place banners/posters/notices defining sexual harassment at prominent places.
2. The Handbook on Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013 issued by Ministry of Women and Child Development and the composition of the Internal Complaints Committee .
3. The chairperson thanked all the members for their active participation & suggestions.

Prepared By ICC Coordinator

Principal

Campus Coordinator
D.Y. Patil Educational Campus,
Salokhenagar, Kolhapur.



← About this call

People

Info

ADD OTHERS

Share joining info

IN CALL

vanashri shinde (You)

Aishu

atharva patil

monica shinde

Rucha Patil

Tanaji Yadav





**Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur**

Doc. No: DYP-ADMN-FRM

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Revision Date: 01/07/2019

ICC Committee

Meeting Notice

Date: 24 / 09 / 2021

Meeting Notice

A meeting of Internal Complaints Committee (ICC) is planned on 27th Sept, 2021 at Dr.D.Y.Patil pratishthan's College of Engineering, Salokhenagar, Kolhapur at 2.00 pm. All the members are requested to Attain for same.

All the members are requested to attend for same. Venue : Board Room

Sr.No	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus co-ordinator	
2.	Dr.V.P.Kallimani	Principal	
3.	Miss. Vanashri S. Shinde.	Presiding Officer	
4.	Mrs. Rucha A. Gurav.	Member	
5.	Mr.Rohit Desai	Member	
6.	Mrs.Aishwarya Jadhav.	Member	
7.	Mr.Tanaji Yadav	Member	
8.	Ms.Prachi Patil	UG Student Member	
9.	Mr.Kaustubh Warke	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	

Points to be discussed:

1. The contractual project staff appointed in the Department must also be sensitised about the existing act on Prevention, Prohibition and Redressal of Sexual harassment of women at workplace. They must also be sensitised towards maintaining discipline in the college campus. It is desired that Dos and Don'ts of CCS(Conduct) Rules, 1964 also to be displayed in the premises of the department.
2. Regarding A complaint Drop box college premises.

Prepared By ICC Coordinator

Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

Campus Coordinator,
Campus Director
D.Y.Patil Educational Campus,
Salokhenagar, Kolhapur.



**Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur**

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Revision Date: 01/07/2019

ICC Committee

Minutes of Meeting

Date: 27 / 09 / 2021

A meeting of ICC committee will be held at Dr. D.Y.Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 27th September 2021 at 2.00 pm in board room.

Date of Meeting : 27/09/2021

Time : 2.00 pm

Sr. No	Agenda or Points to be discussed in the meeting
1	Dos and Don'ts in college Campus
2	A complaint Drop box must be placed in the office premises.

Following members of ICC attended the meeting:

Sr.No	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus co-ordinator	
2.	Dr.V.P.Kallimani	Principal	
3.	Miss. Vanashri S. Shinde.	Presiding Officer	
4.	Mrs. Rucha A. Gurav.	Member	
5.	Mr.Rohit Desai	Member	
6.	Mrs.Aishwarya Jadhav.	Member	
7.	Mr.Tanaji Yadav	Member	
8.	Ms.Prachi Patil	UG Student Member	
9.	Mr.Kaustubh Warke	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	

The Chairperson conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every quarter on a regular basis or earlier, if need arise. Next meeting of the Committee will be held in the month of December, 2021.

Meeting ended with vote of thanks to the Chair

Prepared By ICC Coordinator

Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

Campus Coordinator
D.Y.Patil Educational Campus,
Salokhenagar, Kolhapur.



Dr. D. Y. PatilPratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

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Revision Date:01/07/2019

ICC Committee

Meeting Notice

Date: 13 / 12 /2021

Meeting Notice

A meeting of Internal Complaints Committee (ICC) is planned on 16th Dec ,2021 at Dr.D.Y.Patil pratishthan's College of Engineering ,Salokhenagar, Kolhapur at 2 .00 pm. All the members are requested to Attain for same .

All the members are requested to attend for same. Venue : Board Room

Sr.No	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus co-ordinator	
2.	Dr.V.P.Kallimani	Principal	
3.	Miss. Vanashri S. Shinde.	Presiding Officer	
4.	Mrs. Rucha A. Gurav.	Member	
5.	Mr.Rohit Desai	Member	
6.	Mrs.Aishwarya Jadhav.	Member	
7.	Mr.Tanaji Yadav	Member	
8.	Ms. Prachi Patil	UG Student Member	
9.	Mr.Kaustubh Warke	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	

Points to be discussed:

1. Report on cases relating Sexual harassment for the academic year 2021- 22.
2. Events and programs to be organized.

Prepared By ICC Coordinator

Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhenagar, Kolhapur.

Campus Coordinator
Campus Director
D.Y.Patil Educational Campus,
Salokhenagar, Kolhapur.



**Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur**

Doc. No: DYP-ADMN-FRM

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ICC Committee

Minutes of Meeting

Date: 16 / 12 / 2021

A meeting of ICC committee will be held at Dr. D.Y.Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 16th September 2021 at 2.00 pm in board room.

Date of Meeting : 27/09/2021

Time : 2.00 pm

Sr. No	Agenda or Points to be discussed in the meeting
1	A report stating that there were no cases relating to sexual harassment in the college during this academic year.
2	It was decided to conduct programs and activities about gender equity and gender sensitization.

Following members of ICC attended the meeting:

Sr.No	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Campus co-ordinator	
2.	Dr.V.P.Kallimani	Principal	
3.	Miss. Vanashri S. Shinde.	Presiding Officer	
4.	Mrs. Rucha A. Gurav.	Member	
5.	Mr.Rohit Desai	Member	
6.	Mrs.Aishwarya Jadhav.	Member	
7.	Mr.Tanaji Yadav	Member	
8.	Ms.Prachi Patil	UG Student Member	
9.	Mr.Kaustubh Warke	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	

As there were no other points for discussion, the meeting was concluded with a vote of thanks
Meeting ended with vote of thanks to the Chair.

Prepared By ICC Coordinator

Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

Campus Coordinator

D.Y.Patil Educational Campus,
Salokhenagar, Kolhapur.



स्त्री अभ्यास केंद्र, शिवाजी विद्यापीठ, कोल्हापूर



कृतीसत्राचे निमंत्रण

जेंडर ऑडिट कसे असावे, कसे नसावे!

दि. ८ मार्च २०२२

दुपारी २.३० वाजता, स्त्री अभ्यास केंद्र, शिवाजी विद्यापीठ

COLLEGE OF ENGINEERING
SALOKHE NAGAR, KOLHAPUR
INWARD No. 280
DATE 07/03/2022

अध्यक्ष: डॉ. स्मृतिका पाटील, ज्येष्ठ कार्यकर्त्या, स्त्री मुक्ती संघटना, मुंबई

उद्घाटक: प्रा. डॉ. अकल्पिता अरविंदेकर, युजीसीच्या मास्टर ट्रेनर (कॉर्पोरेट बिल्डिंग ऑफ वुमेन मॅनेजर्स)

बीजभाषण: डॉ. मेधा नानिवडेकर, संचालक, स्त्री अभ्यास केंद्र, शिवाजी विद्यापीठ

संकल्पना

भारत सरकारच्या महिला आणि बालकल्याण मंत्रालयाने २०२२ च्या आंतरराष्ट्रीय महिला दिनाबाबत दिलेल्या निर्देशांत स्त्रियांविरुद्धचा भेदभाव आणि हिंसाचार नाहीसा होण्यासाठीच्या उपक्रमांवर भर दिला आहे.

स्त्रियांबाबतचा भेदभाव, हिंसाचार किंवा स्त्रीहितासाठी घातक बाबी शोधून त्यांचा स्पष्ट निर्देश करणे आणि भेदभाव संपवून समानता प्रस्थापित करण्यासाठी शिफारसी करणे हेच कोणत्याही संस्थेच्या जेंडर ऑडिटमध्ये अपेक्षित असते. शिवाजी विद्यापीठाने नॅक मूल्यांकनाच्या तिसऱ्या आणि चौथ्या सायकलसाठी करवून घेतलेल्या जेंडर ऑडिटचे अनुक्रमे २०१४ आणि २०२० चे अहवाल परीक्षणासाठी खुले आहेत.

नॅक मूल्यांकनाच्या तिसऱ्या सायकलसाठी स्त्री अभ्यास केंद्रामार्फत डॉ. मेधा नानिवडेकर यांनी सादर केलेल्या २०१४ च्या जेंडर ऑडिट अहवालात लैंगिक छळाबाबतच्या गैरव्यवहारांवर आणि पीडित स्त्रिया व विद्यार्थिनींविरुद्धच्या भेदभावावर ताशेरे ओढणारे एक स्वतंत्र प्रकरण समाविष्ट होते.

याउलट प्रा. डॉ. भारती पाटील यांनी कै. शारदाबाई गोविंदराव पवार अध्यासनामार्फत डिसेंबर २०२० मध्ये सादर केलेल्या जेंडर ऑडिट अहवालात लैंगिक छळाबाबतच्या फक्त निरुपद्रवी कार्यक्रमांचाच तपशील असून लैंगिक छळाबाबतच्या गैरव्यवहारांचा अतिशय गंभीर विषय मात्र पूर्णपणे वगळून टाकण्यात आला आहे.

डॉ. डी. व्ही. मुळे यांनी कुलसचिव पदाचा दुरुपयोग आरोपीला वाचविण्यासाठी करत डॉ. प्रतिभा पाटणकर यांच्या साथीने लैंगिक छळाच्या केसचा निकाल २२ महिने लांबणीवर ढकलला होता आणि हा गैरव्यवहार लपविण्यासाठी खोटे नऊ अहवाल सादर करून राज्य शासनाची फसवणूकही केली होती. त्या सर्व खोट्या अहवालांच्या प्रतीच स्त्री अभ्यास केंद्राने मार्च २०२० मध्ये खुल्या केल्या आणि प्रा. डॉ. भारती पाटील यांना इमेलही केल्या. तरीही त्या फसवणुकीबद्दलचा चकार शब्द प्रा. डॉ. भारती पाटील यांच्या जेंडर ऑडिट अहवालात नाही.

मुख्य म्हणजे त्यावेळी प्रा. डॉ. भारती पाटील लैंगिक छळाबाबत अंतर्गत तक्रार समितीच्या पीठासन अधिकारी होत्या तरीही त्यांनी पीडित स्त्रिया व विद्यार्थिनींना न्याय देण्याऐवजी गैरव्यवहारांवर पांघरून घालून गुन्हेगारांनाच संरक्षण दिले आहे. जेंडर ऑडिटचे मध्यम आणि कै. शारदाबाई गोविंदराव पवार अध्यासन ही स्त्रियांसाठी न्याय आणि समानता प्रस्थापित करण्यासाठी साधने पीडित स्त्रिया आणि विद्यार्थिनींविरुद्ध सक्रिय भेदभाव करण्यासाठी वेठीला धरण्यात आली आहेत.

यामुळे उद्भवलेल्या खालील समस्यांवर विचारमंथन आणि पुढील नियोजन ह्या कृतीसत्रात होईल:

१. २०२० च्या जेंडर ऑडिट अहवालात खोट्या अहवालांच्या विषयावर पांघरून घातले असल्यामुळे शासनाची फसवणूक टिकून राहिली आहे.
२. स्त्रीहिताचे उपक्रम चालविण्यासाठी पवार ट्रस्टच्या रु. ५० लाख निधीतून स्थापन झालेले कै. शारदाबाई गोविंदराव पवार अध्यासन पीडित स्त्रिया-विद्यार्थिनींविरुद्ध सक्रिय भेदभाव करण्यासाठी वापरले गेले आहे.
३. त्यामुळे पवार ट्रस्टचा आणि, विशेषतः स्त्रीहितासाठी आयुष्यभर झटणारे मा. खासदार श्री. शरदराव पवार आणि संसदेत स्त्रीहिताबाबत सातत्याने आवाज उठवणाऱ्या मा. खासदार श्रीमती सुप्रियाताई सुळे यांचा विश्वासघात झाला आहे.
४. चौथ्या सायकलच्या नॅक मूल्यांकन प्रक्रियेत हा अप्रामाणिक जेंडर ऑडिट अहवाल समाविष्ट केल्यामुळे त्या प्रक्रियेवर फ्रॉड घडले आहे.
५. हे सर्व ठपके शिवाजी विद्यापीठावर येऊन त्याचे दुष्परिणाम सर्वांनाच भोगावे लागू शकतात. असे असूनही या गैरव्यवहारांस विरोध केला नाही तर आपण सारेच त्यातले साथीदार ठरू.

त्यामुळे शिवाजी विद्यापीठाच्या आणि व्यापक समाजाच्याही हितासाठी प्रयत्नशील असलेल्या सर्वांना सावध करण्यासाठी हे कृतीसत्र! नोंदणीसाठी cws@unishivaji.ac.in वर इमेल पाठवावे. नोंदणी झाल्याचे आम्ही दि. ७ मार्च रोजी सायंकाळी ६.०० पूर्वी कळवू.

KCC
2/13

Icc

INTERNAL COMPLAINTS COMMITTEE

As per the Shivaji University, Kolhapur circular dated 03/12/2020, a Internal Complaints Committee is being constituted for the Institute on 24th December, 2020 comprising of following members for A.Y. 2020-21.

Sr. No.	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Management Representative (Campus coordinator)	<i>Abhijeet</i>
2.	Dr.V.P.Kallimani	Chairman	<i>Kallimani</i>
3.	Prof. Vanashri S. Shinde.	Presiding Officer	<i>Shinde</i>
4.	Prof. Rucha A. Gurav.	Member	<i>R. Gurav</i>
5.	Prof.Ranjeet Dongale.	Member	<i>Ranjeet</i>
6.	Mrs.Aishwarya Jadhav.	Member	<i>Aishwarya</i>
7.	Mr.Tanaji Yadav	Member	<i>Tanaji</i>
8.	Ms.Prachi Patil	UG Student Member	<i>P.Patil</i>
9.	Mr.Kaustubh Warke	UG Student Member	<i>Kaustubh</i>
10.	Mrs.S.A.Ekande	Advocate	<i>S.A.Ekande</i>

Shinde
ICC Presiding Officer

Kallimani
Chairman
PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.


Meeting Notice

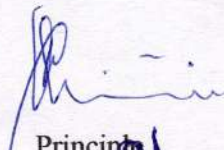
As per decision taken at management level, it is decided to reconstituted Internal Complaints Committee(ICC) as per AICTE Guidelines. For this purpose today we planned on 23rd December 2020 meeting of Internal Complaints Committee (ICC) is at Dr.D.Y.Patil Pratishthan's college of Engineering , Salokhenagar ,Kolhapur at 11.30 a.m.
All the members are requested to attend for same.

Sr.No	Name of Member	Designation
1.	Dr.V.P.Kallimani	Chairman
2.	Miss. Vanashri S. Shinde.	Presiding Officer
3.	Miss.Sharvali S.Sarnaik.	Member
4.	Mr.Ranjeet Dongale.	Member
5.	Mrs.Aishwarya Jadhav.	Member
6.	Mr.Tanaji Yadav	Member
7.	Ms.Prachi Patil	UG Student Member
8.	Mr.Kaustubh Warke	UG Student Member
9.	Mrs.S.A.Ekande	Advocate

Points to be discussed:

- Formation of renew Internal Complaints Committee(ICC)
- Policies of Internal Complaints Committee(ICC)


ICC Presiding Officer


Principal
PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.



Dr. D. Y. Patil Pratishthan's College of
Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM-01

Revision No. 00

Page 1 of 1

Revision Date:01/07/2019

ICC Meeting Agenda

Minutes of Meeting

Agenda of Meeting

1. Details of rearrangement of committee members.
2. Declaration of Rules and Regulations for girls.

The chairperson welcomed the members of ICC. The chairperson also welcomed the new members .The meeting held on 23rd December 2020 at Physics Lab at 11.30 a.m.

After this discussion chairperson thanked to each and every member present for meeting as well as suggestions. And meeting was concluded.

The following members were present:

Sr.No	Name of Meeting	Designation	Sign
1.	Miss. Vanashri S.Shinde	Presiding Officer	
2.	Ms.Sharvali S. Sarnaik	Teaching Staff	
3.	Mr.Ranjeet Dongale.	Teaching Staff	
4.	Mrs.Aishwarya Jadhav	Non Teaching Staff	
5.	Mr.Tanaji Yadav	Non Teaching Staff	
6.	Ms. Prachi Patil	UG Student	
7.	Mrs. S.A.Ekande	Advocate	

Prof . Ms. Vanashri S.Shinde
ICC Presiding Officer



Meeting Notice

A meeting of Internal Complaints Committee (ICC) is planned on 10th Feb ,2021 at Dr.D.Y.Patil pratishthan's College of Engineering ,Salokhenagar, Kolhapur at 2 .00 pm. All the members are requested to Attain for same.

All the members are requested to attend for same. Venue : Board Room

Sr.No	Name of Member	Designation	Sign
1.	Miss. Vanashri S. Shinde.	Presiding Officer	
2.	Mrs. Rucha A. Gurav.	Member	
3.	Mr.Ranjeet Dongale.	Member	
4.	Mrs.Aishwarya Jadhav.	Member	
5.	Mr.Tanaji Yadav	Member	
6.	Ms.Prachi Patil	UG Student Member	
7.	Mr.Kaustubh Warke	UG Student Member	
8.	Mrs.S.A.Ekande	Advocate	

Points to be discussed:

1. Details of Constitution of Committee.
2. Declaration of Rules and regulations for girls.
3. Planning of guidelines lecture to girls about discipline in college Campus.



Prof.Ms. Vanashri S. Shinde

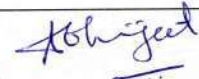
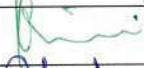
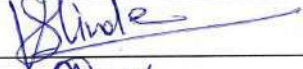

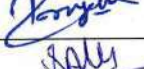

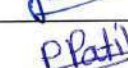
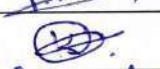


Presiding Officer



Internal Complaints Committee (ICC)

Meeting Agenda

1. Follow up for Previous meeting.
2. Status of Complaints if any registered.
3. Declaration about new constitution of all members to all girls students.
4. Planning of guideline lecture for girls about discipline.
5. Vote of thanks.

Sr. No.	Name of Member	Designation	Sign
1.	Dr.A.M.Mane	Management Representative (Campus coordinator)	
2.	Dr.V.P.Kallimani	Chairman	
3.	Prof. Vanashri S. Shinde.	Presiding Officer	
4.	Prof. Rucha A. Gurav.	Member	
5.	Prof.Ranjeet Dongale.	Member	
6.	Mrs.Aishwarya Jadhav.	Member	
7.	Mr.Tanaji Yadav	Member	
8.	Ms.Prachi Patil	UG Student Member	
9.	Mr.Kaustubh Warke	UG Student Member	
10.	Mrs.S.A.Ekande	Advocate	



Prof.Ms. Vanashri S. Shinde

Presiding Officer



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

Page 1 of 1

Revision Date: 01/07/2019

ICC Committee

Minutes of Meeting

Date: 10/2/2020

Meeting Time : 3.00 pm

Sr. No	Agenda or Points to be discussed in the meeting	Action Taken	Remark
1	Students Complaints about Computer Lab is not cleaned properly.	Identify the housekeeping person who is responsible for that lab. Give the instruction for proper cleaning.	Completed
2	For some classes fans and tube lights are not working properly.	Identify those classrooms and repair it. And make sure that it working properly.	Completed

Attended By:

Sr. No.	Name	Designation	Signature
1.	Dr.A.M.Mane	Management Representative (Campus Coordinator)	
2.	Dr.V.P.Kallimani	Chairman	
3.	Prof. Vanashri S. Shinde.	Presiding Officer	
4.	Prof. Rucha A. Gurav.	Member	
5.	Prof. Ranjeet Dongale.	Member	
6.	Mrs. Aishwarya Jadhav.	Member	
7.	Mr. Tanaji Yadav	Member	
8.	Ms. Prachi Patil	UG Student Member	
9.	Mr. Kaustubh Warke	UG Student Member	

Prepared By ICC Coordinator

Campus Coordinator
Campus Director
D.Y. Patil Educational Campus,
Salokhenagar, Kolhapur.

Principal
PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.



To,
Prof.Ms.Rucha A.Gurav
Member (Assistant Professor)
Subject: Appoinment letter for Internal complaints Committee (ICC)

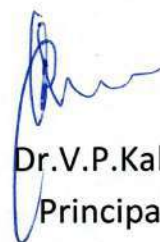
Respected Sir,

As per AICTE, our college has constituted the Internal Complaints Committee and we wish to inform you that you that you are being nominated as a member of this committee. Kindly accept our request and grace the meetings with your presence.

We look forward to your kind cooperation.

Thanking You.

Yours faithfully,



Dr.V.P.Kallimani
Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.



EN6839

Dr. D. Y. PATIL PRATISHTHAN'S
COLLEGE OF ENGINEERING

Affiliated to Shivaji University, Kolhapur.
Approved by AICTE (New Delhi), Govt. of Maharashtra, DTE Mumbai.

Hon. Dr. Sanjay D Patil
PRESIDENT
Hon. Satej D Patil
VICE PRESIDENT
Dr. Vish P Kallimani
PhD in CSc, Fellow UK.
PRINCIPAL

f. No. : DYPCOE/20

Date: 09 / 2 / 2021

To,
Prof.Mr.Ranjeet Dongale
Member (Assistant Professor)
Subject: Appoinment letter for Internal complaints Committee (ICC)

Respected Sir,

As per AICTE, our college has constituted the Internal Complaints Committee and we wish to inform you that you that you are being nominated as a member of this committee. Kindly accept our request and grace the meetings with your presence.

We look forward to your kind cooperation.

Thanking You.

Yours faithfully,

Dr.V.P.Kallimani
Principal

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Hon. Dr. Sanjay D Patil
PRESIDENT
Hon. Satej D Patil
VICE PRESIDENT
Dr. Vish P Kallimani
PhD in CSc, Fellow UK.
PRINCIPAL

No. : DYPCOE/20

Date: 09 / 2 /2021

To,
Mrs.Aishwarya Jadhav
Member (Jr. Clerk)

Subject: Appointment letter for Internal complaints Committee (ICC)

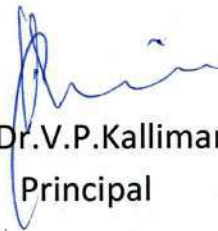
Respected Sir,

As per AICTE, our college has constituted the Internal Complaints Committee and we wish to inform you that you are being nominated as a member of this committee. Kindly accept our request and grace the meetings with your presence.

We look forward to your kind cooperation.

Thanking You.

Yours faithfully,



Dr.V.P.Kallimani
Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

To,

Prof.Ms.Prachi Patil

Member (UG Student)

Subject: Appoinment letter for Internal complaints Committee (ICC)

Respected Sir,

As per AICTE, our college has constituted the Internal Complaints Committee and we wish to inform you that you that you are being nominated as a member of this committee. Kindly accept our request and grace the meetings with your presence.

We look forward to your kind cooperation.

Thanking You.

Yours faithfully,



Dr.V.P.Kallimani

Principal

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Saokhe Nagar, Kolhapur.

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Hon. Dr. Sanjay D Patil
PRESIDENT
Hon. Satej D Patil
VICE PRESIDENT
Dr. Vish P Kallimani
PhD in CSc, Fellow UK.
PRINCIPAL

Ref. No. : DYPCOE/20

Date: 09 / 2 /2021

To,
Prof.Mr.Kaushtubh Warke
Member (UG Student)

Subject: Appoinment letter for Internal complaints Committee (ICC)

Respected Sir,

As per AICTE, our college has constituted the Internal Complaints Committee and we wish to inform you that you that you are being nominated as a member of this committee. Kindly accept our request and grace the meetings with your presence.

We look forward to your kind cooperation.

Thanking You.

Yours faithfully,


Dr.V.P.Kallimani
Principal

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VICE PRESIDENT
Dr. Vish P Kallimani
PhD in CSc, Fellow UK.
PRINCIPAL

f. No. : DYPCOE/20

Date: 09 / 2 /2021

To,
Mr. Tanaji Yadav
Member (Jr. Clerk)

Subject: Appointment letter for Internal complaints Committee (ICC)

Respected Sir,

As per AICTE, our college has constituted the Internal Complaints Committee and we wish to inform you that you are being nominated as a member of this committee. Kindly accept our request and grace the meetings with your presence.

We look forward to your kind cooperation.

Thanking You.

Yours faithfully,


Dr. V.P. Kallimani
Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

To,
Mrs.S.A.Ekande
Member (Advocate)

Subject: Appoinment letter for Internal complaints Committee (ICC)

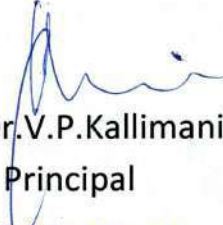
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Yours faithfully,


Dr.V.P.Kallimani
Principal

PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.



Meeting Notice

A meeting of Internal Complaints Committee (ICC) is planned on 10th May, 2021 at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur at 2.00 pm. All the members are requested to attend for same.

All the members are requested to attend for same.

Platform- Google Meet

Link-<https://meet.google.com/tpo-zbnk-rjs>

Sr.No	Name of Member	Designation
1.	Miss. Vanashri S. Shinde.	Presiding Officer
2.	Mrs. Rucha A. Gurav.	Member
3.	Mr. Ranjeet Dongale.	Member
4.	Mrs. Aishwarya Jadhav.	Member
5.	Mr. Tanaji Yadav	Member
6.	Ms. Prachi Patil	UG Student Member
7.	Mr. Kaustubh Warke	UG Student Member
8.	Mrs. S. A. Ekande	Advocate

Points to be discussed:

1. Awareness of Sexual Harassment committee.
2. The information of this committee to be shared on relevant social media platforms by the students.
3. The ICC members were motivated to participate in Workshops/ Short Term Trainings on Sexual Harassment conducted by various Government Agencies/ Departments.

Prof. Ms. Vanashri S. Shinde

Presiding Officer



Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur

Doc. No: DYP-ADMN-FRM

Revision No. 00

Page 1 of 1

Revision Date: 01/07/2019

ICC Committee

Minutes of Meeting

Date: 10/ 5/ 2021

A meeting of ICC committee will be held at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur on 10/05/2021 at 2.00 pm. All the members requested to make it convenient to attend the meeting.

Platform- Google Meet

Link- <https://meet.google.com/nvw-msqw-xqd>

Date of Meeting : 10/05/2021

Time : 3.00 pm

Sr. No	Points to be discussed in the meeting	Action Taken	Remark
1	Discussed With Junior Student about Ragging Matter.	--	Nil
2	Discuss with Students regarding accommodation Problem during Lock - down.	--	Nil

Following members of ICC attended the meeting:

Sr. No.	Name	Designation	Signature
1.	Prof. Vanashri S. Shinde.	Presiding Officer	
2.	Prof. Rucha A. Gurav.	Member	
3.	Mrs. Aishwarya Jadhav.	Member	
4.	Mr. Tanaji Yadav	Member	
5.	Ms. Prachi Patil	UG Student Member	

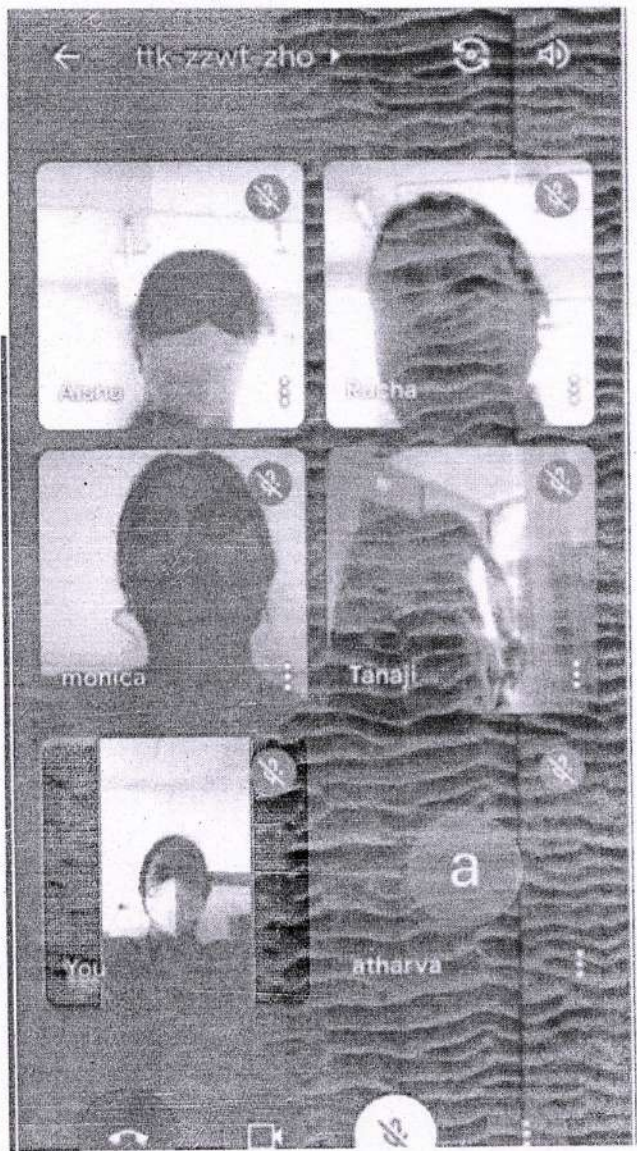
The committee had discussions at length and the following suggestions were made:

1. Students Don't having ragging issues.
2. Students are not facing any accommodation problem in this lockdown period.
3. The Chairman welcomed all the members who were present for the meeting. The meeting thereafter deliberated on agenda items as had been approved by the Chairman.

Prepared By ICC Coordinator

Principal

Campus Coordinator
D.Y. Patil Educational Campus,
Salokhenagar, Kolhapur.



Dr.D.Y.Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur.



A meeting regarding Discussion about women's day theme and guidelines dated on 7th March,2019

Dr.D.Y.Patil Pratishthan's College of Engineering, Salokhenagar, Kolhapur.



Photo Gallery



Inaugural speech by Anchor Niharika



Audience



Lecture about Women's Balanced Diet and healthy diet



Lecture conducted under Internal Complaints Committee cell (ICC)

Meeting for women's day Rally

07/03/19

1.	Aishwarya M. Pawar	CSE	Amr
2.	Nihareeka S. Nath	F.E	Nath.
3.	Poonam S. Patil.	F.E.	SPatil
4.	Nikita N. Mane	M.ECH	Mane
5.	Rajput Vaishnavi S.	MECH	Raut
6.	Rakshanda S. Surywanashi	MECH	RS
7.	Pooja M. Gurav	MECH	Gurav.
8.	Sayali P. Sapkal	MECH	Sapkal
9.	Padmaja M. Jadhav.	F.E.	PMJadhav.
10.	Indrayani H. Patil	F.E.	IPatil.
11.	Aishwarya V. Ingle.	TE Mech	Ingle
12.	Pratiksha N. Mithari	TE Mech	P.N. Mithari
13.	Sahil D. Patil	T.E Mech	Sahil
14.	Kartikee K. Joshi	T.E Mech	Kartikee Joshi
15.	Ashwini S. Chavare	T.E Mech	Chavare
16.	Ashwarya C. Shinde	T.E Mech	Shinde
17.	Aishwary A. Jure	S.E. Civil	A. D. Jure
18.	Mumtaz R. Shaikh	S.E. Civil	Shaikh
19.	Pooja P. Sutar	S.E. comp	Sutar
20.	Aishwarya D. Subhosalé	S.E. comp	Subhosalé
21.	Vasundhara N. Shinde	S.E. comp	Vshinde
22.	Shreya K. Kumbhar.	F.E. comp.	Shreya K.
23.	Dhawal Pooja	F.E. comp.	Dhawal
24.	Vaishnavi Haldade	F.E. comp	Haldade
25.	Sonali Chougale	F.E. comp.	Chougale.
26.	Shivani Koli	F.E. comp.	S.V. Koli
27.	Peachi Patil	F.E. Comp.	Patil
	Aishwarya Karande	F.E. Comp	Karande
	Poonam Mengane	FE civil	Mengane
	Sanjivani Patil	FE Civil	Sanjivani
	Prajakta Divase	FE comp	Divase
	Pranjal Joshi	- II -	Pranjal
	Pranjal Patil	- II -	Patil

Event management





Form 08

1-Request section: (To be filled by the Proposer)

File:

Event- Expert Lecture on "Self defence"	Location DYPCOESN
Accreditation section (SUK/LIC/AICTE/DTE/NAAC/NBA...)	Cluster:Clusters: Education/ Research/ External/ Admin/ Others
Event date/s: 7 th march 2020	Expenditure: 500/-
Target audience: All Girls students	Chief Guest Ms.Anita Menkar
Event fees: Free	Materials required

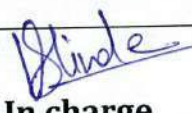


In charge: Ms. Amruta D.Patil	Dept: Civil Engineering
Facilities needed- Seminar hall (Panini)	Costing-500/-
Benefits for students/Staff Self defence	Benefits for the Institute Knowledge based Program
Approved/Not approved	Reasons for not approving
Vice Principal  Principal  Vice President	

2-Execution section

Event process,Date:	Participants attended,_____	Chief Guests
Name :5/3/2020	In charge sign	HOD sign, Dept

3-Outcome

Quality of Event A/B/C	No of Participants	Lessons Learnt	KM file reference
A	55		

 In charge	 Dean (A)	Vice-Principal	 Principal	Vice President
--------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------	----------------	---------------------------------------------------------------------------------------------------	----------------

- 1-Section 1: Incharge will request for event, get approval, go to section 2 if approved (3 days)
 2- Section 2: Execution
 3-Complete the sections 1,2,3, submit forms 8,2 to the KMS(10 days)

Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.



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PRESIDENT
Hon. Satej D Patil
VICE PRESIDENT
Dr. Vish P Kallimani PhD
in CSc, Fellow UK.
PRINCIPAL

Ref. No. : DYPcoe/20

Date: 09/03/2020

To,
The Principal,
Dr. D.Y.Patil college of engineering,
Salokhenagar, Kolhapur

Subject: Permission for workshop

Respected sir,

With reference to above mentioned topic, we request you to permit us to conduct workshop on "**self defense & laws for women**" on Saturday, 7th March 2020 on the occasion of Women's day within college hours. For this workshop we are going to invite Advocate Dr. Bhagyashri Kulkarni & Police Sub Inspector Ms. Anita Menkar. We believe that this session will be highly benefited to the girl students.

So kindly approve the same.

Thanking you.

Permitted
Patil
PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

Patil
Yours Faithfully,
ICC Presiding Officer
Ananta D. Patil



**Dr. D. Y. Patil Pratishthan's College of Engineering
Salokhenagar, Kolhapur**

Doc. No: DYP-ADMN-FRM-01

Revision No. 00

Page 1 of 1

Revision Date:01/07/2019

Notice

Date:-06/03/2020

NOTICE

All girls students & ladies staff are hereby informed that, on the occasion of women's day the session is arranged on "**self defense & laws for women**" on Saturday, 7th March 2020.

Venue: Panini Hall

Time: 11.00am

Note : Attendance is mandatory to all girls students

Abhi
ICC Presiding Officer
Amruta D. Patil

Vice Principal

Abhi
Principal
PRINCIPAL
Dr. D.Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

Dr. D.Y.Patil Pratishthan's college of engineering, Salokhenagar, Kolhapur

Session on "self defense & laws for women"

(7th March, 2020)

Programme Schedule

Guest Arrival: 10:45am

Tea: 10:50am

Inauguration: 11.00am

Program	Action By	Duration	Time
Welcome & introduction of programme	Anchor: Ms. Shreeya Atiwadkar Mrs. R.R.Patil	2 min	11.00am – 11.02am
Introduction of guest	Ms. Sandhya Rane Ms.Prachi	5 min	11.02am- 11.07am
Felicitation	By	To	3 min 11.07am- 11.10am
	Principal (Engg.College)	Adv. Dr. Bhagyashri Kulkarni	
	Vice Principal (Engg.College)	Ms. Anita Menkar	
	Principal (Junior College)	Dr. Shubhangi Parte	
Principal's Address	Dr. V.P.Kallimani	3min	11.10am- 11.13am
Vice Principal's Address	Dr. A.M Mane	3 min	11.13am- 11.16am
Expert's session	Adv. Dr. Bhagyashri Kulkarni	45min	11.16am-12.00 noon
Expert's session	Ms. Anita Menkar	45min	12.00noon- 12.45pm
Expert's session	Dr. Shubhangi Parte	15min	12.45-pm- 1.00pm
Vote of Thanks	Ms.Amruta D .Patil	5min	1.00pm-1.05pm



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PRESIDENT

Hon. Satej D. Patil

VICE PRESIDENT

Dr. V. P. Kallimani

Ph. D in CSc, Fellow UK, ME (E&C)
PRINCIPAL

Ref. No. : DYPCOE/2019-20/55

Date : 05/03/2020

To

Adv. Dr. Bhagyashri Kulkarni

Advocate, Kolhapur.

Subject: Invitation letter about Expert Lecture on the occasion of Women's day event.

Dear Madam,

We are very much delightful to invite you for expert lecture about "Awareness programme regarding Women's act, Rules regulations" on Saturday, 7th March, 2020 at 11:00 am.

We hope you will guide our girls students with your subject expertise for their better futurment.

Thanking You.

Received
5/3/20
05-03-2020



Abhijeet

PRINCIPAL

Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur

865, 'A' Ward, Salokhenagar, Kolhapur - 416007 Maharashtra India. Ph. : 0091231 - 2320914

E mail - dype472.ec@unishivaji.ac.in Website : coes.dypgroup.edu.in

- Kolhapur Innovation Center (KIC)
- Civil, Mech, CSE & Electrical Engg

- Tejas Innovation Center
- Training & Consultancy

- International Programmes
- Research



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Dr. V. P. Kallimani
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Ref. No. : DYPCOE/2019-20/55

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To

Adv. Dr. Bhagyashri Kulkarni

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Subject: Invitation letter about Expert Lecture on the occasion of Women's day event.

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Dr. V. P. Kallimani
Ph. D in CSc, Fellow UK, ME (E&C)
PRINCIPAL

Ref. No. : DYPCOE/2019-20/56

Date : 06 / 03 / 20 20

To,

Ms. Anita A. Menkar,

PSI , Kolhapur

Subject: Thanking Letter

Dear Madam,

We are very much thankful to you for conducting session on "Self Defense" for girl students of our institute on 7th March 2020.

We also thank you for enlightening the knowledge of our girl students which can help them in future by spending your valuable time in guiding them.

We hope you will provide similar co-operation in future also.

Thanking you.

Received



[Signature]
PRINCIPAL
Dr. D. Y. Patil Pratishthan's
College of Engineering
Salokhe Nagar, Kolhapur.

865, 'A' Ward, Salokhenagar, Kolhapur - 416007 Maharashtra India. Ph. : 0091231 - 2320914

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Hon. Satej D. Patil
VICE PRESIDENT
Dr. V. P. Kallimani
Ph. D in CSc, Fellow UK, ME (E&C)
PRINCIPAL

Ref. No. : DYPCOE/2019-20/56

Date : 06 / 03 / 2020

To,

Adv. Dr. Bhagyashri Kulkarni

District & sessions court

Kolhapur.

Subject: Thanking Letter

Dear Madam,

We are very much thankful to you for delivering lecture on "Laws for Women" for girl students of our institute on 7th March 2020.

We also thank you for enlightening the knowledge of our girl students which can help them in future by spending your valuable time in guiding them.

We hope you will provide similar co-operation in future also.

Thanking you.

Received



[Signature]
PRINCIPAL
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Dr. D.Y.Patil Pratishthan's college of engineering, Salokhenagar, Kolhapur

Session on "self defense & laws for women"

(7th March, 2020)

Attendance Sheet

Sr. No.	Name	Sign
1	Tejal. S. Shelke	Shelke
2	Aakanksha v. Jadhav	Aadhav
3	Shirshette Saujanya. B.	Saujanya
4	Rajnandini B. Lad.	BLD.
5	Aishwarya U. Rajigare	Rajigare
6	Sneha Sanjay Sutar	Ssutar
7	Diksha Anand chavan	Dhavan
8	Mumtaz Rubab shaikh	Shaikh.
9	Aishwarya Dinesh Ajure	Ajure
10)	Rutuja Babasaheb Khamkar	RKhamkar
11)	Rutuja Anil pawar	Pawar
12)	Baudhane Rupali S.	RSB.
13)	Wagare Dipali P.	DWagare
14	Gore Sandhya Sonu.	Sandhya.
15	Mane deepali Parmeshwar	Pmane
16	Swati vibhwas Gurusav	Swati
17	Ritavika Narusham	RMD
18	Rajnandini Patil	RMP
19	Bhopale Priyanka M.	Bhopale
20	Akshata Ashok Sunde	ASunde
21	Pranoti Yuvraj killedar.	Pranoti
22.	Shreya Vilas Atiwadkar	Shreya

Dr. D.Y.Patil Pratishthan's college of engineering, Salokhenagar, Kolhapur

Session on "self defense & laws for women"

(7th March, 2020)

Attendance Sheet

Sr. No.	Name	Sign
1	Sarnreddhi M. Pandharpote	Sarnreddhi
2.	Divya D. Pethkar.	Divya
3	Shweta S. Patil	Shweta Patil
4.	Shreya P. Patil	SPPatil
5.	Priyanka A. Wadkar	PAwadkar
6.	Ritrika Namshali	Ritrika
7.	Pallavi Suryawanshi	Pallavi
8.	Pratiksha Suryawanshi	Pratiksha
9.	Pranoti Killedar	Pranoti
10.	Rajnandini Patil	Raj
11.	Sayali Bhoite	SABhoite
12.	Samir Makandar	Samir
13.	Manali Hukine.	Manali
14.	Pooja Gunde.	Pooja
15.	Seema Chalagezi	Seema
16.	Aishwarya Bhosale	Aishwarya
17.	Sanjivani Patil	Sanjivani
18.	Poonam Mengane	Poonam

Dr. D.Y.Patil Pratishthan's college of engineering, Salokhenagar, Kolhapur

Session on "self defense & laws for women"

(7th March, 2020)

Attendance Sheet

Sr. No.	Name	Sign
1	Aishwarya Maruti Angaj.	<u>Aishwarya</u>
2	Akanksha Vishwas Patil	<u>Akanksha</u>
3	Sheeya Vishnu Wankar	<u>Sheeya</u>
4	Yuvradnyu Prakash Patil	<u>Yuvradnyu</u>
5	Krishna Amit Shelar	<u>Krishna</u>
6	Pragati Prabhakar Sidgiddi.	<u>Pragati</u>
7	AFroz Mirasab Dafedar.	<u>Afroz</u>
8	Saniya Umesh Bagwan	<u>Saniya</u>
9	Siddhi Rajaram Sankpal	<u>Siddhi</u>
10	Shweta Shrish Rajurkar	<u>Shweta</u>
11	Sakshi Deepak ulape	<u>Sakshi</u>
12	Sanika Santosh Gurav	<u>Sanika</u>
13	Kalyani Hemchandra Patil	<u>Kalyani</u>
14	Prithvi Ajay Sawekar	<u>Prithvi</u>
15	Seushti Rahul Mangarkar	<u>Seushti</u>
16	Sayali Sandeep More	<u>Sayali</u>
17	Swarada Mahesh Barad	<u>Swarada</u>
18	Saniya Firoj Mulla	<u>Saniya</u>
19	Archies Amol Hawal	<u>Archies</u>