



Shriram Gram Vikas Shikshan Sanstha, Nagpur

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SMT. RAJKAMAL BABURAO TIDKE, MAHAVIDYALAYA

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(NAAC ACCREDITED)

Ref. :


Date : 08/04/2022

VISHAKHA COMMITTEE (WOMEN GREVIENCE CELL)

(2021-2022)

Sr. No.	Name	Designation	MOB
1.	Dr. Miss. Sandhya Wankhede	Chairperson	9420247276
2.	Smt. Sandhya Raju Sable	Member	9420248911
3.	Dr. Gopal Jangluji Zade	Member	7875537722
4.	Dr. Sunil Shripat Borkar	Member	9422825571
5.	Dr. Prashant Suryabhanji Dafar	Member	9673176849
6.	Dr. Ishwar Janardan Wagh	Member	8806685850
7.	Mrs. Rekha K. Kohad	Social Worker	7820884131
8.	Ishita R. Fukat	Students Member	
9.	Sakshi T. Nimaje	Students Member	8390035665



Principal,

Officiating Principal
Smt. Rajkamal Baburao Tidke
Mahavidhyala, Mouda
Dist, Nagpur



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WOMEN'S GRIEVANCE REDRESSAL COMMITTEE / SEXUAL HARASSMENT REDRESSAL COMMITTEE/VISHAKHA

OBJECTIVES OF THE COMMITTEE:

The women's grievance committee is formed as per the guidelines given under:

The Sexual Harassment of Women at Workplace (PREVENTION PROHIBITION & REDRESSAL ACT 2013)

- *Clear display of committee with contact details in prominent places in the campus
- To deal with any sexual harassment complaint as per point number 9 of chapter IV of The Act Of 2013
- Conciliation to be dealt with as per point number 10 of chapter IV of The Act Of 2013
- Inquiry into complaint to be dealt with as per point number 11 of chapter IV of The Act Of 2013
- Action during Pendency of enquiry to be dealt with as per point number 12 of chapter V of The Act Of 2013
- Inquiry report method to be dealt with as per point number 13 of chapter V of The Act Of 2013
- Punishment for false/malicious complaint and false evidence & determination of compensation to be done as per point number 14 & 15 of chapter V of The Act Of 2013, respectively
- Publication/ making known the contents of complaint & enquiry proceedings is strictly prohibited & punishable
- The committee is to submit an annual report to the concerned authorities



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STUDENTS' GRIEVANCE REDRESSAL POLICY

DISCIPLINARY CONTROL RULES

College aims to provide an environment where there are no barriers to student success and progression. If a student's behaviour prevents others from feeling safe, secure, respected and able to learn effectively then this may result in disciplinary action. The purpose of this policy is to ensure that all instances of student misconduct are dealt with fairly and consistently and provide a clear procedure to guide both staff and students.

Anti - Ragging Committee

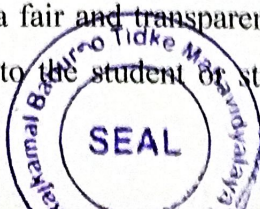
Ragging is prohibited under the MAHARASHTRA PROHIBITION OF RAGGING ACT, 1999 and it is also punishable under various provisions of the Indian Penal Code, 1860. The Regulators of higher education like UGC and AICTE have also noted promptly by making the necessary Rules and Regulations to curb the menace of ragging in all the educational institutions. Its body at Institutional level has to establish measures for Prohibiting, Preventing and Punishing Activities of Ragging menace within and outside the campus in accordance with UGC Regulations, Supreme Court Directives and State Act. It is responsible for taking against those found guilty of ragging and or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

Composition of Anti-Ragging Committee

The College has constituted a Committee as the Anti-Ragging Committee headed by the Head of the Institution, and a diverse mix of faculty, senior students and non-teaching staff to avoid any form of conflict that could take the ugly form of ragging.

Functions of Anti-Ragging Committee:

1. To ensure compliance with the provision of these regulations and any law for the time being in force concerning ragging and to deal and act promptly with the incidents of ragging brought to its notice.
2. To keep tabs on the happening of events related to, in Campus or Off-campus or other designed places in the premises
3. To conduct such enquiry observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witness to



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place before it the facts, documents and views concerning the incident of ragging and considering such other relevant information as may be required.


4. To monitor and observe in the functions and performance of the Anti-Ragging committee in prevention and curbing or ragging in the institution.
5. To conduct an on the spot enquiry into any incident of ragging referred to it by the Head of the Institution or any member of the Faculty or any member of the Staff or any student or any parent or guardian or any employee of a service provider or any other person, as the case may be: and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action under clauses (a) of Regulation 9.1 of UGC.
6. Also to monitor the welfare of fresh students outside the campus.
7. To be vigilant at all hours including at odd hours all around the campus and other places vulnerable to incidents of, and having the potential of ragging and shall be empowered to inspect such places.

Administrative Action in the event of Ragging

The Institution shall punish the student found guilty of ragging after following the procedure and in the manner prescribed herein under:

1. The Anti-Ragging Committee of the Institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Committee.
2. The Anti-Ragging Committee depending on the nature and gravity of the guilt will follow up the punishment based on the committee's decision.
3. Further the Institution can refer to the Affiliating University to act according to the UGC Regulations and State Act on curbing the menace of ragging.




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Anti-Sexual Harassment Cell

As per the Supreme Court Judgment and guidelines issued in the year 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging in colleges and universities. Keeping the above guidelines in mind the institution has constituted a Committee against Sexual Harassment.

Vision: To provide congenial environment of gender equality and against sexual harassment for the wellbeing of the staff and students.

Mission: To promote awareness among students about gender justice and harmonious coexistence♣ through campaigns and other awareness programs. To constitute panel / committee for redressal of grievances relating to sexual harassment.♣


Objectives:

- ♣ To develop guidelines and norms for policies against sexual harassment
- ♣ To develop principles and procedures to combat sexual harassment
- ♣ To work out details for the implementation these policies.
- ♣ To prepare a detailed plan of actions, both short and long term
- ♣ To organize gender sensitization awareness program.
- ♣ To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

The cell considers sexual harassment to include unwelcome sexually determined behaviour whether directly or by implication such as

- ♣ A demand or request for sexual favours.
- ♣ Sexually coloured remarks.
- ♣ Showing of pornography.
- ♣ Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.




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The following issues also come under the purview of the committee

- ♣ Eve-teasing
- ♣ Unsavoury remarks.
- ♣ Jokes causing or likely to cause discomfort or embarrassment.
- ♣ Gender-based insults or sexist remarks.
- ♣ Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like. Touching or brushing against any part of the body and the like.
- ♣ Displaying of pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
- ♣ Forcible physical touch or molestation
- ♣ Physical confinement against one's will and any other act likely to violate one's privacy.




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Grievances and Redressal Mechanism

The Grievance and Redressal Cell desires to promote and maintain a conducive and unprejudiced environment for its stakeholders. It attends to the grievances and complaints registered by anyone with regard to the activities of the Institution, and in particular, those made by students. The Cell ensures effective solution to the grievances, using a fair approach. The Grievance and Redressal Cell enables the students to express their grievances by initiating and following the grievance procedure in accordance with the rules and regulations of the College. The cell meets periodically, examines the nature and pattern of the grievances and redresses it accordingly.

Objectives:

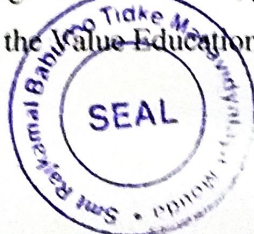
1. To develop an organizational framework to resolve grievances of the students and other stakeholders.
2. To ensure effective solution to the stakeholders' grievances with an impartial and fair approach
 - ♣ To investigate the reason of dissatisfaction.
 - ♣ To enlighten the students on their duties and responsibilities.

Grievance and Redressal Cell Composition:

- ♣ Principal
- ♣ Grievance and Redressal Coordinator
- ♣ Member
- ♣ Member
- ♣ Non-teaching Staff Member
- ♣ Students

Functions of the Grievance and Redressal Cell

1. Provides information about the Cell's objectives and mode of operation through the website and handbook.
2. Informs students of the process for registering of grievances in the Induction Programs.
3. Acknowledges and Analyzes the grievances.
4. Seeks a solution through decision-making process
5. Reports the grievances and records how they were redressed.
6. The procedures made known through the Hand-book, given to each student at the beginning of every academic year, and also in the Value Education classes taken by the Class-in Charge Teachers.



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Procedures:

The Grievance and Redressal Cell shall receive and redress the grievances of the following issues:

Academic issues pertaining to teaching, learning and evaluation activities.

- Student-teacher, student-student grievances
- Grievances related to library, canteen
- Grievances related to sports, cultural
- Grievances related to behaviour of stakeholders

1. The grievances shall be redressed depending on the nature of the grievance. The Grievances are invited through suggestion boxes provided in each floor of the building.
2. Department level counselling is offered where the matter can be resolved
3. Grievances pertaining to academic and internal evaluation shall be redressed at individual/faculty /HOD/ principal level.
4. For other grievances that require review shall be redressed by receiving written and signed application.
5. As soon as the application is received the Redressal Committee shall review the complaint and invites both the parties for discussion. The outcome of the discussion is reported to the Principal for further action to be taken.

Redressal of Grievances:

- i) The grievances are redressed at the earliest by issuing warning letter, memo and reformation remedies. Priority is given according to the urgency of the complaint. In all cases the aggrieved is informed of the measures taken.
- ii) Checks in the system are introduced to ensure there is no repetition of the same complaint.
- iii) All the grievances concerning to women harassment and ragging shall be dealt by the respective committees as per the prescribed procedures.



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Internal Complaints Committee

Both formal and informal feedback are collected from students, and utilized in improving student experience in the institution in several ways.

- i) Student feedback on teachers is collected semester wise and teachers are given a consolidated report of the same. Teachers also collect feedback on classes informally
- ii) Services which included seeking suggestions. The complaints and suggestions are forwarded to the Principal for suitable action and many corrective measures will be taken wherever possible.
- iii) Students may drop their feedback, problems or grievances in the general suggestion box and the concerned authorities aid in resolving the issue.
- iv) College has a separate examination grievance redressal cell, a malpractice committee, an admission grievance cell, an anti-sexual-harassment cell and an anti ragging cell. The details of the committee members are available on the website and college handbook.
- v) The student grievance redressal cell has been functioning for several years. Faculty members of the cell. Students can express their grievance in writing to the members who convene a meeting to address the issue. A complaint box is kept to receive grievances, if any.
- vi) Students also meet their mentors and counsellors and get their problems addressed, separately first and then together, if required.
- vii) When student feedback was collected on campus services, the complaints appeared to be related to infrastructure constraints and some related to the library, which have been attended to.
- viii) A limitation to this mechanism is that the requirement of providing complaints in writing often discourages students from following up. Therefore the problem is better addressed by mentors, discipline committee convenor and senior faculty. If serious issues are identified, the concerned teacher or other persons involved are informed along with the Principal.
- ix) The team of counsellors on campus helps and supports our students. Their conversations, issues and feedback are kept anonymous and needful is done to resolve the issues.




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Powers of the committee:

1. The committee shall have the power to summon witnesses and call for documents or any information from any student
2. If the committee has the reason to believe that a student is capable of furnishing relevant documents or information if it may direct such person to produce such documents or information by serving a notice in writing on that person, summoning the person, or calling for such documents or information at such place and within such time may be specified in the written notice.
3. Where any relevant document or information is recorded or stored by means of a mechanical, electronic or other device, the committee shall have the power to direct the same in writing to be produced.
4. The committee shall have the power to recommend the action to be taken against any person found guilty
 - a.) Sexually harassing the complainant
 - b.) Retaliating against/victimizing the complainant or any other person before it and
 - c.) Making false charges of sexual harassment against the accused person.


Functions of the committee Preventive steps:

1. To facilitate a safe environment that is free of sexual harassment
2. To provide behaviours that creates an atmosphere that ensures gender equality and equal opportunities

Remedial steps

1. To ensure that the mechanism for registering complaints is safe, accessible and sensitive
2. To take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims and take action against the harasser, if necessary
3. To make arrangements for appropriate psychological, emotional and physical support in the form of counselling, security and other assistance to the victim if so desires




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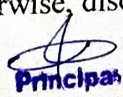


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Procedure to be followed by the committee:

- i) The Committee shall meet as and when any complaint is received by it. Complaint may be received by any member of the committee.
- ii) The Committee may direct the complainant to prepare and submit a detailed statement of incidents if the written complaint lacks exactness and required particulars, within a period of two (2) days from such direction or such other time period that the Committee may decide.
- iii) The Committee shall direct the accused students to prepare and submit a written response to the complaint / allegations within a period of four (4) days from such direction or such other time period as the Committee may decide.
- iv) Each party shall be provided with a copy of the written statement(s) submitted by the other.
- v) The party against whom the document / witness is produced shall be entitled to challenge cross-examine the same.
- vi) The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
- vii) As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.
- viii) Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
- ix) The Committee shall make all Endeavours to complete its proceedings within a period of seven (7) days from the date of receipt of complaint.
- X) The Committee shall record its findings in writing supported with reasons and shall forward the same with its recommendations, to the Principal, within a period of five (5) days from completion of the proceedings before it. In case the Committee finds that the facts disclose the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report.
- xi) If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, disciplinary action could be initiated in the form of:-




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- a. Warning
- b. Written Apology
- c. Bond of good behaviour
- d. Adverse remarks in the confidential report
- e. Suspension
- f. Dismissal
- g. Any other relevant mechanism

If, in the course of the proceedings before it, the Committee is satisfied that any person♣ has retaliated against / victimized the complainant or any person assisting the complainant as a result of the complaint having been made or such assistance having been offered, the Committee shall report the same in writing, to the Principal, with reasons and with recommendations of the action to be taken against such person.

If, at the culmination of the proceedings before it, the Committee is satisfied that the♣ complainant has knowingly brought false charges of sexual harassment against any person, it shall report the same in writing to the Principal/Management, with reasons and with recommendations of the action to be taken against such person.



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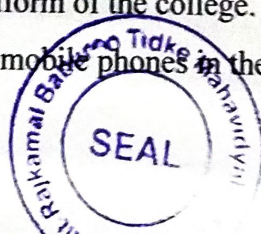
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Student Related Issues

Students who join SMT. RAJKAMAL BABURAO TIDKE MAHAVIDYALAYA MOUDA shall follow certain disciplinary rules of conduct. The Code of Conduct of the students are made known through the College Website, hand book and on various platforms.

It shall be the responsibility of the students to read, become familiar with and adhere to this Code and any amendment brought to this Code.

1. To behave and conduct themselves in the Institution Campus, hostels and premises in dignified and courteous manner and show due respect to the authorities, teachers and employees.
2. The students should behave politely and respectfully. They should abide by the rules and regulations stipulated by the College, from time to time.
3. Attendance is taken every period and also subject-wise. The students are expected to have a minimum of 75% attendance. On medical grounds, on the specific recommendations of the Principal, the Vice Chancellor may condone the deficiency in attendance to the extent of 10%, subject to the submission of medical certificates and payment of condonation fee. The students shall follow the rules of UGC and R.T.M.Nagpur University with regard to attendance, examinations and promotions.
4. Attendance is taken in all the classes for all subjects and absentee names are recorded. Parents are informed regularly about their ward's absence through SMS.
5. Students on leave should submit a leave letter to the class In-charge lecturer, duly signed by parent and Principal.
6. Students should be regular, punctual to the classes, attend seminars and other academic activities.
7. The students are expected to safeguard the property of the college.
8. It is the responsibility of the students to take care of their belongings. The college is not responsible for any loss of valuables.
9. The students are expected to carry their Identity Card all the time and they should be ready to produce it at any time, when required by the college authorities.
10. Any kind of demonstration that restricts the freedom of the members of the college or disrupts any activity in the college is forbidden. Groups of any kind that disturbs the harmony is not permitted.
11. The Student should make optimum use of the learning resources and other support services available in the institution.
12. Students are expected to wear uniform of the college.
13. Students are not permitted to use mobile phones in the Examination Halls, etc.




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14. Unauthorized entry of outsiders into the campus is strictly prohibited. Without specific permission of the authorities, students shall not bring outsiders to the Institution and Campus.
15. No one shall get, distribute or circulate unauthorized notices, pamphlets, leaflet, etc. within the Campus. The possession, distribution or exhibition of any item by any means which is obscene, is prohibited within the Campus or on any property owned/ managed by the Institution
16. No student shall collect money, either by force or by request, from anyone on the campus. Rash or negligent driving of vehicles in the Campus premises is prohibited.
17. No student shall enter or leave the classroom when the session is on, without the permission of the teacher.
18. Any case of criminal activity or violation of law and order in the Campus will be reported to the police.
19. Students shall use only the waste bins for dispensing dry and wet waste materials within the Campus including classrooms, hostels, offices and canteen.
20. Any conduct which leads to lowering of the esteem of the Institution is prohibited.


Disciplinary Code:

Any student exhibiting prohibited behaviour mentioned in this code shall be subjected to any of the following disciplinary sanctions. Any student who is persistently insubordinate, who is repeatedly or wilfully mischievous, who is guilty of fraud or mal practice in connection with examinations, in the opinion of the authorities will be removed from the rolls Committee Annuity Committee Grievance and Redressal Cell shall make an enquiry and want the report to the Disciplinary committee. The Principal shall decide the action to be taken.

1. Minor Sanctions - Tendering Apology: The student engaged in any prohibited behaviour may be asked to tender an apology for her act, undertaking that she shall not indulge in such or any of the prohibited behaviour, in future.

2. Major Sanctions Suspension: A student may be suspended from the Institution for violation of any of the provisions of this Code. The period of suspension and conditions, if any, shall be clearly indicated in the communication addressed to the student. The student shall lose her attendance for the suspended period.
Expulsion: This is the extreme form of disciplinary action and shall be resorted to only in cases where stringent action is warranted. Expulsion is the permanent dismissal of a student from the Institution. Such a student will not be eligible for readmission in the institution.




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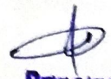


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COMPLAINT FORM

NAME	
CLASS	
Victim (in case of 3 rd party reporting the complaint)	
Contact Number	
E-Mail	
Accuser	
Class (of accuser)	
Compliant	
Time	
Date	
Signature	




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Zero Tolerance Policies on Sexual Harassment & Ragging


Preamble:

India's first legislation specifically addressing the issue of workplace sexual harassment is the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as "POSH Act") which was enacted by the Ministry of Women and Child Development, India in 2013. The said Act aims at providing protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. UGC Regulations on curbing the menace of ragging in Higher Educational Institutions, 2009 were passed by the University Grants Commission in the year 2009 to curb the menace of ragging in the Universities in India.

II. Definitions (Key Terms)

- a) "Aggrieved woman" as under the POSH Act means— (i) in relation to workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment; (ii) in relation to dwelling place or house, a woman of any age who is employed in such a dwelling place or house;
- b) "Employer" as under the POSH Act means— (i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf; (ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.

Explanation. — For the purposes of this sub-clause "management" includes the person or board or committee responsible for formulation and administration of policies for such organisation; (iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees; (iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;


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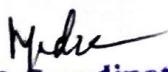
(Junior / Senior)

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- c) "Sexual harassment" as under the POSH Act includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely: — (i) physical contact and advances; or (ii) a demand or request for sexual favours; or (iii) making sexually coloured remarks; or (iv) showing pornography; or (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;
- d) "Workplace" as under the POSH Act includes— (i) 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 Government or the local authority or a Government company or a corporation or a co-operative society; (ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service; (iii) hospitals or nursing homes; (iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto; (v) any place visited by the employee arising out of or during the course of employment including transportation by the employer for undertaking such journey; (vi) a dwelling place or a house;
- e) "Ragging" as under the UGC Regulations on curbing the menace of ragging in Higher Educational Institutions, 2009 means any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.

III. Scope:

POSH Act was enacted by Parliament to give effect to the Convention for protection of women against sexual harassment at workplace. The POSH Act covers sexual harassment resulting in any violation of the women's fundamental rights to equality under articles 14 and 15 of the Constitution or under article 21 of the constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to safe environment free from sexual harassment. The UGC Regulations on curbing the menace of ragging in Higher Educational Institutions, 2009 were passed by the University Grants Commission in the year 2009 to curb the menace of ragging in the Universities in India. The best part of these


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regulations is that they shall apply to all the institutions including: (i) Universities under the Central/provincial/state act (ii) Deemed university under the UGC Act,

1956 (iii) All other educational institutions The guidelines extend to all the premises, whether located in the campus or outside and also in means of transportation whether public or private. The objective of these guidelines is to ensure completely wiping and prohibiting the activities of ragging

IV. Need of the policy:

The zero-tolerance policy on sexual harassment at workplace provides protection against sexual harassment of women at workplace and the prevention and redressal of complaints of sexual harassment and matters related to it. The need for a zero-tolerance policy on ragging is to ensure that the campus is free of the menace of ragging.

V. Objectives of the Policy:

The POSH Policy is meant to promote a healthy work environment that is free from harassment of all kinds for all those covered. To provide a safe and respectful work environment / establish an atmosphere for employees that is free from Harassment or discrimination against employees on the basis of race, colour, creed, religion, gender, national origin, age, sexual orientation or gender identity, or physical or mental disability and outline the company's policy to protect all categories of employees (Direct and indirect) against sexual harassment in particular. The main objectives of the anti-ragging policy shall be to generate awareness amongst the students of dehumanizing effect of ragging inherent in its perversity, to keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence, to promptly and stringently deal with the incidents of ragging brought to the notice and to generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.

VI. Policy: Guidelines for implementation of the policy

With respect to the zero-tolerance policy towards sexual harassment, all organisations with more than 10 employees need to conduct an awareness programme for the employees of the organisation. The organisation has to constitute an internal committee to address the issues and complaints related to sexual harassment within the organisation. The internal committee will also include external

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Mahavidyalaya Mouda



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cause of women or who have had experience in social work or have legal knowledge; (c) one member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment: Provided that at least one-half of the total members so nominated shall be women.

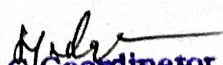
4) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

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 employer, as may be prescribed.

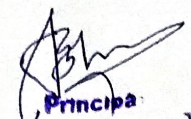
6) Where the Presiding Officer or any Member of the Internal Committee, — (a) contravenes the provisions of section 16; or (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or (c) he has been found guilty in any disciplinary 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.

As per S. 26 of the Act, Non-compliance with POSH can cost an employer a monetary penalty of Rs. 50,000. An employer can be subjected to a penalty of up to INR 50,000 for: Failure to constitute Internal Complaints Committee• Failure to act upon recommendations of the Complaints Committee; or• Failure to file an annual report with the District Officer where required; or• Contravening or attempting to contravene or abetting contravention of the Act or Rules.•

With respect to the zero-tolerance policy towards ragging, every institution shall constitute a Committee to be known as the Anti-Ragging Committee to be nominated and headed by the Head of the institution, and consisting of representatives of civil and police administration, local media, Non-Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the fresher's category as well as senior students, non-teaching staff; and shall have a diverse mix of membership in terms of levels as well as gender. b) It shall be the duty of the AntiRagging Committee to ensure compliance with the provisions of these Regulations as well as the provisions of any law for the time being in force


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concerning ragging; and also, to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution. c) Every institution shall also constitute a smaller body to be known as the Anti-Ragging Squad to be nominated by the Head of the Institution with such representation as may be considered necessary for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times. Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following- Suspension from attending classes and academic privileges, withholding/ Withdrawing scholarship/fellowship and other benefits, debarring from appearing in any test/examination or other evaluation process, withholding results, debarring from representing the institution in any regional, National or International meet, tournament, Youth festival, etc, suspension/ Expulsion from the hostel, cancellation of admission, expulsion from the Institution and consequent debarring from admission to any other institution for specified period, fine ranging between Rs. 25,000/- and Rs. 1 lakh.

VIII. Beneficiaries

Women employees of any age, students, departments, organisations, undertakings, establishments, enterprises, institutions, offices.

IX. UGC Guidelines pertaining to that policy in appendix UGC Regulations emphasized the responsibility of Higher Educational Institutes to act decisively against all gender-based violence against employees and students of all sexes, including the third gender. The regulation states that sexual harassment is gender-neutral, and educational institutes should act upon complaints of both male and female employees and all students, male, female, and third gender. These regulations of the UGC have taken a revolutionary initiative by adopting a gender-neutral approach which means that irrespective of the gender, the victim can lodge a complaint, and the UGC POSH regulations shall protect the rights of students enrolled at the institute and ensure that they are all safe from sexual abuse regardless of the gender. UGC regulations on curbing the menace of ragging in Higher Educational Institutions, 2009 intends to prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or indiscipline activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or

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Principal

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generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student; and thereby, to eliminate ragging in all its forms from universities, deemed universities and other higher educational institutions in the country by prohibiting it.

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 Dist. Nagpur



[Signature]
 Principal
 Smt. Rajkamal Baburao Tidke
 Mahavidyalaya Mouda

5/04/2022

सूचना

पारितोष महाविद्यालयातील स्त्री सुरक्षा समिती
आणि महिला लष्कर निवारण समितीच्या सर्व प्राध्यापक
सदस्य व विद्यार्थी व विद्यार्थिनी सदस्यांना सुचित
पुरण्यात येले ही दिनांक 08 एप्रिल 2022 रोजी
शुक्रवार रोजी सकाळी 11-00 ला महाविद्यालयातील
महिला लष्कर निवारण समितीची सभा घेण्यात येईल
तरी संपादित सर्व सदस्यांनी उपस्थित राहावे.

आदेशान्वये

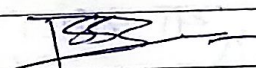
सभेचे स्थळ :

सभा गृह एस.आर.बी.टी

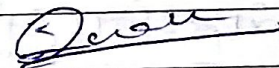
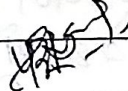

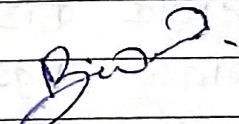
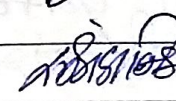
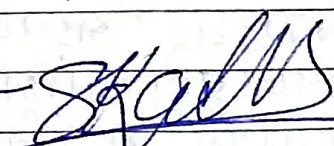
महाविद्यालय मौदा.

सभेचा विषय : विद्यार्थिनींच्या समस्यांबाबत चर्चा
पुरण.

सदस्य :

1] प्रा. डॉ. सुनील कोरपूर - 

2] प्रा. डॉ. गोपाळ शाडे

3] प्रा. डॉ. प्रशांत डपूर - 4] प्रा. डॉ. इश्वर यादव - 5] श्री प्रवेश वासानीक - 6] श्रीमती संध्या साबळे - 7] श्री सुधाकर कुडव - 

IQAC Coordinator
Dr. Rajendra B. Tike
Mahavideya Mouda
P. Nagpur



महिलेन लफ़ार निवारण सामेली सभेचा

सहवाळ :-

मागील दोन सत्रापासून कुबोना संक्रमणामुळे कोणुडाडून असल्यामुळे Online वर्ग सुरु होते परंतु सत्र 2021-2022 मधील पाहिले अर्धे सत्रालील वर्ग Online सुरु होते परंतु नंतरचे अर्धे सत्रालील वर्ग महाविद्यालयात घेण्यात आले त्या अनुषंगाने सत्र 2021-2022 मधील महिलेन लफ़ार निवारण सामेलीची सभा दिनांक 8 एप्रिल 2022 बुक्रवारला जे महाविद्यालयात प्रभारी प्राचार्य डॉ. अभय य. भक्त यांच्या अध्यक्षतेखाली व सर्व प्राध्यापक सदस्य व विद्यार्थी सदस्यांच्या उपस्थितीत महाविद्यालयात सकाळी 11:00 वाजता घेण्यात आली.

सभा घेण्यापूर्वी सर्व प्राध्यापक सदस्य व विद्यार्थी विद्यार्थिनींना सभेविषयी सूचना देण्यात आली. त्याप्रमाणे सर्व सदस्य व सचिव प्रा. डॉ. संध्या वानखेडे यांनी सभेबाबत पुर्ण पुरेण सभा घेण्यात आली. या सभेत प्राचार्य डॉ. अभय य. भक्त यांनी व सचिव प्रा. डॉ. संध्या वानखेडे यांनी विद्यार्थिनी सदस्यांना महिलेन विषयक काही लफ़ारी असल्यास त्या स्पष्टपणे सभेत मांडण्याविषयी विचारणा केली. असता विद्यार्थिनी प्रतिनिधींनी कुणल्याही विद्यार्थी अथवा व्यक्तीपासून आम्हाला कुणल्याही प्रकारची लफ़ार नसल्याचे सांगितले व महाविद्यालयातील शैक्षणिक कार्य सुरळीतपणे सुरु असल्याचे सांगितले यावर प्राचार्यांनी व समन्वयकांनी समाधान व्यक्त पुरेण परंतु या सत्राल पुढे कोणलीही लफ़ार असल्यास किं कुणल्याही प्रकारच्या अडथळी असल्यास त्या आपण स्पष्टपणे मांडल्या असे आम्हांत समन्वयकांनी विद्यार्थी व विद्यार्थिनी समस्य सदस्यांना केले.


ICAC Coordinator
Ms. Rajani B. ...
1. Jhewaya's




सत्र 2021-2022
महिलेन लफ़ार निवारण
सामेली सभेचा

सचिव डॉ. संध्या वानखेडे सदस्य प्रा. डॉ. गोपाळ
 इगडे, प्रा. डॉ. सुनील बोरकर, प्रा. डॉ. प्रशांत डपुर,
 प्रा. डॉ. ईश्वर वाघ शिंदीकुल्लर कुर्मचा-यांमधून
 सदस्य श्रीमती संध्या सावळे, श्री प्रवेश वासनिक
 विद्यार्थिनी सदस्य कु. निशा पार्वे, कु. निकीला
 वासुदेव माथानिकर व विद्यार्थी सदस्य आमीत
 खोब्रागडे उपस्थित होते. सर्व सदस्यांनी
 यथोचित सहकार्य दिले.

सभेत वेळोवेळी कोणताही विषय
 न. आल्यामुळे प्राचार्यांच्या सहमतीने सभा
 संपादण्यात आली.


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 Dist. Nagpur




 कार्यकारी प्राचार्य
 श्रीमती राजकमल बाबुराव तिडके
 महाविद्यालय, मोंदा
 जि. नागपूर



Shriram Gram Vikas Shikshan Sanstha, Nagpur

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Ref. :

Date : 08/4/2022

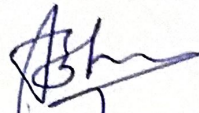
Report on Women Harassment Cell

(2021-2022)

Two annual meetings of Women Harassment Cell are organized every year. However, due to Corona Virus Pandemic restrictions, in the first half of the sessions was conducted online mode. After first session, the meeting of Women Harassment Cell was organized under the guidance of Principal, Dr. A. Y. Bhakte and in the presence of all members and student representatives respectively on 8th April, 2022. Dr. Sandhya Wankhede chaired the meeting. No girl student complaint when the chairperson called upon the girls to put up their complaints. The girls were satisfied because the whole premises of the college was sanitized.

After the discussion with the principal, the chairperson concluded the meeting.




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Ref. :

Date : 2020-2021


19/10/2021

Report on Women Harassment Cell

(2020-2021)

Due to Corona Virus Pandemic restriction, online classes were engaged by the teachers. And there was no meeting of Women Harassment and there was no any case was reported.



Principal,

Officiating Principal
Smt. Rajkamal Baburao Tidke
Mahavidyalaya, Mouda
Dist, Nagpur

विद्यार्थिनींच्या सुरक्षेसंबंधी घेण्यात आलेल्या
दुसऱ्या सभेचा ठावाळ सत्र. २०१९-२०२०

२०१९-२०२० ची दिनांक २८ फेब्रुवारी २०२०

ला प्राचार्य मा. डॉ. अभय भवत
यांच्या अध्यक्षते खाली सर्व प्राधिकाऱ्या व
विद्यार्थी प्रातिनिधी सोबत सत्र सुरक्षा समिती
बैठक घेण्यात आली समन्वयक डॉ. सध्या
वानखेडे यांनी. प्राचार्यांच्या सुपनेनुसार सर्व
विद्यार्थिनींना, हाही समस्या द्या लक्षात
आसल्यास माझ्यास सांगितले.

उपस्थित विद्यार्थी प्रातिनिधींनी
कोणत्याही प्रकारच्या समस्या व लक्षात
नसल्याबाबत स्पष्ट करे प्राचार्यांना विद्यार्थी
प्रातिनिधींना काही प्रश्न विचारून त्यांच्याकडून
त्यांचे मत जाणून घेता परंतु विद्यार्थिनींनी
कोणत्याही प्रकारच्या लक्षात नसल्याचे नमूद
पुढे.

या सभेला अध्यक्ष प्राचार्य डॉ. अभय
भवले, सचिव डॉ. सध्या वानखेडे, प्राधिकाऱ्या
डॉ. गोपाळ शर्मा, डॉ. सुनील बोरकर, डॉ. प्रशांत
डपूर डॉ. इश्वर वाघ एन एस एस प्राधिकाऱ्या
उपस्थित डॉ. शोभा माडिल प्रातिनिध्या सध्या
साठवे विद्यार्थिनी प्रातिनिधी.

वेळेवर कोणत्याही विषय न आल्यामुळे
प्राचार्यांच्या सुपनेनुसार सभा संपविण्यात आली.



(Signature)

कार्यकारी प्राचार्य
श्रीमती राजकुमल बाबुराव तिडके
महाविद्यालय, मौदा
जि. नागपूर

महिले लक्रा निवारण समितीच्या पहिल्या
सभेचा ठाडवाळ :

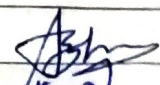
सत्र २०१९-२०२० ची दिनांक १२
ऑक्टोबर २०१९ रोजी सकाळी ११.३० वाजता प्राचार्य डॉ.
अभय भक्ते यांच्या अध्यक्षतेखाली समितीचे
सर्व सदस्य आणि विद्यार्थी प्रातिनिधी यांच्या
उपास्थेलील समितीची पहिली नियमावली सभा
घेण्यात आली. समन्वयक डॉ. संध्या वानखेडे
यांनी प्राचार्यांच्या सुचने नुसार सर्व विद्यार्थीनींनी
काही समस्या व लक्रा ठाड्यास आपण
स्पष्टपणे मांडल्या असलेल्या

परंतु उपास्थेली विद्यार्थीनींनी कोणत्याही
प्रकारची लक्रा देवा समस्या नसल्याबाबत
स्पष्ट करे प्राचार्यांनी विद्यार्थीनींना काही प्रश्न
विचारून त्यांच्याकडून त्यांचे मत जाणून घेतले
परंतु विद्यार्थीनींनी कोणत्याही प्रकारची लक्रा
नसून शैक्षणिक कार्य सुरक्षितपणे सुरु असल्याचे
नमूद केले.

या सभेला उपास्थेली अध्यक्ष प्राचार्य
डॉ. अभय भक्ते समवेत डॉ. संध्या वानखेडे
पदाधिकारी, डॉ. सुनील ठारकर, डॉ. गोपाळ इराडे
आणि रा. स. योजना कार्यक्रमाधिकारी प्रशांत
उपूर समिती संध्या साबळे व विद्यार्थी प्रातिनिधी
उपास्थेली होते.

वेळवेळी कोणत्याही विषय न आल्यामुळे
प्राचार्यांच्या सुचनेनुसार सभा संपविण्यात आली.




कार्यकारी प्राचार्य
श्रीमती राजकमल बाबुराव तिके
महाविद्यालय, मौदा
जि. नागपूर



SMT. RAJKAMAL BABURAO TIDKE, MAHAVIDYALAYA

Mouda, Dist. Nagpur - 441104

(Junior / Senior)

E-mail - srbtem@rediffmail.com www.srbtcollegemouda.org
(NAAC ACCREDITED)

Ref. :

Date : 03/03/2020

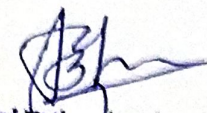
Report on Women Harassment Cell

(2019-2020)

Two annual meetings of Women Harassment Cell have been organized under the guidance of Principal Dr. A. Y. Bhakte and in the presence of all members respectively on 31st Oct, 2019 and 28th Feb, 2020. Dr. Sandhya Wankhedewas the chairperson of the meetings. The chairperson called upon the girls to present their complaints. The girls' representatives put up complaint about absence of dustbin in the ladies' washroom from eight days. After discussion with Principal, the chairperson fulfilled the complaint by asking ward boy to put a dustbin. No more complaint from any other persons was mentioned by the girls.

The meetings were concluded satisfactorily. All committee members and student representative cooperated well.




Official Principal
Smt. Rajkamal Baburao Tidke
Mahavidyalaya, Mouda
Dist. Nagpur

दिनांक

4/10/2018

सूचना

वारिष्ठ महाविद्यालयातील स्त्री सुरक्षा समिती आणि महिला लष्कर निवारण समितीच्या सर्व सदस्यांना व विद्यार्थी प्रातिनिधींना सुचित पुढील येते की, दिनांक 04 ऑक्टोबर 2018 सोमवार रोजी सकाळी 9:30 वाजता महाविद्यालयात महिला लष्कर निवारण समितीची या सत्रातील पहिली नियमित सभा घेण्यात येईल. लसी सर्व सदस्यांनी विद्यार्थी प्रातिनिधींनी समेक उपस्थित राहावे.

आदेशा नुसार.

सभेचे स्थळ

बी. डी. भाग-2 ची वर्ग खोली

खोली क्र. -

दिनांक - 04/10/2018

सभेचा विषय -

विद्यार्थीनिर्मित लष्करी महिला
कडून घेणे व त्यांचे निवारण करणे.

सदस्य :-

- 1] प्रा. डॉ. सुनील कोरकुर
- 2] प्रा. डॉ. गोपाळ डांडे
- 3] प्रा. डॉ. अमय भवले
- 4] श्रीमती संध्या शाबळे - अध्यक्ष
- 5] प्रा. डॉ. प्रशांत डपूर

सूचना

वारिष्ठ महाविद्यालयातील २री सुरक्षा समिती बाणी शाहेन तक्रार निवारण समितीच्या सर्व सदस्यांना व विद्यार्थी प्रातिनिधींना सुचित नुशाताने गोठे करी, दिनांक २६ फेब्रुवारीला २०२२ सकाळी ११ उठवून त्या महाविद्यालयात शाहेन तक्रार निवारण समितीची या सत्रातील दुसरी निश्चित सभा होणाऱ्या शेड्डे वरील सर्व सदस्यांना विद्यार्थी प्रातिनिधींनी समेत उपस्थित राहावे.

आदेशा नुसार

सभेचे स्थळ

सी. ए. भाग - २ ची कनिष्ठ खोली.

सभेचे सुमारे -

दिनांक - २६/२/२०२२.

सभेचा विषय :- विद्यार्थीनीच्या तक्रारी
भाषिल कुठून घेणे व त्याचे निवारण करणे.

सदस्य :-

- १) प्रा. डॉ. सुनील वीरकर
- २) प्रा. डॉ. गोपाळ डांडे.
- ३) प्रा. डॉ. आश्वय भवले.
- ४) श्रीमती संस्था सावळ.
- ५) प्रा. डॉ. प्रशांत ड्युर.

भारत लक्ष्य निवारण समित्याच्या दुसऱ्या सभेचा अहवाल :

सत्र २०१८-२०१९ मध्ये दिनांक २६ फेब्रुवारी २०१८
ला सकाळी ११:३० वाजता प्रमुख डॉ. विनोद गावंडे
सर यांच्या अध्यक्षतेखाली समित्याचे सर्व सदस्य
आणि विद्यार्थी प्रतिनिधी यांच्या उपस्थितीत समित्याची
दुसरी नियमित सभा घेण्यात आली. तत्पूर्वी विद्यार्थी
प्रतिनिधींनी सुचना देण्यात आली व अनुनू नुसार
विद्यार्थींनी प्रा. डॉ. संध्या वानखेडे यांना भेटून व्यवस्थापन
पेठा घेण्यात आली. सभेमध्ये विद्यार्थी प्रतिनिधींनी
आपआपल्या लक्षारी मांडण्यासाठी प्राचार्यांनी सादर
पुढे डॉ. वानखेडे भंडम यांना भुजना, कृश समस्या
व लक्षारी असल्यास आपण स्पष्टपणे मांडल्या
असे सांगितले.

परंतु विद्यार्थींनी प्रतिनिधींनी त्यांच्या
कोणत्याही लक्षारी नसून कोणत्याही मुलाने पासून
किंवा महाविद्यालयातील कोणत्याही व्यक्ती किंवा
कोणत्याही प्रकारचा लक्षार नसून शिक्षाधिकार कार्य
सुरक्षितपणे सुरु झाल्याचे नमूद केले.

सदर सभेत विद्यार्थींनी प्रतिनिधींनी सत
जानून घेतल्यानंतर मा. प्राचार्यांनी समाधान व्यक्त केले.

सभेत समित्याचे अध्यक्ष म्हणून मा. प्राचार्य
डॉ. विनोद गावंडे सर, सचिव प्रा. डॉ. संध्या वानखेडे
सदस्य प्रा. डॉ. सुनील बोरकर, प्रा. डॉ. गोपाळ डांडे
प्रा. डॉ. अभय भक्त. एनएसएस अधिकारी प्रा. डॉ.
प्रशांत डफर, श्रीमती संध्या सावंत, आणि व्यावसायिक
सदस्य-लारसा सा. मनिषा राहुत व विद्यार्थी
प्रतिनिधी कु. शुभांगी गोगर, कु. आरुण वंद्य.

विशाल सुवर्कर उपाध्यक्ष होत व सर्वांनी
सहाकार्य केले.

मा. प्राचार्यांच्या सहमतीने सभा संपल्यात
आली.



Shriam Gram Vikas Shikshan Sanstha, Nagpur

Fax / Phone : 07115 - 28

SMT. RAJKAMAL BABURAO TIDKE, MAHAVIDYALAYA

Mouda, Dist. Nagpur - 441104

(Autonomous / Statutory)

E-mail - srbicmg@rediffmail.com www.srbicollegemouda.org
(NAAC ACCREDITED)

Ref. : _____

Date: 08/10/19


Report on Women Harassment Cell

(2018-2019)

Two meetings of Women Harassment Cell have been organized under the guidance of Principal Dr. A. Y. Bhakte and in the presence of all members respectively on 8th Oct, 2018 and 27th Feb, 2019. Dr. Sandhya Wankhede chaired the meetings in the presence of Principal Dr. Abhay Bhakte and other members. The chairperson called upon the girls to present their complaints. The girls' representatives put up complaint about napkin vending machine which was not working well. After interaction with Principal, the chairperson declared that the machine would be repaired within 3 days. No more complaint was mentioned by the girls. The girls consented that no person harass them.

The meetings were concluded satisfactorily. All committee members and student representative cooperated well.




Officiating Principal
Smt. Rajkamal Baburao Tidke
Mahavidyalaya, Mouda
Dist. Nagpur

दिनांक
4/10/2018

सूचना

वारिष्ठ महाविद्यालयातील स्त्री सुरक्षा समिती आणि महिला लष्कर निवारण समितीच्या सर्व सदस्यांना व विद्यार्थी प्रातिनिधींना सुचिल पुण्यात येते की, दिनांक 06 ऑक्टोबर 2018 सोमवार रोजी सकाळी 99.30 वाजता महाविद्यालयात महिला लष्कर निवारण समितीची या सत्रातील पहिली नियमित सभा घेण्यात येईल. लसी सर्व सदस्यांनी विद्यार्थी प्रातिनिधींनी समेक उपस्थित राहावे.

आदेशानुसार.

सभेचे स्थळ

बी. कॉम. भाग-2 ची वर्ग खोली

खोली क्र. -

दिनांक - 06/10/2018

सभेचा विषय -

विद्यार्थीनिर्मित लष्करी महिला कडून घेणे व त्यांचे निवारण करणे.

सदस्य :-

- 1] प्रा. डॉ. सुनील कोरकर
- 2] प्रा. डॉ. गोपाळ झाडे.
- 3] प्रा. डॉ. अमय भवले
- 4] श्रीमती संध्या शाबळ.
- 5] प्रा. डॉ. प्रशांत डफर

— अध्यक्ष

3

आहवाळ
माहिती तक्रार निवारण समितीच्या परिषदसभेचा -
आहवाळ :

सत्र २०१८-२०१९ मध्ये दिनांक ८ ऑक्टोबर २०१८ रोजी सकाळी ११:३० वन. वाजता प्राचार्य डॉ. विनोद गावंडे सर यांच्या अध्यक्षतेखाली आमिलीचे सर्व सदस्य आणि विद्यार्थी प्रतिनिधी यांच्या उपस्थितीत आमिलीची पहिली नियामित सभा घेण्यात आली. तत्पूर्वी माहाविद्यालयातील विद्यार्थीनी प्रतिनिधींनी सभेला येण्यात आली व सभेनंतर नूतन विद्यार्थीनी प्रा. डॉ. संध्या वानखेडे यांना भेटून बेटकीबाबत सभा घेण्यात आली. सभेमध्ये विद्यार्थी प्रतिनिधींनी आपआपल्या तक्रारी मांडण्यासाठी प्राचीयांनी आव्हान देऊन डॉ. वानखेडे सभेला यांनी भुविना काही समस्या व तक्रारी समोर आणून स्पष्टपणे सांगल्या असे सांगितले.

परंतु विद्यार्थीनी प्रतिनिधींनी त्यांच्या कुठल्याही तक्रारी नसून कुठल्याही मुलाने प्रामु. दिवा महाविद्यालयातील कुठल्याही व्यक्ती विषयी कुठल्याही प्रकारची तक्रार नसून शिक्षाधिकार कार्य सुरळीतपणे सुरू असल्याचे नमूद केले.

शहर समेत विद्यार्थीनी प्रतिनिधींची सल जमून घेतल्यानंतर मा. प्राचार्यांनी सभाघातून वृद्ध. समेत समिलीचे अध्यक्ष म्हणून मा. प्राचार्य डॉ. विनोद गावंडे सर, सायब प्रा. डॉ. संध्या वानखेडे सदस्य प्रा. सुनील बोरकर, प्रा. गोपाळ डांडे, प्रा. अभय भस्ले एन एम. एम अधिकारी प्रा. डे प्रशांत डफर, श्रीमती संध्या साबळे आणि क. गौतमपंचायत सदस्य ता. रसा सो. मनिषा राहुल वि. विद्यार्थीनी प्रतिनिधी उपस्थित होते व सर्वांनी सहकार्य केले.

मा. प्राचार्यांच्या अनुमतीने सभा संपु आली.

**SMT. RAJKAMAL BABURAO TIDKE, MAHAVIDYALAYA**

Mouda, Dist. Nagpur - 441104

(Junior / Senior)

E-mail - srbtem@rediffmail.com www.srbtcologamouda.org
(NAAC ACCREDITED)

Ref. :

Date : 08/10/17

Report on Women Harassment Cell**(2017-2018)**

In the session 2017-2018 two meetings of Women Harassment Cell have been organized under the guidance of Principal Dr. V. Gawande and in the presence of all members respectively on 07th Oct, 2017 and 27th Feb, 2018. The chairperson of the meetings was Dr. Sandhya Wankhede. The chairperson called upon the girls to present their complaints. However, no complaint from any other person was mentioned by the girls and explained that academic work was going on well.

The principal and the chairperson reacted satisfactorily. All committee members and student representative cooperated well. The meetings concluded by chairperson's consent.


Principal,
Smt. Rajkamal Baburao Tidke
Mahavidyalaya Mouda



Women's Sexual Harassment & Women's Grievance Cell and Internal Complaint Cell

(2022-2023)

अध्यक्ष - प्राचार्य डॉ. देवाशिव भोमिक
सचिव - प्रा. डॉ. संध्या ओ. वानखेडे
सदस्य - प्रा. डॉ. गोपाळ जे. झाडे
सदस्य - प्रा. डॉ. सुनिता श्री. बोरकर
सदस्य - प्रा. डॉ. समय भे भवले
सदस्य - श्रीमती. संध्या आर साठके

विद्यार्थी प्रतिनिधी


१. वैष्णवी जे. पाहोडे B.Com
२. समिदना ओ. वयोले B.A.
३. शिला व. वानखेडे B.Sc.

श्रीमती राजकमल बा. लिंडके महाविद्यालय ओदा
जि. नागपूर मध्ये वरील "श्री सुरक्षा समिती"
ची स्थापना सन २०२२-२०२३ मध्ये पुरव्याल
आणी या समिती अंतर्गत येणारे अधिकारी व
सदस्य वरील प्रमाणे आहेत.

या समिती अंतर्गत वसतून दोन वेळ
सभा घेण्यात येतील तसेच गुरजेनुसार वेळोवेळ
घेण्यात येईल आणी या संदर्भात येणाऱ्या लक्ष्मि
पत्ता पुरण निवारण पुरव्याल येईल.

Vidyalekhan

सचिव: प्रा. डॉ. संध्या वानखेडे
श्री सुरक्षा समिती



प्राचार्य
श्रीमती राजकमल बा. लिंडके
महाविद्यालय, ओदा
जि. नागपूर

सुचना

14/12/2022

करीव महाविद्यालयातील सर्व स्त्री सुरक्षा
समिती सदस्य आणि विद्यार्थी प्रतिनिधींना
सुपील पुरव्याल येथे फी. स्त्री सुरक्षा समिती
अंतर्गत दिनांक 21/12/2022 बुधवारला
ठिक 11.30 A.M. ला सभा आयोजित
पुरव्याल ठाणी आहे.

या सभेत सर्वांची उपस्थिती
आवश्यक आहे.



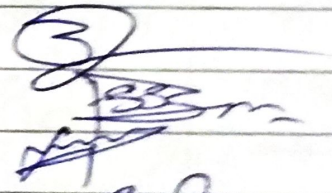
प्राचार्य

श्रीमती गजबेकर नागपूर जिल्हा

महाविद्यालय, पोली

जि. नागपूर

1. प्रा. डॉ. गोपाळ साहे
2. प्रा. डॉ. सुनील गोरकर
3. प्रा. डॉ. अभय भक्ते
4. श्रीमती संध्या साठक
5. कु. वैष्णवी परोडे
6. कु. समिदा वज्याळ



प्रिंसिपल

Vaishnavi

Bachale.

7. कु. शिला वानखेडे. Seemdhara

8. प्रा. डॉ. प्रकाश उफर → 1

9. N.L. Gade → 1

10. Dr. I. J. Wagh → 1

विद्यार्थ्यांच्या सुरक्षे संबंधी द्याल आलेल्या पहिल्या सभेचा अहवाल :

सत्र २०२२-२०२३ ची दिनांक २१/१२/२०२३ बुधवारला प्राचार्य मू. डॉ. देवाशिस भोमिक यांच्या अध्यक्षतेखाली सर्व पदाधिकारी व विद्यार्थी प्रतिनिधी सोबत स्त्री सुरक्षा समितीचा बैठक द्याल आले. समन्वयक डॉ. संध्या वानखेडे यांनी प्राचार्यांच्या सूचनेनुसार सर्व विद्यार्थिनींना समस्या मांडण्यास सांगितले.

उपास्थेलील विद्यार्थिनींनी कोणत्याही प्रकारची लक्राई देऊ समस्या नसल्याबाबत स्पष्ट केले. प्राचार्यांनी विद्यार्थिनींना काही प्रश्न विचारून त्यांच्याकडून त्यांचे मत जाणून घेतले परंतु विद्यार्थिनींनी कोणत्याही लक्राई नसल्याचे नमूद केले.

या सभेत अध्यक्ष प्राचार्य डॉ. भोमिक, सचिव डॉ. वानखेडे पदाधिकारी डॉ. डांडे डॉ. भाले आणि डॉ. होशकर यांसे या कार्यक्रमा अधिकारी डॉ. डफ्ते डॉ. वाघ. श्रीमती संध्या साबळे व विद्यार्थिनी प्रतिनिधी उपस्थित होते.

वेळेवर कोणत्याही विषयाने आल्यासुद्धे प्राचार्यांच्या सूचनेनुसार सभा संपविण्यात आले.



प्राचार्य

श्रीमती राजकमल बाबूरावजी तिडके

महाविद्यालय, भीदा

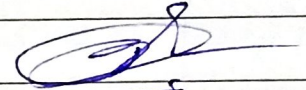
जि. नागपूर

सुचना

दिनांक

14/3/2023

महाविद्यालयातील सर्व विद्यार्थिनी
प्रतिनिधींना आमंत्रित पुरव्याल येले की,
महाविद्यालयातील स्त्री सुरक्षा समिती (जां.चंडा/
Women Security (W.S.) अंतर्गत सत्र 2022-2023
मधील पुनःया सभेचे आयोजन दिनांक 16 मार्च
2023 शुक्रवार रोजी ठीक 11.30 वा. रोजी सभा
आयोजित पुरव्याल आणि आहे. समेल
सर्व सदस्यांनी आणि विद्यार्थिनी प्रतिनिधींनी
उपस्थित राहावे.



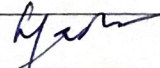
प्राचार्य

श्रीमती सुप्रसन्न नागवनी निडके
महाविद्यालय, मोठा
जि. नागपूर

- 1] डॉ. गोपाळ जें शिंदे.
- 2] प्रा. डॉ. सुनील गोरेकर
- 3] प्रा. डॉ. अभय भवले
- 4] श्रीमती संध्या सोबळे
- 5] कु. वेळवी पंडे.
- 6] कु. समिक्षा वसुधे
- 7] कु. शिला वानरवडे.
- 8] N.L. Gade
- 9] Dr. I.S. Wagh



Vaishnavi

Bachale
Sumanthale


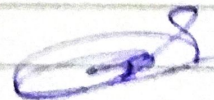
उद्देवाळ
विद्यार्थिनिर्निघा सुरक्षे संबधी घेण्यात आलेल्या
समस्या समेता उद्देवाळ :

सात्र २०२२-२०२३ ची दिनांक १७ मार्च २०२३
शुक्रवारला प्राचार्य मा. डॉ. देवाशेष भोमिक यांच्या
उद्देश्यक्षेत्रातील सर्व पदाधिकारी व विद्यार्थी
प्रतिनिधी सोबत श्री सुरक्षा समितीची बैठक
घेण्यात आली. समन्वयक डॉ. संध्या वानखेडे यांनी
प्राचार्यांच्या सुचनेनुसार सर्व विद्यार्थिनिर्निघा काही
समस्या असल्यास मांडण्यास सांगितले.

उपास्थेल विद्यार्थिनिर्निघा कोणत्याही
प्रकारची समस्या, तक्रार नसल्याबाबत स्पष्ट
केले. प्राचार्यांनी विद्यार्थिनिर्निघा काही प्रश्न विचारून
ल्यांच्याकडून त्यांचे मत जाणून घेतले परंतु
विद्यार्थिनिर्निघा कोणत्याही प्रकारची तक्रार नसल्याचे
नामून केले.

या समेता अध्यक्ष प्राचार्य डॉ. देवाशेष
भोमिक, सचिव डॉ. संध्या वानखेडे, पदाधिकारी डॉ. गोपाळ
शोडे, डॉ. सुनील बोशकर डॉ. अमय भक्ते आणीबा. से.
कार्यक्रम आधीकारी डॉ. प्रशांत डफर डॉ. ईश्वरवाद्य
शिमली संध्या साबळे व विद्यार्थिनि. प्रतिनिधी
कु. पांडे वी. काम फु. लयाळे वी. ए. कु. वानखेडे वी एच सी
उपास्थेल होते.

वेळेवर कोणतेही विषय न आल्यामुळे
प्राचार्यांच्या सुचनेनुसार सभा संपविण्यात आली.



प्राचार्य

श्रीमती राजकमल बाबुरावजी तिडके
महाविद्यालय, मोठा
जि. नागपूर