

अन्नपूर्णदेवी विद्या प्रसारक संस्था संचालित,

# कै.अण्णासाहेब पितांबर शंकर वाडिले कला महाविद्यालय, थाळनेर

थाळनेर, ता.शिरपूर. जि.धुळे (425421)

www.avpsthalner.org

Email : pswadilearscollege2000@gmail.com

02563-285339

- अध्यक्ष -

- प्राचार्य -

श्री.शरदचंद्र पितांबर वाडिले

डॉ. दिलीप रामभाऊ जगताप

## Internal Compliance committee & Anti Sexual Harassment Cell

In pursue of UGC (Prevention , Prohibition and Redressal of Sexual harassment of Women Employees and Students in Higher Education Institution) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013, the Internal Compliance Committee & Anti Sexual Harassment Cell of the Late Annasaheb P S Wadile Arts College, is constituted to deal with complaints, and to provide a healthy and congenial atmosphere for the staff and students of the College.

Sexual harassment includes any unwelcome sexually determined behaviour either directly or by implication, such as:

- Verbal or physical threats.
- Insulting, abusive, embarrassing or patronizing behaviour or comments
- Offensive gestures, language, rumors, gossip or jokes.
- Humiliating, intimidating, demeaning and/or persistent criticism.
- Open hostility or Suggestive comments or body language.
- Isolation or exclusion from normal work or study place.
- Publishing, circulating or displaying pornographic, racist, sexually suggestive or offensive pictures or other materials.
- Unwanted physical contact ranging from an invasion of space to a serious assault.
- Eve-tensing or Un-savoury remarks.
- Jokes causing or likely to cause awkwardness or embarrassment.
- Innuendos and taunts.
- Gender-based insults or sexist remarks.
- Unwelcome sexual overtone in any manner.
- Unsolicited physical touch or molestation.



- Physical confinement against one's will and any other act likely to violate one's privacy.

#### Objectives:

- To ensure a safe environment for students and staff.
- To create a secure physical and social environment that deters acts of sexual harassment.
- To develop principles and procedures for combating sexual harassment.

#### Roles & Responsibilities:

- The complainant will have to submit a written and signed complaint addressed to the Coordinator of the Cell.
- The Coordinator will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complaint will be informed to the Principal.
- If the case comes within the purview of the Cell, an enquiry committee will be set up and the committee will submit a report and recommend the action to be taken by the Principal.
- If any legal action is required, the complaint will be forwarded to the police with the help of an advocate.

#### If Found Guilty

Depending upon the severity of the case, punitive action may take any of the following forms,

- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions



## Caveat


All female faculty members, non-teaching staff and students must bear in mind that such complaints are of an extremely serious nature and should, on no account, be made in a frivolous manner. This platform should not be misused to settle personal scores, or for any other non- genuine reason.

## Procedure:

- Send an email to [dilip.jagtap60@gmail.com](mailto:dilip.jagtap60@gmail.com) write email of principal
- The inquiry shall be completed within a period of 30 days from the date of the complaint.
- The ICC shall provide a report of its findings to the Principal within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.
- If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.
- The Principal shall act upon the recommendation within 30 days of receiving it.

Dr. G. J. Gavit	Coordinator
Mr. M. D. Randive	Member
Mr. V. D. Zunjarrao	Member
Mr. H. B. Mali	Member



  
Principal  
Late Annasaheb P.S. Wadile  
Arts College, Thalner  
Tal. Shirpur, Dist. Dhule



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## Grievance Redressal Policy

Late Annasaheb P. S. Wadile Arts College, Thalner has established a Grievance Redressal Committee under the direct supervision of the Principal and other nominated members.

### Objectives:

- To inculcate an accountable and responsive attitude among all the stakeholders in order to ensure a harmonious educational atmosphere in the college.
- To redress grievances reported by the students of the college and thereby uphold the dignity of the college.
- To ensure a strife free atmosphere in the campus through promotion of cordial student-teacher and student-student relationship.
- To address complaints regarding harassment of any kind.
- To redress academic grievances.

### Rules and Regulations:

- Complaints should either be sent to the official email id or be dropped in the suggestion box.
- The merits of the complaints lodged by students will be thoroughly evaluated.
- Anyone with a genuine grievance may approach the members in person.
- Any act that prevents or disrupts the regular academic activity will be taken seriously.

Coordinator: Dr. Girish J. Gavit

Email – [kgjgavit20@rediffmail.com](mailto:kgjgavit20@rediffmail.com)



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## Grievance Redressal Cell

On July 20<sup>th</sup> 2019, the Governing Council of the college approved the following policy and setup committees.

Applicability: Ragging is totally prohibited in the colleges and anyone found guilty of ragging and ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be accordance with the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, as under the penal law.

### Grievance Redressal Cell

As per the Governing Council Meeting, dated 20/7/2019, the Grievance Redressal Committee constituted with the objective of resolving the grievances of students, parents and others. The cell comprises of following members:

#### Members:

- |                            |                     |
|----------------------------|---------------------|
| Dr. V. Y. Jadhav           | Principal           |
| Dr. G. J. Gavit Senoir     | Faculty member      |
| Mrs. Bhamare Gayatri Bhatu | Student Facilitator |

All the students, their parents and others may hence forth approach the Grievance Redressal any grievances.

Principal



Late Annasaheb P. S. Wadile Arts College, Thalner

Principal  
Late Annasaheb P.S. Wadile  
Arts College, Thalner  
Tal. Shirpur, Dist. Dhule

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## Grievance Redressal Cell

On 21/01/2019, the Governing Council of the college approved the following policy and setup committees.

Applicability: Ragging is totally prohibited in the colleges and anyone found guilty of ragging and ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be accordance with the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, as under the penal

### Grievance Redressal Cell

As per the Governing Council Meeting, dated February 2<sup>nd</sup> 2019, the Grievance Redressal Committee constituted with the objective of resolving the grievances of students, parents and others. The cell comprises of following members:

#### Members:

Dr. V. Y. Jadhav                      Principal  
Dr. G. J. Gavit Senior              Faculty Member  
Mrs. Bhamare Gayatri Bhatu Student Facilitator.

All the students, their parents and others may hence forth approach the Grievance Redressal any grievances.

Principal



Late Annasaheb P. S. Wadile Arts College, Thalner

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### Anti Sexual Harassment Policy

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 to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised educational institutions to be proactive by developing a conducive atmosphere on the campus, where the status of woman is respected and they are treated with.

Keeping the UGC and the Supreme Court guidelines in view, Late Annasaheb P. S. Wadile Arts College, Thalner already had in existence a Sexual Harassment Redressal Cell since August 2017, however considering the growing number of stakeholders in the college, the management decided to re-constitute a committee against sexual harassment in June 2019 to provide a healthy and congenial atmosphere to the staff and students of the university.

Late Annasaheb P. S. Wadile Arts College, sexual harassment committee consists of members of the faculty administration, student representatives. The cell is committed to:

- Observe the law and Supreme Court guidelines on Sexual Harassment.
- Sensitize the campus community on gender issues.
- Addressing complaints from victims.

Whenever a sexual harassment complaint is lodged or such a case comes to the committee's notice, the authorities concerned will immediately take action against the perpetrators. Late Annasaheb P S Wadile Arts College, Thalner has zero tolerance towards gender-based violence.

All incidents under the purview of sexual harassment including but not limited to physical, verbal, non-verbal, psychological harassment should be brought to the notice of the committee through a simple complaint to the committee using letters addressed in confidentiality. The committee then shall review the complaint and take due action after a meeting with the complainant and the concerned perpetrator. All safety measures taken on Campus regarding the above comes under the purview of the committee. The committee also maintains a complaint book to help students to lodge complaints. This facility should be in addition to the email and other facilities to file complaints.

#### Objectives:

- Maintaining files of the undertakings confirmed by each student and his/her parents or guardians, which will then be stored electronically and will contain the details of each student.
- Maintaining record of registered complaints received and the status of the action taken.
- Ensuring awareness programs and talks are conducted around the issue of anti- sexual harassment for students and faculty.

#### Action plan:

- Anti-sexual harassment law will be displayed in the notice board, each floor, classroom and staffroom.
- Sexual harassment will be treated as the highest offence in the institution and will be abided by law
- The mobile number of the Coordinator and a member will be displayed in the notice board/ prominently on campus.
- The information, identity, mobile number given regarding any sexual harassment incident will be kept confidential.
- CCTV is installed all over the campus.
- Events on Anti-sexual harassment workshop and seminar will be conducted.
- Anti-sexual harassment squad of the institution will look into the incident if reported with the head of the institute

Any student or group of students found guilty of sexual harassments in the campus or even outside the campus shall be liable to one or more of the following punishments:



complaint to the  
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- Expelling from the college as per the case.
- Debarring from appearing in any session test / University Examination.
- Suspension from attending classes and academic privileges.
- Withdrawing scholarships and other benefits.
- Suspension from the college for a period of one month.
- Legal action in case the complaint is found to be of such nature.

Anti Sexual Harassment Committee

Dr. Girish J Gavit  
Mr. Mahesh D. Randive  
Mr. Vijay D. Zunjarrao

## NOTICE

Date: 2<sup>nd</sup> Feb 2022

This is to inform to all, students Anti Sexual Harassment meeting in room no 2 is scheduled on 18 Feb 2020 p.m.


The agenda of the meeting is as follows:

- 1) General Discussion
- 2) Any Students grievance incident

Anti Sexual Harassment Cell

Dr. Girish J Gavit  
Mr. Mahesh D. Randive  
Mr. Vijay D. Zunjarrao



  
Principal  
Late Annasaheb P.S. Wadile  
Arts College, Thalner  
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### Proof related to Mechanisms for submission of online/ offline students' grievances

The committees look into any grievances reported online or offline by the students. Instruction boards are displayed on the campus regarding anti ragging policy.

The Differently able Persons Assistance Committee ensures that there is no discrimination of any sort regarding the differently able students.

The college has adopted robust mechanism for the submission of students' grievances through online and offline mode as well. In offline mode the aggrieved student can directly communicate to the concerned committee or the Principal orally or in writing. In online mode the students can report their grievance through the feedback mechanism. The college ensures that there is a timely redressal of the grievances through all the concerned committees.

The Internal Complaint Committee has been set up to ensure that students and women can work in a safe environment in the college premises.




Online Complaint is received from this link

<https://forms.gle/18sc5v6Tod4Z2sYWA>

Coordinator

Dr. Girish. J. Gavit (9421527981)



  
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