



BACKWARD CLASS YOUTH RELIEF COMMITTEE'S

BHIWAPUR MAHAVIDYALAYA

BHIWAPUR DIST. NAGPUR- 441201

ACCREDITED WITH GRADE 'B' (CGPA-2.54) BY NAAC, BENGALURU

ISO-9001:2015

AFFILIATED TO RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY, NAGPUR

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ANNUAL REPORT

ACADEMIC SESSION	2018-2019	
NAME OF THE ACTIVITY	Implementation of the Annual Assignments of Internal Complaint Committee (ICC) as per the established guidelines.	
ORGANIZING COMMITTEE	Internal Complaint Committee	
PROGRAMME COORDINATOR	Asst. Prof. Dr. Rajasree.O.P	
ORGANIZING UNIT	Bhiwapur Mahavidyalaya	
COMMITTEE MEMBERS	Asst. Prof. Dr. Rajasree. O. P	Presiding Officer
	Asst. Prof. Dr. Anita Mahawadiwar	Teacher
	Asst. Prof. Dr. Nitisha V. Patankar	Teacher
	Shri. Amol Bhagat	Non-Teaching
	Shri. Sanjay Meshram	Non-Teaching
	Ku. Prajakta M. Yerne	Post Graduate Student (M.A.II)
	Ku. Rajashree Alone	Under Graduate Student (B.Com. I)
	Ku. Komal G. Nagpure	Jr. College Student (11 th Com)
	Dr. Varsha Gupta	External Member N.G.O
BRIEF REPORT	Centre for the Prevention of Sexual Harassment of Women in Working Places and Women's Grievance Redressal Cell of Bhiwapur Mahavidyalaya were merged and titled as Internal	



Complaint Committee (ICC) in accordance with the guidelines of Government of Maharashtra and the Directions of Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur. The Internal Complaint Committee consists of 9 members: One Member Secretary, Two Faculty Members, and Two Representatives from Non-teaching Staff, One External Member and Three Students' Representatives. The Girls' representatives are selected through an election process and their selection is valid for two years. The process of including girl students in the Committee is implemented through election process.

The first meeting of the Internal Complaint Committee for the current Academic Session was held on 23-08-2018. The Committee Members agreed to conduct students' election after a gap of two years owing to COVID -19 Pandemic.

The election was held for selecting students' representatives on 5-09-2018. Nominations were invited on 27-08-2018; Students' Representatives Ku. Prajakta Yerne, Ku. Rajshree Alone and Ku. Komal G. Nagpure were elected as students' representatives.

The Second meeting of the ICC was held on 6-10-2018. The Members agreed to conduct one Workshop on "Sexual Harassment in Workplaces".

Till the compilation of this Annual Report, no complaint was received from the girl students and working women employees of Bhiwapur Mahavidyalaya.

Activity Report

The Internal Complaint Committee (ICC) of Bhiwapur Mahavidyalaya, under the aegis of IQAC, organized One Day



Workshop on “Sexual Harassment in Workplaces” on 9th October, 2018 in the Indoor Stadium of the College. The Chief Guest of the programme was Dr. (Mrs) Varsha V. Deshpande, Assistant Professor, Dr. Babasaheb Ambedkar Law College, Deekshabhoomi, Nagpur. Dr. Jobi George, the Principal of Bhiwapur Mahavidyalaya, presided over the function. Associate Prof. Dr. Sunil Shinde, Asst. Prof. Dr. (Mrs.) Nitisha Patankar and Asst. Prof. (Mrs.) Rajasree. O. P, were prominently present on the occasion.

Asst. Prof. Mrs. Rajasree. O. P., the Librarian and Member Secretary of Internal Complaint Committee (ICC), in her Introductory Speech, spoke about the working procedures of Internal Complaint Committee at the Institute level.

The Chief Guest Dr. (Mrs.) Varsha V. Deshpande spoke about the rules and regulations of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In her speech she also spoke about the importance and the decisive role that the Internal Complaint Committee can play at the Institute level to avert sexual harassment of girl students and women.

Dr. Jobi George in his Presidential Address spoke about the consequences that one has to face upon violation of the Prevention, Prohibition and Redressal Act, 2013. He advised the students to be aware of such laws. The Proceedings of the programme had been conducted by Asst. Prof. Mrs. Rajasree. O. P. and Asst. Prof. Dr. (Mrs.) Vinita S. Virgandham proposed the formal Vote of Thanks.

All the Senior and Junior wing students along with teaching and non-teaching staff of the College were present on this occasion.



**PROGRAMME
OBJECTIVES**

- To develop an internal mechanism to check sexual harassment of girl students and women in the Institution.
- To ensure the implementation of Government's Directives in its letter and spirit through proper reporting of the complaints and their follow up procedures.
- To facilitate free legal aid to the needy.
- To encourage women to address their issues/grievances fearlessly to the authorities concerned.
- To arrange get-together of women to instill more confidence among them.
- To improve the status and dignity of women at workplaces.
- To evolve permanent mechanisms for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
- To create safe and secure environment among the staff and the students to dissuade from the act of sexual harassment.
- To promote a social and psychological environment to create awareness among all about the dangers of sexual harassment of girl students and women in its various forms.
- To celebrate Women's Day in the College.
- To invite Doctors/Psychologists to address the issues of women in general.
- To encourage women to address their issues/grievances fearlessly to the authorities concerned.
- To arrange get-together of women to instill more confidence among them.
- To arrange Counseling Sessions for women by inviting



	Prominent Doctors.
PROGRAMME OUTCOMES	<ul style="list-style-type: none"> • Awareness was created among girl students, teaching and non-teaching staff of the College about Government's Guidelines to check all sorts of harassment of women in working places. • The initiative of the Committee helped in improving the status and dignity of women in the Institute. • Arranged Counseling Sessions for women by inviting Prominent Doctors. • Encouraged women to address their issues/grievances fearlessly to the authorities concerned. • Helped to improve the status and dignity of women. • Created safe and secure environment among the staff and the students to dissuade from the act of sexual harassment. • Arranged various programmes for creating awareness among students and staff regarding ICC. • Created awareness on "Sexual Harassment of Students and Women at Workplaces" among the students, teaching and non-teaching staff of the College. • With the policy and mechanism in force the staff and the students did feel safe and protected. • All the students and staff were made aware of the Act and the Internal Complaint Committee, where they can register their grievances, if any. • Resolved to ensure the implementation of the policy in its letter and spirit through proper reporting of the complaints and its follow-up procedures. • The initiative of the Committee helped in improving the status and dignity of women. • Arranged Counseling Session for women by inviting Prominent Doctors. • Arranged get-together of women to instill more confidence among them.



- Celebrated Women's Day in the College.
- Invited Doctors/Psychologists to address the issues of women in general.

**PHOTO GALLERY
WITH CAPTIONS**



**Dr. Varsha Deshpande delivering her speech during the
One -day Workshop**




PRINCIPAL
Bhiwapur Mahavidyalaya
Bhiwapur, Dist. Nagpur