



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

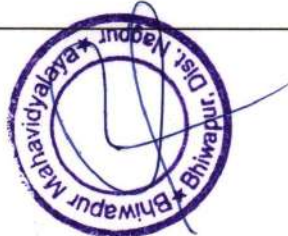
AFFILIATED TO RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY, NAGPUR

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ACTIVITY REPORT

ACADEMIC SESSION	2016-2017	
ORGANIZING UNIT	Bhiwapur Mahavidyalaya	
NAME OF THE ACTIVITY WITH TITLE	Formation of the Internal Complaint Committee and Implementation of the Annual Assignments as per its established guidelines.	
ORGANIZING COMMITTEE	INTERNAL COMPLAINT COMMITTEE (ICC), UNDER THE AGIES OF IQAC	
PROGRAMME COORDINATOR	Asst. Prof. Rajasree. O. P.	
COMMITTEE MEMBERS	Asst. Prof. Rajasree. O. P.	Member Secretary
	Asst. Prof. Dr. Anita Mahawadiwar	Teacher
	Asst. Prof. Dr. Nitisha V. Patankar	Teacher
	Shri. Sanjay Meshram	Non-Teaching
	Shri. Amol Bhagat	Non-Teaching
	Ku. Shubhangi Rehpade	Post Graduate Student (M.A.II)
	Ku. Pallavi Waghmare	Under Graduate Student (B.Com. I)
	Ku. Swati Kamdi	Jr. College Student (11th Com)
	Dr. Varsha Gupta	External Member NGO



BRIEF REPORT

Centre for the Prevention of Sexual Harassment of Women at Work 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. In accordance with that the process of the selection of girls was held on 25-02-2017 and Miss Swati Kamdi, Miss Pallavi Waghmare and Miss Shubhangi Rehpade were selected through election. In the Academic Session 2016-2017, the meetings of ICC were held on 03-02-2017 and 29-03-2017 respectively to discuss various issues regarding harassment of girl students and women in the Institute, if any. However, till this date the Committee received no complaint of girl students and women employees of the Institution in this regard.

Activity No. 1

The Internal Complaint Committee (ICC) of Bhiwapur Mahavidyalaya, under the auspices of its IQAC Chapter, conducted One Day Workshop on "Sexual Harassment of Students and Women at Workplaces" on 7th February, 2017. Advocate Mrs. Sadhana Yerne, Director/In-charge, Law College, Kondha Kosara and Adv. Sangita Gedam were the Chief Guests of the programme. Associate Prof. Dr. Sunil Shinde, Asst. Prof. Dr. Kishore Shende and Asst. Prof. Rajasree. O. P., were prominently present on the occasion.



Adv. Mrs. Sadhana Yerne enlightened the students and the staff of the College regarding 'Prevention, Prohibition and Redressal Act 2013'. She further exemplified that the cases of sexual harassments of students and women in India increased considerably in 2012 so the protective steps should also be necessitated in India. Asst. Prof. Mrs. Rajasree. O. P. proposed the formal Vote of Thanks.

Activity No. 2

The Internal Complaint Committee [ICC] of Bhiwapur Mahavidyalaya, under the aegis of its IQAC Chapter, organized a Workshop on "Sexual Harassment of Students and Women at Workplaces" on 27th February 2017. Dr. (Mrs.) Varsha Gupta, BAMS, CGO graced the occasion as the Chief Guest. Associate Prof. Dr. Sunil Shinde presided over the function. Asst. Prof. Dr. Kishore Shende and Asst. Prof. Mrs. Rajasree. O. P, Member Secretary, Internal Complaint Committee, were present on the dais.

Asst. Prof. Dr. Nitisha V. Patankar, in her Introductory Speech, shared her perceptions about Internal Complaint Committee and the rules involved in the Act. She emphasized that in case of any complaint the Committee receives, it would be solved within a period of 90 days as per the ICC Rules.

Dr. Varsha Gupta in her speech exemplified that "Men and Women in today's society must work together as Women are at the forefront in all walks of life". She created awareness among the students about Zero tolerance towards sexual harassment. She explained to the students many examples of solving the problems of women by themselves as they did not get timely help from others.



	<p>Associate Prof. Dr. Sunil Shinde, in his Presidential Address, explored the objectives of Internal Complaint Committee [ICC]. Asst. Prof. Dr. Kishor Shende emphasized on human behaviour and quoted several examples from Upanishad.</p> <p>The programme was coordinated by Asst. Prof. (Dr.) Anita Mahawadiwar, Head, Department of Commerce, Bhiwapur Mahavidyalaya. Asst. Prof. Someshwar Wasekar proposed the formal Vote of Thanks.</p>
<p>PROGRAMME OBJECTIVES</p>	<ul style="list-style-type: none"> • To develop an internal mechanism to avert sexual harassment of girl students and women employees at the Institute. • To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute. • To ensure the implementation of Government Policies in its letter and spirit through proper reporting of the complaints and their follow-up procedures. • To uphold the commitment of the Institute to provide gender-based discrimination-free environment. • To facilitate free legal aid to the needy. • To celebrate Women's Day in the College. • To invite Doctors/psychologists etc. 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 create a safe and secure social environment 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 women in its various forms.
- To arrange Counseling Sessions for women by inviting Prominent Doctors.

**PROGRAMME
OUTCOMES**

- 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.
- Arranged Counseling Sessions for women by inviting Prominent Doctors.
- Encouraged women to address their issues/grievances fearlessly to the authorities concerned.
- All the students and staff were made aware of the Act and the Internal Complaint Committee, where they can register their grievances, if any.
- Succeeded to uphold the commitment of the Institute to provide gender-based discrimination-free environment.
- Resolved to ensure the implementation of Government’s Policies in its letter and spirit through proper reporting of the complaints and its follow-up procedures.
- Identified the genuine problems/grievances of students in consultation with CRs and UR.
- Celebrated Women’s Day in the College.
- The initiative of the Committee helped in improving the status and dignity of women.



**PHOTO GALLERY
WITH CAPTIONS**



Associate Prof. Dr. Sunil Shinde, the President of the Programme, welcoming the Chief Guest Adv. Sadhana Yerne with a Bouquet



Dr. Varsha Gupta addressing the audience. Associate Prof. Dr. Sunil Shinde, Asst. Prof. Dr. Nitisha Patankar and other dignitaries at the Workshop attending the lecture





Students casting their vote during the Election process of Internal Complaint Committee to elect students' representatives on 25-02-2017



[Handwritten Signature]
PRINCIPAL
Bhiwapur Mahavidyalaya
Bhiwapur, Dist. Nagpur