



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	2019-2020	
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. Sanjay Meshram	Non-Teaching
	Shri. Amol Bhagat	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



<p>BRIEF REPORT</p>	<p>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.</p> <p>The first meeting of the Internal Complaint Committee for the current Academic Session was held on 12-10-2019. In the meeting the Members decided to conduct one programme on Women's Day. The Programme could not be conducted due to Covid-19 Pandemic. Till the compilation of this Annual Report, no complaint had been received from the girl students and working women employees of Bhiwapur Mahavidyalaya.</p>
<p>PROGRAMME OBJECTIVES</p>	<ul style="list-style-type: none"> • To retain the internal mechanism developed by the Institution for checking 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 continue 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 retain the permanent mechanisms already developed by



	<p>the Institution for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.</p> <ul style="list-style-type: none"> • To retain the safe and secure environment already developed in the Institution 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.
<p>PROGRAMME OUTCOMES</p>	<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.



A handwritten signature in blue ink, appearing to be "D. S. M. S.", written over a horizontal line.

PRINCIPAL
Bhiwapur Mahavidyalaya
Bhiwapur, Dist. Nagpur