

PDEA'S
Waghire College of Arts, Commerce and Science, Saswad
Internal Complaint Committee report

2023-2024

The Internal Complaint Committee of the college looks after the Prevention, Prohibition and Redressal of sexual harassment in any form at the workplace of the teaching and non-teaching women employee or students in the college as per the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 and the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and students in higher educational institutions) Regulation, 2015. As per each year, no cases of sexual harassment were found in the college as reviewed by the ICC Committee members.

A Gender audit of college was conducted this year on 19/8/2023 wherein a committee comprising of Chairperson Prof. Dr. Lalita Kangude (Sanskar Mandir Sanstha's Arts and Commerce College, Warje Pune) and member Prof. Amrapali Aurangabadkar (Shri Siddhivinayak Mahila Mahavidhyalay, Karvenagar, Kothrud) visited the college. The committee interacted with the students and all the staff members; verified the documents and gave certain suggestions to the college.



ICC Coordinator

Dr. B.S. Madbhavikar



Principal

PRINCIPAL
Waghire College, Saswad,
Tal. Purandar, Dist. Pune.

Gender Audit Committee held on 19/8/2023



Felicitation of the Gender Audit Committee Chairman Prof. Dr. Lalita Kangude from Sanskar Mandir Sanstha's Arts and Commerce College, Warje Pune and member Prof. Amrapali Aurangabadkar from Shri Siddhivinayak Mahila Mahavidhyalay, Karvenagar, Kothrud by Gender Audit Coordinator Dr. V.V. Patankar and ICC Chairman Dr. B.S. Madbhavikar respectively.



Verification of data with IQAC Committee members, ICC Chairman and Student Welfare Committee Chairman

RD





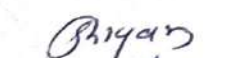



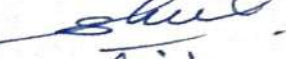

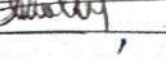
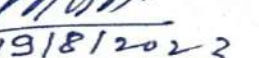
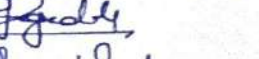


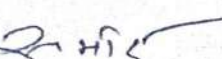
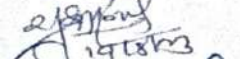
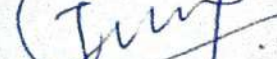


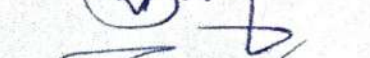



Handing over of the audit report and Suggestions to IQAC Co-ordinator Dr. Sanjay Zagade by the Gender Audit Committee Chairman Dr. Lalita Kangude

for 
ICC Coordinator

Dr. B.S. Madbhavikar


Principal

PRINCIPAL
Waghire College, Saswad,
Tal. Purander, Dist. Pune.

Sr.no	Name of staff.	Gender	Sign
①	Jadhavrao Swapnil Sugaraj	Male	
②	Vyas Sandeepkumar M.	Male	
③	Bhuttar Harish vijaykant	male	
4)	Nigade Songram vishwas	male	
5)	Gadhare Ajay Mahadeo	Male	
6)	Nikalaje Babasaheb. Yashraj	Male	
7)	Bhosale Sagar Sunil	Male	
8)	Shinde Sandeep Bhagwan.	male.	
9)	Tidke Swapnil Dnyaneshwar	male	
10)	Kale pradip sahebrao	Male	
11)	Wani vilas Ramakant	male	
12)	Jagdale Dnyaneshwar Mohan	Male	
13)	Dr Dattatray Saunbapat	Male	
14)	sonawane Rajesh Namdeo	male	
15)	Lokhande Deepak R.	Male	
16)	Kumbharkar Samar mahadeo	male-	
17)	S.D Jagdale	male	
18)	Dr. Tushar B. Ahoyade	Male	
19)	Dr. Sanjay H. Jagade	male	
20.	Sunil A-Shinde	Male	
21	Shubhraj V.N	male	
22	Dr. N. D. Pawar		
23)	Dr Kishor Lax	Male	

Gender Audit meet with staff

19/08/2023

no.	Name of the staff	Gender	Sign
7	Ranaravare R.	female	<u>Ranaravare</u>
1	Bagal M.M.	Female	<u>Bagal</u>
1	Dhore S.A.	Female	<u>Dhore</u>
	Gairwood S.V	female	<u>Gairwood</u>
1	Pawar A. N.	Female	<u>Awar</u>
	Kadbane A.S.	Female	<u>Kadbane</u>
	Kolate S.B.	Female	<u>Kolate</u>
	Magar A.G	Female	<u>Magar</u>
	Bhosale S. R	female	<u>Bhosale</u>
	Durgade Kavitha M	Female	<u>Durgade</u>
	Walunj S. B	Female	<u>Walunj</u>
	Solankure S.B	Female	<u>Solankure</u>
	Bagade R.A	Female	<u>Bagade</u>
	Khare. A.A	Female	<u>Khare</u>
	Pharalkate S.S.	Female	<u>Pharalkate</u>
	smt Shendkar R.M.	Female	<u>Shendkar</u>
	smt. Raskar S.C.	Female	<u>Raskar</u>
	Rane S.M.	Female	<u>Rane</u>
	Jagtap. M.M.	Female	<u>Jagtap</u>
1	smt. Dhavale S.R	female	<u>Dhavale</u>
	Pawar Roshani N	female	<u>Pawar</u>
	Shekhane P. D.	female	<u>Shekhane</u>
	Zurange P.k.	female	<u>Zurange</u>

Gender Audit meet with Staff

19/08/2023

Name of the Staff	Gender	Sig
Shevate Ashwini Nilesh	F	<u>Shevate</u>
Smt. Shekari V. R.	F	<u>V. R. Shekari</u> 19/8/2023
Dr. Vishakha Nandlal Ganvir	F	<u>Vishakha</u> 19/8/2023
Ms. Hemlata V. Sonaware	F	<u>Hemlata</u>
Dr. Nita Patil	F	<u>Nita Patil</u>
Ms. Stude Mayhu s.	F	<u>Stude</u>
Chilane M. H.	F	<u>Chilane</u>
Ms. Kadhavale W. R.	F	<u>W. R. Kadhavale</u>
Zurange Gouri Dnyandev	F	<u>Gouri</u>
Kumbhakar S. S.	F	<u>S. S. Kumbhakar</u>
Jagdale M. H.	F	<u>M. H. Jagdale</u>
Borawake Sayali Prakash	F	<u>Sayali</u>
Sawant Swati Tanaji	F	<u>Swati</u>
Jagtap Shweta Rajendra	F	<u>Shweta</u>
Sheldar Pooja Gorakh	F	<u>Pooja</u>
Dr. Madhuri Laxman Kauthe	F	<u>Madhuri</u>
Tople Snehal R.	F	<u>Snehal</u>
Wadhane Sayali S.	F	<u>Sayali</u>
Kale Megha A	F	<u>Megha</u>
Nerse R. S.	F	<u>R. S. Nerse</u>
Maske K. H.	F	<u>K. H. Maske</u>
Bhosale N. S.	F	<u>N. S. Bhosale</u>
Dr. Sheetal Kalhapure.	F	<u>Sheetal</u>
Gaiwad P. H.	F	<u>P. H. Gaiwad</u>

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee meeting




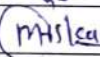

Agenda 1.

Date: 10/08/2023

It is hereby informed to all members of Internal Complaint Committee, that a meeting of the Committee will be held on 11th August 2023 at 12.00 pm. in the Zoology Lab.

Topics to be discussed are as follows:

1. To Read the minutes of the Last meeting.
2. To keep ready the documents required for Gender Audit to be conducted this academic year 2023-2024.
3. Any other topics: with the permission of the Chairman / Principal.

Sr. no.	Name of the Member	Designation	Department	Signature
1	Prof. Dr. N. B. Patil	Member	Microbiology	
2	Prof. Dr. Nanasaheb Pawar	Member	Marathi	
3	Prof. Manisha Jagdale	Member	Computer Science	
4	Dr. Vidya Patankar	Member	Botany	
5	Smt. Chikane M.H.	Member	Steno.	

for 
Chairman

Dr. Nita B. Patil



Principal

PRINCIPAL

Waghire College, Saswad
Tal. Purandar, Dist. Pune.

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune

Internal Complaint Committee
Minutes of the Meeting




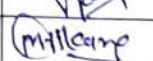

11/08/2023

The meeting of Internal Complaint Committee was held on 11/08/2023 in the Zoology Lab at 12.00 p.m.


Asst. Prof. Dr. B.S. Madbhavikar welcomed all the committee members. The meeting started with the minutes of the last meeting. The topics discussed in the meeting are as follows:

1. Review and conformation of minutes of meeting of Internal Complaint Committee held on 05/04/2023. The minutes of the meeting held on 06/04/2023 were read by Dr. B.S. Madbhavikar. The minutes were approved by the committee.
2. In the same meeting, it was decided that the documents needed for conduction of Gender audit need to be filed properly. The compiling of survey data of three years will be done by Dr. B.S. Madbhavikar for smooth conduction of Gender Audit. While the collection of backup copies required as per the Gender audit questionnaire will be collected by Dr. Nita Patil and Prof. Sangita Deokar.

Proposed by: Prof. Dr. Nita Patil
Seconded by: Smt. Chikane M. H.

Sr. no.	Name of the Member	Designation	Department	Signature
1	Prof. Dr. N. B. Patil	Member	Microbiology	
2	Prof. Dr. Nanasaheb Pawar	Member	Marathi	
3	Prof. Manisha Jagdale	Member	Computer Science	
4	Dr. Vidya Patankar	Member	Botany	
5	Smt. Chikane M.H.	Member	Steno.	

for 
Chairman
Dr. Nita B. Patil.


Principal
PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune.

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee

2023-2024

Action taken Report

Action taken Report of meetings held in year 2023-2024.

Sr. No.	Details of Responsibility	Responsibility Assigned to.	Status	Remark
1.	Review of the complaints and action there on	Prof. Nita B. Patil Prof. B. S. Madbhavikar	No complaints found.	-----


ICC Coordinator


Principal

PRINCIPAL
Waghire College, Saswad,
Tal. Purandar, Dist. Pune.

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee meeting

Agenda 1.

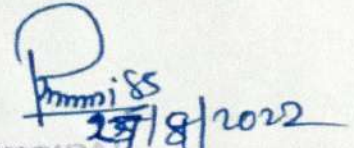
Date: 27/08/2022




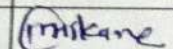
It is hereby informed to all members of Internal Complaint Committee, that a meeting of the Committee will be held on 29th August 2022 at 12.00 pm. in the Zoology Lab.

Topics to be discussed are as follows:

1. To Read the minutes of the Last meeting.
2. To discuss the planning of various activities to be organized in present academic year
3. Any other topics: with the permission of the Chairman / Principal.


CHAIRMAN


PRINCIPAL
Waghire College, Saswad,
Tal. Purandar, Dist. Pune

Sr. no.	Name of the Member	Designation	Department	Signature
1	Prof. Dr. N. B. Patil	Member	Microbiology	
2	Dr. N. S. Zagade	Member	Marathi	
3	Dr. M.M. Jagtap	Member	Chemistry	
4	Prof. Smt. S.B. Kolate	Member	Economics	
5	Smt. Chikane M.H.	Member	Steno	

**Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee
Minutes of the Meeting**

29/08/2022

The meeting of Internal Complaint Committee was held on 29/08/2022 in the Zoology Lab at 12.00 p.m.

Asst. Prof. Dr.B.S. Madbhavikar welcomed all the committee members. The meeting started with the minutes of the last meeting. The topics discussed in the meeting are as follows:

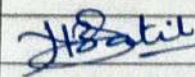


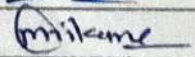
1. Review and conformation of minutes of meeting of Internal Complaint Committee held on 15th February, 2022.

The minutes of the meeting held on 15th February, 2022 were read by Dr. B.S. Madbhavikar. The minutes were approved by the committee.

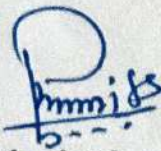
2. It was decided in the meeting that the Internal Complaint Committee will conduct an Awareness programme to aware the students about the Internal Complaint Committee and its functioning. And will also conduct lectures of renowned persons on Gender sensitization, Sexual harassment prevention, prohibition act. etc.

Proposed by: Prof. Dr. Nita Patil

Seconded by: Smt. Chikane M. H.

Sr. no.	Name of the Member	Department	Signature
1	Prof. Dr. Nita B. Patil	Microbiology	
2	Prof. Dr. Nana S. Zagade	Marathi	
3	Prof. Dr. M.M. Jagtap	Chemistry	
4	Prof. Ms. S.B. Kolate	Economics	
5	Smt. Chikane M.H.	Steno	


Chairman


Principal
Waghire College, Saswad,
Tal. Purandar, Dist. Pune

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee meeting

Agenda 1.

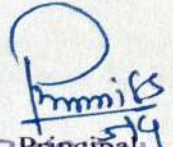
Date: 5/04/2023

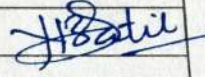

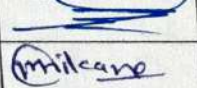
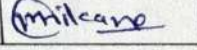
It is hereby informed to all members of Internal Complaint Committee, that a meeting of the Committee will be held on 6th April 2023 at 12.00 pm. in the Zoology Lab.

Topics to be discussed are as follows:

1. To Read the minutes of the Last meeting.
2. To review the complaints if any received
3. Any other topics: with the permission of the Chairman / Principal.


Chairman


Principal
Waghire College, Saswad,
Tal. Purandar, Dist. Pune

Sr. no.	Name of the Member	Designation	Department	Signature
1	Prof. Dr. N. B. Patil	Member	Microbiology	
2	Dr. N. S. Zagade	Member	Marathi	
3	Dr. M.M. Jagtap	Member	Chemistry	
4	Prof. Smt. S.B. Kolate	Member	Economics	
5	Smt. Chikane M.H.	Member	Steno	

**Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee
Minutes of the Meeting**

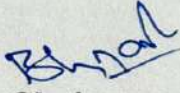
06/04/2023

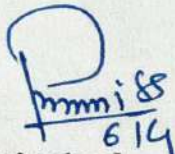
The meeting of Internal Complaint Committee was held on 06/04/2023 in the Zoology Lab at 12.00 p.m.

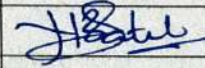

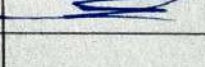
Asst. Prof. Dr. B.S. Madbhavikar welcomed all the committee members. The meeting started with the minutes of the last meeting. The topics discussed in the meeting are as follows:

3. No complaints were received.

Proposed by: Prof. Dr. Nita Patil
Seconded by: Smt. Chikane M. H.


Chairman


Principal
Waghire College, Saswad,
Tal. Purandar, Dist. Pune

Sr. no.	Name of the Member	Department	Signature
1	Prof. Dr. Nita B. Patil	Microbiology	
2	Prof. Dr. Nana S. Zagade	Marathi	
3	Prof. Dr. M.M. Jagtap	Chemistry	
4	Prof. Ms. S.B.Kolate	Economics	
5	Smt. Chikane M.H.	Steno	

PDEA'S Waghire College Saswad
Internal Complaint Committee
Annual Report
Year 2022-2023



SR. NO	DESCRIPTION	REMARK
a	Number of complaints of sexual harassment received in the preceding year	Nil
b	Nature of act of sexual harassment (physical, verbal through electronic communication etc.)	----
c	Position on the hierarchy of the aggrieved woman viz. - avis the respondent	----
d	Number of cases in which the aggrieved woman was SC/ ST/ OBC/ minority	----
e	Number of complaints disposed during that year	----
f	Number of complaints disposed within the required time frame.	----
g	Number of cases in which conciliation was , sought ,and an agreement reached	----
h	Nature of other relief sought	----
I	Number of cases where the accusation was upheld	----
J	Nature of penalty imposed	----
k	Time gap between the submission of complaints committee report and disciplinary action	----
l	Number of cases involving repeat offences	----
m	Number of cases where penalty was imposed for attempting to harass or intimidate the aggrieved woman /witnesses	----
n	Number of complaints proved to be false / malicious	----
o	Number of trainings / awareness campaigns / workshops again sexual harassment carried out within the organization	Nil
p	Any method used to educate employees about sexual harassment, the Act and the Rules.	Nil
q	Number of complaints where conciliation was successfully carried out	----
r	Nature of action taken by the employer / district officer	----
s	Number of cases where appeals were filed as well as number of cases where-	----

B. N. D.
PRO

Internal Complaint Committee

P. M. M. S.

PRINCIPAL

Principal
Waghire College, Saswad

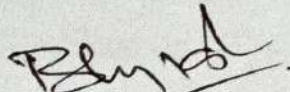
Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee
2022-2023

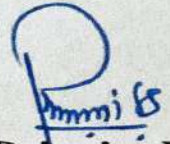


Action taken Report

Action taken Report of meetings held in year 2022-2023.

Sr. No.	Details of Responsibility	Responsibility Assigned to.	Status	Remark
1.	Review of the complaints and action there on	Prof. Nita B. Patil Prof. B. S. Madbhavikar	No complaints found.	-----


ICC Coordinator


Principal
Principal
Waghire College, Saswad



Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee

Action taken Report

Action taken Report of meetings held in year 2021-2022

Sr. No.	Details of Responsibility	Responsibility Assigned to.	Status	Remark
1.	Review of the complaints, action there on	Prof. Dr. N. B. Patil Prof. Dr. N.S. Zagade Prof. Dr. M.M. Jagtap Prof. B. S. Madbhavikar Prof. S.B. Kolate	No complaints found.	-----
2.	Organized Online questionnaire on ICC, its functioning, rules, punishments to offenders etc.	Prof. Dr. B. S. Madbhavikar Prof. Dr. Nita Patil Prof. S.B. Kolate	Online questionnaire link was released on Students and Faculty WhatsApp groups on 8 th March, 2022	356 responses consisting of 38 Women staff, 84 boy students and 234 girl students were received online.
3.	Lecture on Gender Equality	Prof. Dr. B.S. Madbhavikar Prof. Dr. Nita B. Patil Prof. Dr. N.S. Zagade Prof. S.B. Kolate Mrs. M.H. Chikane	Lecture on Gender Equality delivered by Ms. Jaya Nalage, MASUM Institute organized on 8 th March, 2022 at 11.30 am in G-17 Hall	83 staff members attended it.

Bh. Patil
Chairman

Pras
PRINCIPAL:
Waghire College, Saswad
Tal. Purandar, Dist. Pune

PDEA'S Waghire College Saswad
Internal Complaint Committee
Annual Report
Year 2021-2022



SR. NO	DESCRIPTION	REMARK
a	Number of complaints of sexual harassment received in the preceding year	Nil
b	Nature of act of sexual harassment (physical, verbal through electronic communication etc.)	----
c	Position on the hierarchy of the aggrieved woman viz. -avis the respondent	----
d	Number of cases in which the aggrieved woman was SC/ ST/ OBC/ minority	----
e	Number of complaints disposed during that year	----
f	Number of complaints disposed within the required time frame.	----
g	Number of cases in which conciliation was , sought ,and an agreement reached	----
h	Nature of other relief sought	----
I	Number of cases where the accusation was upheld	----
J	Nature of penalty imposed	----
k	Time gap between the submission of complaints committee report and disciplinary action	----
l	Number of cases involving repeat offences	----
m	Number of cases where penalty was imposed for attempting to harass or intimidate the aggrieved woman /witnesses	----
n	Number of complaints proved to be false / malicious	----
o	Number of trainings / awareness campaigns / workshops again sexual harassment carried out within the organization	One Lecture on 'Gender Equality' by Smt. Jaya Nalage, Coordinator of MASUM Institute, Saswad.
p	Any method used to educate employees about sexual harassment, the Act and the Rules.	Online questionnaire for creating Awareness within the Women Staff and all college students with regards to ICC and its functioning, laws and punishments to the offender etc.
q	Number of complaints where conciliation was successfully carried out	----
r	Nature of action taken by the employer / district officer	----
s	Number of cases where appeals were filed as well as number of cases where-	----

Bhawal
PRO

Internal Complaint Committee

Bhawal
PRINCIPAL

Waghire College, Saswad
Tal. Rurandar, Dist. Pune

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee meeting

Agenda 1.

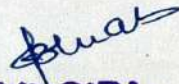
Date: 26/08/2021




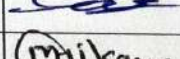
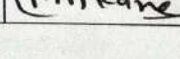
It is hereby informed to all members of Internal Complaint Committee, that a meeting of the Committee will be held on 27th August 2021 at 12.00 pm. in the Zoology Lab.

Topics to be discussed are as follows:

1. To Read the minutes of the Last meeting.
2. To discuss the planning of various activities to be organized in academic year 2021-2022 based on the COVID situation.
3. Any other topics: with the permission of the Chairman / Principal.


CHAIRMAN


PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune

Sr. no.	Name of the Member	Designation	Department	Signature
1	Prof. Dr. N. B. Patil	Member	Microbiology	
2	Dr. N. S. Zagade	Member	Marathi	
3	Dr. M.M. Jagtap	Member	Chemistry	
4	Prof. Smt. S.B. Kolate	Member	Economics	
5	Smt. Chikane M.H.	Member	Steno	

**Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune**

**Internal Complaint Committee
Minutes of the Meeting**

27/08/2021

The meeting of Internal Complaint Committee was held on 27/08/2021 in the Zoology Lab at 12.00 p.m.

Asst. Prof. Dr.B.S. Madbhavikar welcomed all the committee members. The meeting started with the minutes of the last meeting. The topics discussed in the meeting are as follows:

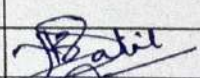


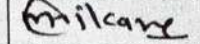

1. Review and conformation of minutes of meeting of Internal Complaint Committee held on 29th January 2021.

The minutes of the meeting held on 29th January 2021 were read by Dr. B.S. Madbhavikar. The minutes were approved by the committee.

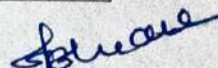
2. It was decided in the meeting that the Internal Complaint Committee will conduct an Awareness programme to aware the students about the Internal Complaint Committee and its functioning. And will also conduct lectures of renowned persons on Gender sensitization, Sexual harassment prevention, prohibition act. etc. However, all these will be conducted based on the COVID -19 pandemic situation and the rules and regulations instructed by the State Government.

Proposed by: Prof. Dr. Nita Patil

Seconded by: Smt. Chikane M.H.

Sr. no.	Name of the Member	Department	Signature
1	Prof. Dr. Nita B. Patil	Microbiology	
2	Prof. Dr. Nana S. Zagade	Marathi	
3	Prof. Dr. M.M. Jagtap	Chemistry	
4	Prof. Ms. S.B.Kolate	Economics	
5	Smt. Chikane M.H.	Steno	


Chairman


PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee meeting

Agenda 2.

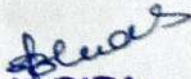
Date: 14/02/2022




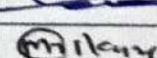
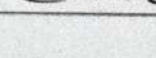
It is hereby informed to all members of Internal Complaint Committee, that a meeting of the Committee will be held on 15th February 2022 at 12.00 pm. in the Zoology Lab.

Topics to be discussed are as follows:

1. To Read the minutes of the Last meeting.
2. To discuss the planning of lecture on Gender sensitization or on Gender equality or on Sexual harassment Prevention, prohibition and Redressal Act and its laws etc. for the staff members and students depending upon the SPPU exam schedule.
3. Any other topics: with the permission of the Chairman / Principal.


Chairman


PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune

Sr. no.	Name of the Member	Designation	Department	Signature
1	Prof. Dr. N. B. Patil	Member	Microbiology	
2	Dr. N. S. Zagade	Member	Marathi	
3	Dr. M.M. Jagtap	Member	Chemistry	
4	Prof. Smt. S.B. Kolate	Member	Economics	
5	Smt. Chikane M.H.	Member	Steno	

**Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune
Internal Complaint Committee
Minutes of the Meeting**

16/02/2022

The meeting of Internal Complaint Committee was held on 15/02/2022 in the Zoology Lab at 12.00 p.m.

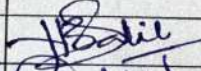

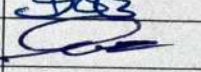
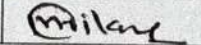

Asst. Prof. Dr. B.S. Madbhavikar welcomed all the committee members. The meeting started with the minutes of the last meeting. The topics discussed in the meeting are as follows:

3. Review and conformation of minutes of meeting of Internal Complaint Committee held on 27th August 2021.

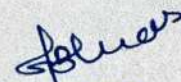
The minutes of the meeting held on 27th August 2021 were read by Dr. B.S. Madbhavikar. The minutes were approved by the committee.

4. It was decided in the meeting that the Internal Complaint Committee will conduct an Online questionnaire on the Internal Complaint Committee, to find out whether the women staff and students were aware of ICC; its functioning; the punishments executed to the guilty person; the sexual harassment of women at workplace Act, 2013 and UGC (prevention, prohibition and redressal of sexual harassment of women and students at higher educational institutes) regulation, 2015 in the Month of February or March. Also, a lecture should be organized on Gender sensitization or on Gender equality or on Sexual harassment Prevention, prohibition and Redressal Act and its law etc. for the staff members and students depending upon the SPPU exam schedule.

Proposed by: Prof. Dr. Nita Patil
Seconded by: Smt. Chikane M.H.

Sr. no.	Name of the Member	Department	Signature
1	Prof. Dr. Nita B. Patil	Microbiology	
2	Prof. Dr. Nana S. Zagade	Marathi	
3	Prof. Dr. M.M. Jagtap	Chemistry	
4	Prof. Ms. S.B. Kolate	Economics	
5	Smt. Chikane M.H.	Steno	


Chairman


Prof. Dr. Nita Patil
Waghire College, Saswad
Tal. Purandar, Dist. Pune

Internal Complaint committee (ICC) Annual Report 2020-2021



The Internal Complaint Committee (ICC) of the college looks after the prevention of sexual harassment in any format the workplace of the Teaching or Non-teaching women employee or students in the college as per the Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Every year ICC organizes an Awareness programme with regards to its functioning, members, definitions of terms, punishments to the offender etc. for students and all women employee.

However, during this academic year, due to the COVID-19 pandemic, no such programme was conducted.

B. N. Patil
Chairman

S. S. Patil
PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune.

PDEA'S Waghire College Saswad
Internal Complaint Committee
Annual Report
Year 2020-2021



SR. NO	DESCRIPTION	REMARK
a	Number of complaints of sexual harassment received in the preceding year	Nil
b	Nature of act of sexual harassment (physical, verbal through electronic communication, etc)	----
c	Position on the hierarchy of the aggrieved woman viz. - avis the respondent	----
d	Number of cases in which the aggrieved woman was SC/ ST/ OBC/ minority	----
e	Number of complaints disposed during that year	----
f	Number of complaints disposed within the required time frame.	----
g	Number of cases in which conciliation was, sought, and an agreement reached	----
h	Nature of other relief sought	----
I	Number of cases where the accusation was upheld	----
J	Nature of penalty imposed	----
k	Time gap between the submission of complaints committee report and disciplinary action	----
l	Number of cases involving repeat offences	----
m	Number of cases where penalty was imposed for attempting to harass or intimidate the aggrieved woman /witnesses	----
n	Number of complaints proved to be false / malicious	----
o	Number of trainings / awareness campaigns / workshops again sexual harassment carried out within the organization	Nil
p	Any method used to educate employees about sexual harassment, the Act and the Rules	Nil
q	Number of complaints where conciliation was successfully carried out	----
r	Nature of action taken by the employer / district officer	----
s	Number of cases where appeals were filed as well as number of cases where-	----

Bhavad
PRO

Internal Complaint Committee

Bhavad
PRINCIPAL
 Principal
 Waghire College, Saswad
 Tal. Purandar, Dist. Pune.

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune



Internal Complaint Committee

Action taken Report

Action taken Report of meetings held in year 2020-2021.

Sr. No.	Details of Responsibility	Responsibility Assigned to.	Status	Remark
1.	Review of the complaints, action there on	Prof. V.R. Sherkar Prof. B. S. Madbhavikar	No complaints found.	-----

Bhushan
Chairman

S. S. Patil
PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune.

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune



Internal Complaint Committee meeting

Agenda 1


Date: 28/1/2021

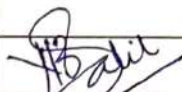
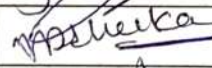
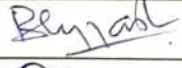
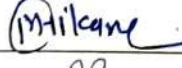

It is hereby informed to all members of Internal Complaint Committee, that a meeting of the Committee will be held on 29th January 2021 at 12.00 pm. in the Zoology Lab.

Topics to be discussed are as follows:

1. To Read the minutes of the Last meeting.
2. To discuss the planning of various activities to be organized in academic year 2020-2021 based on the COVID situation.
3. Any other topics: with the permission of the Chairman / Principal.


Chairman


PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune.

Sr. no.	Name of the Member	Department	Signature
1	Prof. Dr. N. B. Patil	Microbiology	
2	Prof. V.R Sherkar	Commerce	
3	Prof. Dr. B.S. Madbhavikar	Zoology	
4	Smt. M.H. Chikane	Steno	
5	Smt. R.S. Nevase	Lab attendant	

Pune District Education Association's
Waghire College, Saswad
Tal. Purandar, Dist. Pune



Internal Complaint Committee

Minutes of the Meeting

29/01/2021

The meeting of Internal Complaint Committee was held on 29/01/2021 in the Zoology Lab at 12.00 p.m. Following members were present in the meeting.

Sr. no.	Name of the Member	Department
1	Prof. Dr. N.B. Patil	Microbiology
2	Prof. V.R. Sherkar	Computer Science
3	Prof. Dr.B. S. Madbhavikar	Zoology
4	Smt. M.H. Chikane	Steno
5	Smt. R.S. Nevase	Lab Attendant

Asst. Prof. B.S. Madbhavikar welcomed all the committee members. The meeting started with the minutes of the last meeting. The topics discussed in the meeting are as follows:

1. Review and conformation of minutes of meeting of Internal Complaint Committee held on 9th July 2019.

The minutes of the meeting held on 9th July 2019 were read by Dr. B.S. Madbhavikar. The minutes were approved by the committee.

2. It was decided in the meeting that the Internal Complaint Committee will conduct an Awareness programme to aware the students about the Internal Complaint Committee and its functioning. And will also conduct lectures of renowned persons on Gender sensitization, Sexual harassment prevention, prohibition act. etc. But all these will be conducted based on the COVID -19 pandemic situation and the rules and regulations instructed by the State Government as the situation has not yet improved.

Proposed by: Prof. V.R. Sherkar

Seconded by: Smt. M.H. Chikane



Sr. no.	Name of the Member	Department	Signature
1	Prof. Dr. Neeta B. Patil	Microbiology	<i>[Signature]</i>
2	Prof. V.R. Sherkar	Computer Science	<i>[Signature]</i>
3	Prof. Dr. Madbhavikar B. S.	Zoology	<i>[Signature]</i>
4	Smt. Chikane M.H.	Steno	<i>[Signature]</i>
5	Smt. R.S. Nevase	Lab Attendant	<i>[Signature]</i>

[Signature]
Chairman

[Signature]
PRINCIPAL
Waghere College, Saswad
Dist. Purandar, Dist. Pune.