



Rayat Shikshan Sanstha's

Rajarshi Chhatrapati Shahu College, Kolhapur



INTERNAL COMPLAINTS COMMITTEE

2023-24

Sr. No.	Name	Designation
1	Prof. Dr. Desai Madhura Babasaheb Mob: 9604824613	Presiding Officer
2	Prof. Dr. Awale Sindhu Jaywant Mob: 9767249999	Member
3	Prof. Dr. Piste Pravina Baburao Mob: 9850373029	Member
4	Dr. Smt. Kannade Mamta Kartik Mob: 9923952291	Member
5	Dr. Smt. Lavekar Sampada S. Mob: 9921647455	Member
6	Smt. Malvekar Dipali A. Mob: 8855930223	Member
7	Adv. Smt. Surmanjiri Latkar Mob: 9970704841	Legal Advisor
8	Shri. Shinde Balkrishna M. Mob: 9423278121	Non teaching Representative
9	Shri. Gosavi Baburao Tatoba Mob: 7588248827	Non teaching Representative
10	Miss. Snehal Kamble Mob: 7249173226	Student Representative
11	Miss. Sona Suresh Athavle Mob: 8459266661	Student Representative

GCSCII
Presiding Officer



Chad
Principal,
Rajarshi Chh. Shahu College
Kolhapur.



Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur

Internal complaints Committee report

2023-24

The Internal Complaints Committee is working in the college to control unlawful activities against women faculty and girl students and to keep healthy and friendly atmosphere in the college. The committee was set up in the college as per "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013".

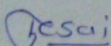
Following activities were organised by the committee:

1. The list of committee members and their contact details were displayed in college campus.
2. *Nirbhaya Pathak Board* was displayed in college campus.
3. Notice regarding availability of "Nirbhaya Suggestion Box" was informed to the students.
4. Expert's lecture of Central Administrator, Sakhi Onestop Centre, Smt Nilam Dhanavade on "Women and Laws" was organised on 13th October 2023.
5. *Nirbhaya* Suggestion Box was disclosed in the presence of committee members on 18th July 2023.
6. Information regarding establishment of Internal Complaints Committee and its activities were provided through online mode to UGC, New Delhi on 19th October 2023.



Expert's Lecture of Nilam Dhanavade on
'Women and Laws' by ICC Committee

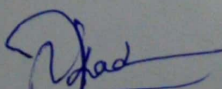
13th Oct 2023


Presiding Officer
ICC



Disclosed *Nirbhaya* Suggestion Box by ICC
Committee

(18th July 2023)


Principal,
Rajarshi Chh. Shahu College
Kolhapur.



Policy and Procedure

Statutory Committee

Internal Complaints Committee

Rayat Shikshan Sanstha's

Rajarshi Chhatrapati Shahu College, Kolhapur



Internal Complaints Committee

The institute has formed Internal Complaints Committee to control unlawful activities against women faculty and girl students and to keep healthy and friendly atmosphere in the college campus. The committee is formed as per 'The Sexual Harassment of women at workplace (Prevention Prohibition and Redressal) Act 2013.'

Objectives:

- To keep a healthy and friendly atmosphere in the college
- To check illegal activities against girl students and women faculty
- To solve the problems related to Sexual Harassment

The Constitution of the Committee

Sr. No.	Name with contact details	Designation
1	Prof. Dr. Desai Madhura B. Mobile No. 9604824613	Presiding officer
2	Prof. Dr. Awale Sindhu J. Mobile No. 9767249999	Member
3	Smt. Mulani Sayara P. Mobile No. 9762838428	Member
4	Dr. Kannade Mamata K. Mobile No. 9923952291	Member
5	Dr. Lavekar Sampada S. Mobile No. 9921647455	Member
6	Smt. Malvekar Deepali A. Mobile No. 8855930223	Member
7	Adv. Smt. Surmanjiri Latkar Mobile No. 9970704841	Legal Advisor
8	Shri. Shinde Balkrishna M. Mob: 9423278121	Non teaching representative
9	Shri. Gosavi Baburao Tatoba Mob: 7588248827	Non teaching representative
10	Miss. Vaibhavi Nipane Mob: 9623470134	Student Representative
11	Miss. Sona Suresh Athavle Mob: 8459266661	Student Representative



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Policy Terms:

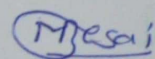
Unwelcoming acts such as physical contact and advanced demand or request for sexual favours sexuality-coloured remarks, any other unwelcoming physical verbal or non-verbal conduct of sexual nature when:

- submission to such conduct is made either implicitly or explicitly as a term or condition of an individual's employment or status in a course, program or activity;
- submission or rejection of such conduct by an individual is used as a basis for condition of an individual's employment or status in a course, program or activity;
- such conduct has the purpose or effect of unreasonably interfering with the individual's work or educational performance;
- of creating an objectively intimidating, hostile or offensive working or learning environment;
- of unreasonably interfering with or limiting one's ability to participate in or benefit from an educational program or activity;
- both men and women as well as persons of the same gender may be either the initiators or victims of sexual harassment;

Mechanism:

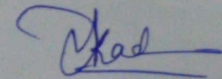
The names of the committee members with contact details and women help line numbers are displayed at easily visible place in the porch. The Nirbhaya suggestion box is kept in front of the office for collecting complaints regarding sexual harassment. The committee unlocks the Nirbhaya Suggestion Box and discusses about complaints (if received) and its redressal is done.

The committee organizes awareness lectures, workshops for the staff, students and faculty. The institute inculcates moral and ethical values among the staff, faculty and students. Therefore, there is not a single case of sexual harassment till date.



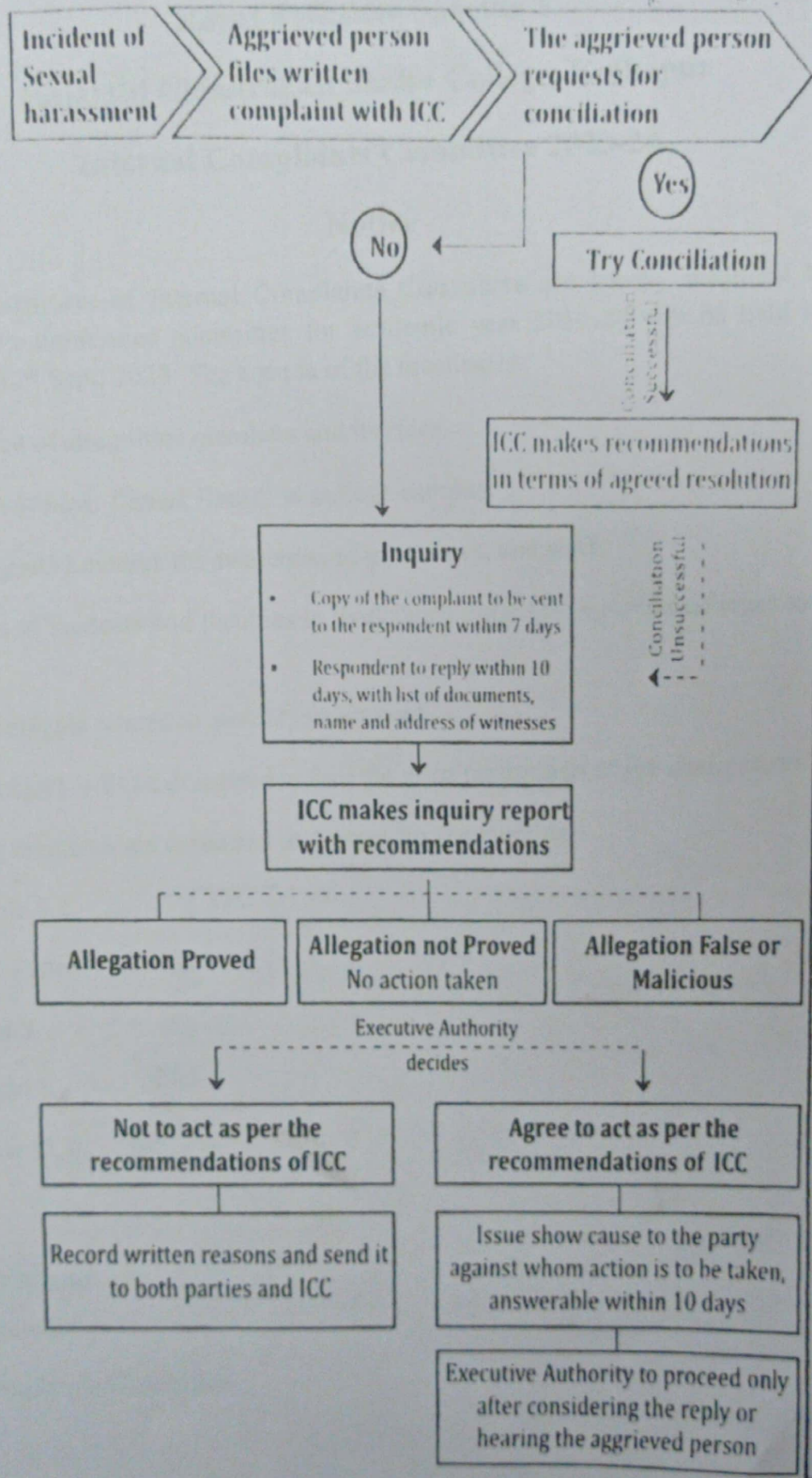
Presiding Officer

Internal Complaints Committee



Principal,
Rajarshi Chh. Shahu College
Kolhapur.





Timelines

Written complaint to be filed within 3 months from the date of incident or within 3 months from the date of last incident in case of a series of incident

The time limit can be extended for not over 3 months, for which reasons have to be stated in writing by ICC.

Inquiry to be completed within 90 days from the date of written complaint

Inquiry report has to be issued within 10 days of completion of the inquiry to both parties and Executive Authority

Executive Authority to act on the ICC recommendation within 30 days of receipt of report, unless an appeal is filed

An appeal against the ICC's recommendation to be filed within 30 days from date of such recommendation by aggrieved person before Executive Authority



Date: 11-09-2023

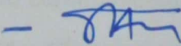
Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur
Internal Complaints Committee 2023-24


Notice

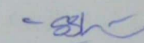
All the members of Internal Complaints Committee are hereby informed that the 1st meeting of above mentioned committee for academic year 2023-24 will be held in IAQC at 11:30 a.m. on 12th Sept. 2023. The agenda of the meeting is:

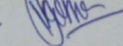
- 1) Display the list of committee members and its rules.
- 2) Display of 'Nirbhaya Pathak Board' in college campus.
- 3) Organize Experts Lectures for awareness of girls, boys, and staff.
- 4) Participation of Students and faculties in workshops organized by other colleges as well as University.
- 5) Solve the problems related to Sexual Harassment.
- 6) Any other subject will be discussed before the prior permission of the chairperson.

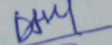
The following members are requested to present for the meeting

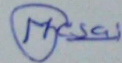
Prof. Dr. Awale S.J. — 

Prof. Dr. P.B. Piste — 

Dr. Lavekar S.S. — 

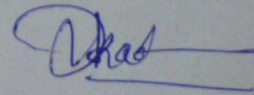
Dr. Kannade M.K. — 

Smt. Malvekar D. A. — 



Secretary,

Internal Complaints Committee



Principal,
Rajarshi Chhatrapati Shahu College
Kolhapur.



Date: 13-09-2023

Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur
Internal Complaints Committee 2023-24
Minutes Of the Meeting

The Internal Complaints Committee is working in the college with the following objectives:

- To keep healthy and friendly atmosphere in the college
- To improve the status and dignity of women
- To check illegal activities against girl students and women faculty
- To solve the problems related to Sexual Harassment

The first meeting of the committee was organized on 12th Sept. 2023 at 11:30 am in Hall No. 101 for the annual planning of the activities.

Following are the minutes of the meeting:

- 1) It was decided to prepare the list of committee members and display it in the college, ladies room and girl's hostel.
- 2) It was decided to contact Shahupuri Police Station to provide 'Nirbhaya Pathak Board' for college campus.
- 3) It was decided to organize expert's lecture.
- 4) It was decided to motivate students and faculties to participate in workshops organized by other colleges as well as university.
- 5) It was decided to communicate students regarding availability of Nirbhaya Suggestion Box and open it on Saturday of each month and prepare the report.

Following committee members were present for the meeting:

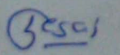
1) Prof. Dr. Smt. Awale S.J.

2) Prof. Dr. Piste P.B.

3) Dr. Smt. Kannade M.K.

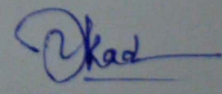
3) Smt. Lavekar S.S.

4) Smt. Malveker D.A.


Secretary

Internal Complaints Committee




Principal,
Rajarshi Chhatrapati Shahu College
Kolhapur.



Date: 15-02-2024

Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur

Internal Complaints Committee 2023-24

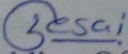
Notice

All the members of Internal Complaints Committee are hereby informed that the 2nd meeting of above mentioned committee for academic year 2023-24 will be held in Hall No. 101 at 11.30 a.m. on 16th February 2024. The agenda of the meeting is:

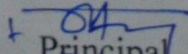
- 1) Organize Experts Lectures for awareness of girls, boys and staff.
- 2) Participation of Students and faculties in workshops organized by other colleges as well as University.
- 3) Disclose the Nirbhaya Suggestion Box
- 4) Any other subject will be discussed before the prior permission of the chairperson.

The following members are requested to present for the meeting

1. Prof. Dr. Smt. Awale S.J.
2. Prof. Dr. Piste P. B.
3. Dr. Smt. Kannade M.K.
4. Smt. Lavekar S.S.
5. Smt. Malvekar D. A.


Presiding Officer,

Internal Complaints Committee


Principal,
Rajarshi Chh. Shahu College
Kolhapur.



Date: 16-02-2024

Rayat Shikshan Sanstha's

Rajarshi Chhatrapati Shahu College, Kolhapur

Internal Complaints Committee 2023-24

MINUTES OF THE MEETING

The Internal Complaints Committee is working in the college with the following objectives:

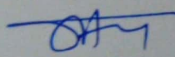
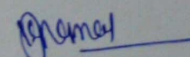
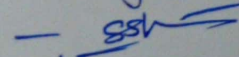
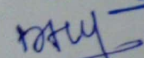
- To keep healthy and friendly atmosphere in the college
- To improve the status and dignity of women
- To check illegal activities against girl students and women faculty
- To solve the problems related to Sexual Harassment

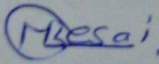
The second meeting of the committee was organized on Feb. 2024 at 11:30 am in Hall No. 101.

Following are the minutes of the meeting:

- 1) It was decided to motivate students and faculties to participate in workshops organized by other colleges as well as university.
- 2) It was decided to organize experts lecture
- 3) It was decided to communicate students regarding availability of Nirbhaya Suggestion Box and disclose it.

Following Committee members were present for the meeting:

1. Prof. Dr. Smt. Awale S.J. 
2. Prof. Dr. Piste P. B.
3. Dr. Smt. Kannade M.K. - 
4. Smt. Lavekar S.S. 
5. Smt. Malvekar D. A. 


Presiding Officer,

Internal Complaints Committee


Principal,
Rajarshi Chh. Shahu College
Kolhapur.





Rayat Shikshan Sanstha's

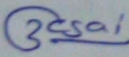
RAJARSHI CHHATRAPATI SHAHU COLLEGE, KOLHAPUR

INTERNAL COMPLAINTS COMMITTEE 2023-24

NOTICE

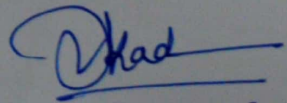
Date: 11-10-2023

All the students and faculty of senior college are hereby informed that Internal Complaints Committee is going to organize Expert's Lecture on **"Women and Laws"** at 10 a.m. on 13th Oct. 2023 in Hall No. 101. Everyone should remain present for the same.


Presiding Officer

Internal Complaints Committee




Principal,
Rajarshi Chh. Shahu College
Kolhapur.



Rayat Shikshan Sanstha's

RAJARSHI CHHATRAPATI SHAHU COLLEGE, KOLHAPUR

Guest Lecture on

"Women and Laws"

Table Programme

Date: Oct. 13th, 2023 Time: 10:00 a.m.

Venue: Hall No. 101

Introduction of the Chief

Prof. Dr. Smt. M.B. Desai

Guest

Presiding Officer

ICC Committee

Welcome of the Chief Guest

Prin. Dr. L.D. Kadam

Principal, R.C. Shahu College, Kolhapur

Chief Guest Address

Smt. Nilam Dhanavade,

Central Administrator,

Sakhi One Stop Centre, Kolhapur

Presidential Speech

Prin. Dr. L.D. Kadam

Principal, R.C. Shahu College, Kolhapur

Honorable Presence

Prof. Dr. S.J. Awale,

Vice-Principal, R.C. Shahu College, Kolhapur

Vote of Thanks

Dr. M.K. Kannade

Anchoring

Smt. Savita Majgaonkar





Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur

Expert's lecture on
"Women and Laws"

Organised by Internal Complaints Committee

Report

Date: 13 -10-2023

Internal Complaints Committee is working in the college to keep healthy and friendly atmosphere in the college and to check illegal activities against students and faculty. On 13th Oct. 2023, an awareness lecture on "Women and Laws" of Shri. Vinayak Chougule and Smt. Nilam Dhanavade was organized by this committee.

In their speech, the experts guided students and faculty about Women Laws and Safety Rules. They also informed about various helpline numbers available for women's security. Principal Dr. L.D. Kadam was the chairperson of this program. Prof. Dr. Smt. M. B. Desai, presiding officer of this committee welcomed and introduced the chief guest. Dr. M.K. Kannade proposed the vote of thanks. The programme was anchored by Smt. Savita Majgaonkar.

Outcomes

- Students and faculty came to know various women laws
- Students and faculty became aware about women helpline numbers

Beneficiaries

70



M. Desai

Dr. M.B. Desai

Presiding officer

Internal Complaints Committee



L. D. Kadam

Principal,
Rajarshi Chh. Shahu College
Kolhapur





Rayat Shikshan Sanstha's

RAJARSHI CHHATRAPATI SHAHU COLLEGE, KOLHAPUR

Guest Lecture on

"Women and Laws"

ATTENDANCE LIST

Date: Oct. 13th, 2023

Time: 10:00 a.m

Sr.No.	Name of the Participant	Signature
1	Shraddha Babasaheb Kamble	
2	chhatkuli Ratkumar Chavan	
3	Sakshi Dilip Kamble	
4	Shweta ARVIND Londhe	
5	MINAKSHI NAGAPPA Kuchkoraui	
6	Shraddha Sachin Kamble	
7	Priyanka Sanjay Jondhale	
8	Shital Shiraji Patil	
9	Ratindini Shambhar Bhandare	
10	Prachi Nivas Unale	
11	Madhuri Laxman Gavade	
12	Pallavi Manati Bhosale	
13	Sheha G. Tuplondhe	
14	Aarpi V. Bhosle	
15	Sunhaz R. Pujari	
16	Isha S. Shaukh	
17	Shravani Ranjeet Manade	
18	Shivani Ajit Patil	
19	Kaveri Yallappa Madar	
20	Priyanka Shamrao Jadhav	
21	Vaishnavi A Kuchkoraui	



22	Rutuja Sunil Magdum	R.S.M
23	Prachi Vitthal Pujari	P.V. Pujari
24	Sanika Sadanand Damugade	<u>Sanika</u>
25	Vaishnavi Maruti Patil	V.M. Patil
26	Krushnalee Avinash Kate	<u>K. Kate</u>
27	Siddhi Dilip Patil	<u>S. Patil</u>
28	Ruturaj Tanaji Kadam	<u>R.T.K.</u>
29	Amkar Babaso Kamble	<u>BBK</u>
30	Vivek Santosh Saini	<u>VSS</u>
31	Aman ravi marinkatti	<u>Aman</u>
32	Swati Shiddhu Gore	<u>Swati G</u>
33	Angali Vijay Patkar	A.V. Patkar
34	Saniya Chand Mujawar	S.C. Mujawar
35	Ranjana Nagesh Shebke	<u>R. Shebke</u>
36	Siddhi Rangrao Jamkar	S.R.J.
37	Dhanashree Sanjay Shinde	<u>D. Shinde</u>
38	Sanika Satywan Francate	<u>S. Francate</u>
39	Pooja Ramji Patil	P.R.P.
40	Supriya Deepak Chougule	S.D.C.
41	Ashad Hussain Laskar	<u>A. Laskar</u>
42	Pradip Uttam Kamble	<u>P. Kamble</u>
43	Siddharth Dayanand Kamble	<u>S. Kamble</u>
44	Pranav Parashram Hukkeri	<u>P. Hukkeri</u>
45	Nitesh Santosh Pandare	<u>N. Pandare</u>
46	Rajkant Vilas Bhosale	<u>R. Bhosale</u>
47	Aditya Nagesh Yamkar	A.N.Y.
48	Tushar Vittal Chougule	<u>T. Chougule</u>
49	Sneharsh Ankush Hetkale	<u>S. Hetkale</u>
50	Aradhita Manoj Pisal	A.M.P.
51	Sahil Rajendra Mahval	S.R.M.
52	Saraj S. Rawool	<u>S. Rawool</u>
53	Sujata Nagesh Bavane	<u>S. Bavane</u>
54	Komal Kirtappa Bhoskade	<u>K. Bhoskade</u>
55	Vaishnavi Gurudev Suryawanshi	<u>V. Suryawanshi</u>



56	Nishet Rajendra Blapale	<u>Nishet</u>
57	Asmita Ganesh Kamble	<u>Arkamble...</u>
58	Shivani Aabaii Sheldake	<u>S.A. Sheldake</u>
59	Salomi chandrakant Sapule	<u>Sil Sapule</u>
60	priti Anil Sarikar.	<u>Parikar</u>
61	Kranti Santosh Waghmare	<u>Swi</u>
62	Uddama Basappa Malajankar	<u>U.B.M</u>
63	Ranjita Krishna Kulal	<u>R.K. Kulal</u>
64	Madhavi Mohan Kesabe	<u>M.Kesabe</u>
65	Gayatri Ananda Broul	<u>Gayatri</u>
66	Vaishnavi Shivaji Koundade.	<u>Koundade.</u>
67	Komal Dilip Raut	<u>Raut</u>
68	Chhakuli Raskumar Chauhan	<u>Chauhan</u>
69	Shraddha Babasaheb Kamble	<u>Kamble</u>
70	Sakshi Dilip Kamble	<u>Kamble</u>
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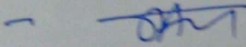
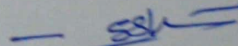
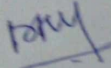
Internal Complaints Committee 2023-24

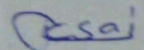
NOTICE

Date: 17-10-2023

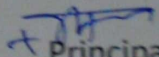
All the members of Internal Complaints Committee are hereby informed that the Nirbhaya Suggestion Box, available in the College Campus will be disclosed on 18 - 07-2023 at 08:30 a.m.

The following members are requested to be present for the same:

1. Prof. Dr. Piste P.B.
2. Dr. Smt. Awale S.J. — 
3. Dr. Smt. Kannade M.K.
4. Dr. Smt. Lavekar S.S. — 
5. Smt. Malevekar D.A. 


Presiding Officer

Internal Complaints Committee


Principal,
Rajarshi Chh. Sachin College
Kolhapur.



Internal Complaints Committee 2023-24

Report regarding *Nirbhaya* Suggestion Box

The Internal Complaints Committee is working in the college with the following objectives:

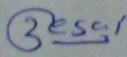
- To keep healthy and friendly atmosphere in the college
- To improve the status and dignity of women
- To check illegal activities against girl students and women faculty
- To solve the problems related to Sexual Harassment

On 18-07-2023 at 08:10 am, the *Nirbhaya* Suggestion Box was disclosed in the presence of the committee members. It was observed that, there was not any grievance regarding Sexual Harassment.

Following Committee members were present for the same:

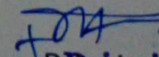
1. Prof. Dr. Piste P.B.
2. Dr. Smt. Awale S.J.
3. Dr. Smt. Kannade M.K.
4. Dr. Smt. Lavekar S.S.
5. Smt. Malevekar D.A.




Presiding Officer

Internal Complaints Committee




Principal,
Rajarshi Chh. Shahu College
Kolhapur.

