



Rayat Shikshan Sanstha's

Rajarshi Chhatrapati Shahu College, Kolhapur



INTERNAL COMPLAINTS COMMITTEE

2024-25

Sr. No.	Name	Designation
1	Prof. Dr. Desai Madhura Babasaheb Mob: 9604824613	Presiding Officer
2	Dr. Smt. Kannade Mamta Kartik Mob: 9923952291	Member
3	Dr. Smt. Faras Sabiha Asif Mob: 9422408186	Member
4	Dr. Smt. Lavekar Sampada S. Mob: 9921647455	Member
5	Smt. Malvekar Dipali A. Mob: 8855930223	Member
6	Adv. Smt. Surmanjiri Latkar Mob: 9970704841	Legal Advisor
7	Shri. Shinde Balkrishna M. Mob: 9423278121	Non teaching Representative
8	Shri. Gosavi Baburao Tatoba Mob: 7588248827	Non teaching Representative
9	Miss. Monica Koravi Mob: 9370925449	Student Representative
10	Miss. Shruti Nivasrao Tiware Patil Mob: 7756986700	Student Representative

M. Desai

Presiding Officer

Chad
Principal,
Rajarshi Chh. Shahu College
Kolhapur.



Date: 27-07-2024

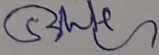
Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur
Internal Complaints Committee 2024-25

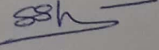
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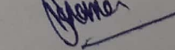
All the members of Internal Complaints Committee are hereby informed that the 1st meeting of above mentioned committee for academic year 2024-25 will be held in IAQC at 12 pm on 1st August 2024. The agenda of the meeting is:

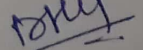
- 1) Display the list of committee members and its rules.
- 2) To open the *Nirbhaya* Suggestion box in every month and redressal of the grievances if any.
- 3) Organize Experts Lectures for awareness of girls, boys, and staff.
- 4) Participation of Students and faculty in workshops organized by other colleges as well as University.
- 5) Any other subject will be discussed before the prior permission of the chairperson.

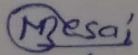
The following members are requested to present for the meeting

Prof. Dr. P.B. Piste 

Dr. Lavekar S.S. - 

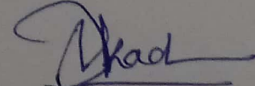
Dr. Kannade M.K. - 

Smt. Malvekar D. A. 



Secretary,

Internal Complaints Committee



Principal,

Rajarshi Chh. Shahu College
Kolhapur

Date: 01-08-2024

Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur
Internal Complaints Committee 2024-25
Minutes Of the Meeting

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

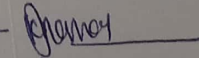
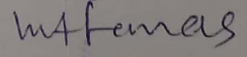
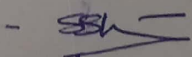
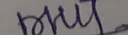
- To keep healthy and friendly atmosphere in the college
- To improve the status and dignity of women
- To check illegal activities against girl students and women faculty
- To solve the problems related to Sexual Harassment

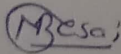
The first meeting of the committee was organized on 1st Aug. 2024 at 12:00 am IQAC for the annual planning of the activities.

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 organize expert's lecture.
- 3) It was decided to motivate students and faculties to participate in workshops organized by other colleges as well as university.
- 4) It was decided to communicate students regarding availability of *Nirbhaya* Suggestion Box and open it on Saturday of each month and prepare the report.

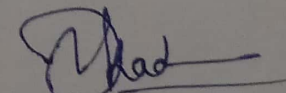
Following committee members were present for the meeting:

- 1) Dr. Smt. Kannade M.K. - 
- 2) Dr. Smt. Faras S.A. - 
- 3) Smt. Lavekar S.S. - 
- 4) Smt. Malvekar D.S. - 



Secretary

Internal Complaints Committee


Principal,
Rajarshi Chh. Shahu College
Kolhapur.

Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College,
Kolhapur

Policy and Procedure

Statutory Committee

Internal Complaints Committee





Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur

Internal Complaints Committee

Policy Statement:

According to Indian Constitution Article 15, discrimination on grounds of religion, race, cast, sex or place of birth is prohibited. Any employee, student, person privileged to work or to study at the Rajarshi Chhatrapati Shahu College, Kolhapur who violates this policy will be subject to disciplinary action.

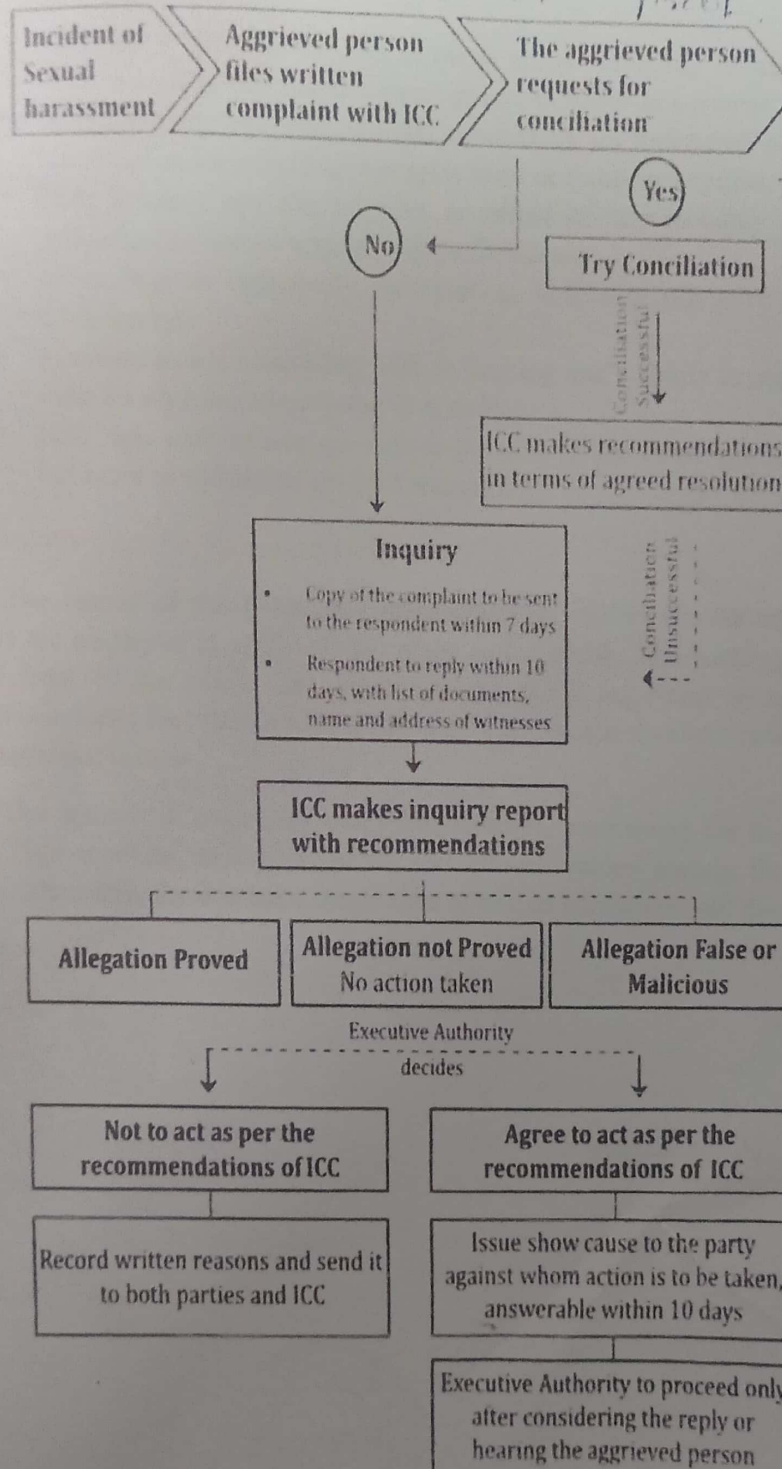
This policy is applicable to every member of the institute. Staffs, Faculty, students, alumni at all levels are responsible for maintaining safe and healthy environment for study and work. The Rajarshi Chhatrapati Shahu College, Kolhapur supports the principle that harassment represents a failure in professional and ethical behaviour that will not be condoned.

Work with dignity in a safe environment, protection from sexual harassment, equal treatment at workplace is not only the women rights but also human rights. Therefore, this policy and procedure is intended to facilitate an atmosphere in which staff, faculty and students have the right to raise the issue of any kind of harassment as well as grievances related to infrastructural and academic facilities without fear of recrimination and to ensure that violations are fully redressed.

The institution is committed to providing staff, faculty and students the opportunity to pursue excellence in their academic and professional field. This can only be possible when each member of the institute is assured an atmosphere of safe and mutual respect.



Redressal and inquiry Procedure



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

Policy Terms:

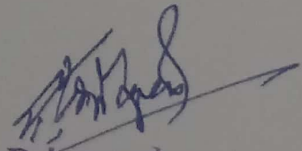
Unwelcoming acts such as physical contact and advanced demand or request for sexual favours sexuality-coloured remarks, any other unwelcoming physical verbal or non-verbal conduct of sexual nature when:

- 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.


Principal,
Rajarshi Chh. Shahu College
Kolhapur.



Date: 18-10-2024

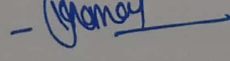
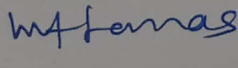
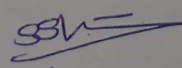
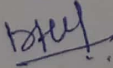

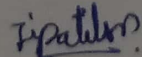
Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur
Internal Complaints Committee 2024-25

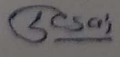
Notice

All the members of Internal Complaints Committee are hereby informed that the 2nd meeting of above mentioned committee for academic year 2024-25 will be held in IQAC at 11:30 a.m. on 21st October 2024. The agenda of the meeting is:

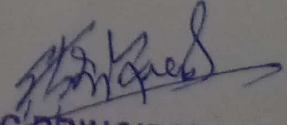
- 1) Organize Experts Lectures for awareness of girls, boys, and staff.
- 2) Participation of Students and faculties in workshops organized by other colleges as well as University.
- 3) Open the *Nirbhaya* Suggestion box & Redress the grievances if any.
- 4) Any other subject will be discussed before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

The following members are requested to present for the meeting

- 1) Dr. Kannade M.K. - 
- 2) Dr. Faras S. A. - 
- 3) Dr. Lavekar S. S. - 
- 4) Smt. Malvekar D. A. 
- 5) Adv. Smt. Surmanjiri Latkar
- 6) Shri. Shinde B. M. 
- 7) Shri. Gosavi B. T.
- 8) Miss. Monica Koravi
- 9) Miss. Shruti Tiware Patil 


Presiding officer
Internal Complaints Committee




I/C PRINCIPAL
R.C. SHAHU COLLEGE
KOLHAPUR



Date: 23.10.2024

Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur
Internal Complaints Committee 2024-25
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

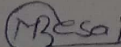
The second meeting of the committee was organized on 23rd Oct. 2024 at 11.30 am IQAC for the planning of the activities.

Following are the minutes of the meeting:

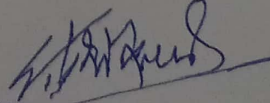
- 1) It was decided to organize expert's lecture on women related issues.
- 2) It was decided to communicate students regarding availability of *Nirbhaya* Suggestion Box and open it on Saturday of each month and prepare the report.
- 3) It was decided to contact Shahupuri Police Station for *Nirbhaya* Squad visit.
- 4) It was decided to organize poster exhibition on women related issues.

Following committee members were present for the meeting:

- 1) Dr. Kannade M.K.
- 2) Dr. Faras S. A.
- 3) Dr. Lavekar S. S.
- 4) Smt. Malvekar D. A.
- 5) Shri. Shinde B. M.
- 6) Shri. Gosavi B. T.
- 7) Miss. Monica Koravi
- 8) Miss. Shruti Tiware Patil


Presiding officer
Internal Complaints Committee




H.C. PRINCIPAL
R.C. SHAHU COLLEGE
KOLHAPUR



Rayat Shikshan Sanstha's
Rajarshi Chhtrapati Shahu College

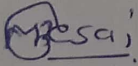
Internal Complaints Committee

2024-2025

Notice

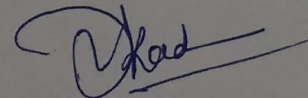
Date : 20/08/2024

All the faculty from Senior wing are hereby informed that, they should gather in **Hall No.101** along with the students of the Department on **Saturday, 24th August, 2024 at 10.00 am** to protest against the sexual violence occurred at RG Kar Medical College and Hospital in Kolkata last week by wearing black ribbons.



Presiding Officer

Internal Complaints Committee



Principal,
Rajarshi Chh. Shahu College
Kolhapur.



Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur.
Protest Campaign Against Sexual Violence
Organized by
Internal Complaints Committee

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 24th August 2024, a protest campaign against the sexual violence occurred at different places of India, was organized by the committee. In this programme students and faculty protested against sexual violence by wearing black ribbons. Students from different classes participated in this programme. The display of posters protesting sexual violence was done by the students on this occasion.

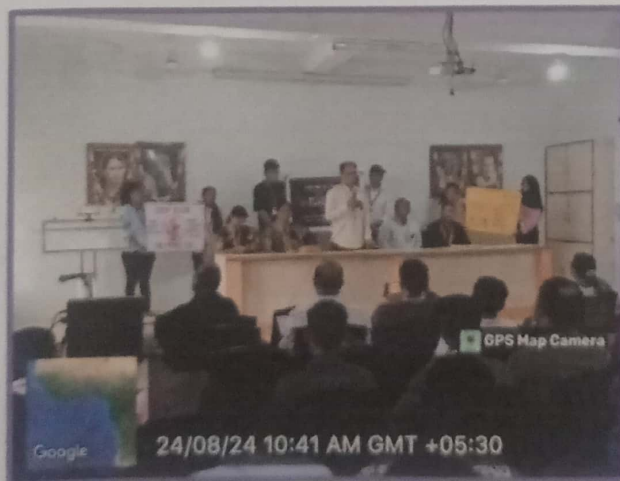
Prof. Dr. M. B. Desai, Presiding Officer of the Committee explained the objective behind this programme. Principal Dr. L. D. Kadam guided students. Vice Principal Dr. M. K. Kannade, Miss Kalyani Sathe express their opinions. Faculty and Students from senior college were present for this programme.

Outcome

- Students become aware regarding sexual violence.
- Students draw their innovative ideas through posters.

Beneficiaries

51



M. B. Desai

Presiding Officer
ICC

L. D. Kadam

Principal
Rajarshi Chhatrapati Shahu College,
Kolhapur.

Rayat Shikshan Sanstha's

Rajarshi Chhatrapati Shahu College, Kolhapur

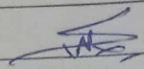
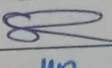
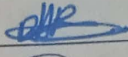
Internal Complaints Committee

Organizes

Protest Campaign against Sexual Violence

Day & Date: Saturday, 24th August, 2024

Sr. No.	Name of the Participants	Sign
1	Subit Sanjay Kamble	<u>Subit</u>
2	Tiya Sachin Khot	<u>Tiya</u>
3	Rupali Kolapate	<u>Rupali</u>
4	Samiksha Dudhale	<u>Samiksha</u>
5	Saifan Khan	<u>Saifan</u>
6	Atharv A Barak	<u>Atharv</u>
7	Rohan Bhosale	<u>Rohan</u>
8	Prasenjeet Kamble	<u>Prasenjeet</u>
9	Sneha S. Kamble	<u>Sneha</u>
10	Nandini R. Pujari	<u>N.R.P</u>
11	Narmada N. Sawant	<u>N.N.S</u>
12	Shruti S. Shinde	<u>Shruti</u>
13	Prachi Babasheb Chikant	<u>Prachi</u>
14	Sworup Nixmale	<u>Sworup</u>
15	Vaibhav B. Kamble	<u>Vaibhav</u>
16	Sayak S. Yedaye	<u>Sayak</u>
17	Akash A. Manode	<u>Akash</u>
18	Swarnop S. Ghodake	<u>Swarnop</u>
19	Siddhi Dilip Patil	<u>Siddhi</u>
20	Komal Kirtap Bhosale	<u>K.K. Bhosale</u>
21	Aditya Dilip Bawane	<u>A.D. Bawane</u>
22	Rahul D. Kamble	<u>Rahul</u>

Sr. No	Name of the Participants	Signature
23	Swaroop Viraj Sutar	
24	Sandesh Umesh Alabaker	S.U.A
25	Arobad Atab Shaikh	
26	Dhairyashil Ashwih pawar	
27	Kedar Mohan Kasabe	K.K.Kasabe
28	Sachin vilas Kolapte	S.Kolapte
29	Sukaj intrajit Pal	S.I.Pal
30	Sujata Nagesh Bavane	S.Bavane
31	Pooja Prakash Padwal	P.Padwal
32	Shagufta Amjad Pathan	S.A.Pathan
33	Sahjana Jaysina Kanase	S.J.K
34	Aishwarya Yallappa Bagevadi	A.Y.Bagevadi
35	Vaishnavi vijay Jondhale	V.Jondhale
36	Nisha Sachin Londhe	N.S.L
37	Shradha Dudhale	S.Dudhale
38	Sudip Savjeraso Dudhale	S.Dudhale
39	Shweta Arvind Londhe	S.Shweta
40	Mirakshi Nagappa Kuchkorsavi	M.N.Kuchkorsavi
41	Shreevani Ranjeet Munade	S.Munade
42	Snehal Sachin Kamble	S.Kamble
43	Vaishnavi A Kuchkorsavi	V.Kuchkorsavi
44	Mehandi Javed Bepari	M.Bepari
45	Khadija Niyaz Mutuelli	K.Mutuelli
46	Jyotika Kiran Rulkarni	J.Rulkarni
47	Aachal Pandurang Bansode	A.Bansode
48	Ruturaj Tanaji Kadam	R.T.Kadam
49	Monali Sambhaji Kamble	M.Kamble
50	Saniya Najir Mujawar	S.N.Mujawar
51	Tamvi Kumbhar	T.S.Kumbhar

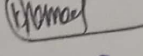
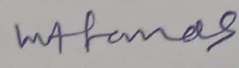
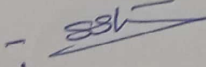

Rayat Shikshan Sanstha's
Rajarshi Chhatrapati Shahu College, Kolhapur
Internal Complaints Committee 2024-25

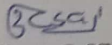
NOTICE

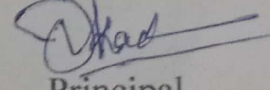
Date: 4-09-2024

All the members of Internal Complaints Committee are hereby informed that the Nirbhaya Suggestion Box, available in the College Campus will be opened on 5-09-2024 at 11.00 a.m.

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

1. Dr. Smt. Kannade M.K. - 
2. Dr. Faras S.A. - 
3. Dr. Smt. Lavekar S.S. - 
4. Smt. Malevekar D.A. 


Presiding Officer


Principal

Internal Complaints Committee

Internal Complaints Committee 2024-25

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 5/09/2024 at 011.0 am, the *Nirbhaya* Suggestion Box was opened in the presence of the committee members. It was observed that, there was not any grievance regarding Sexual Harassment.

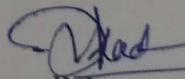
Following Committee members were present for the same:

1. Dr. Smt. Kannade M.K.
2. Dr. Faras S.A.
3. Dr. Smt. Lavekar S.S.
4. Smt. Malevekar D.A.




Presiding Officer

Internal Complaints Committee


Principal

Rayat Shikshan Sanstha's

Rajarshi Chhatrapati Shahu College, Kolhapur

Internal Complaints Committee

2024-25

Date- 20/08/2024

Notice

All the students are hereby inform that Internal Complaints Committee is working in the college to control unlawful activities against women, faculty and students. In this respect *Nirbhaya* suggestion box is kept in college campus (in front of the office). The students can put their grievances in the box regarding sexual harassments if any. The grievances should be redressed properly.

Besai

Presiding Officer

Uhad
Principal,
Rajarshi Chh. Shahu College
Kolhapur