



Dr. N.R. Dhande
President

Adv. U.S. Deshmukh
Vice President

Prof. (Dr.) H.M. Deshmukh
Treasurer

Mr. Y.V. Choudhary
Secretary

Dr. R.D. Deshmukh
Principal

Ref.No. 614/23-24

Date: 14/03/2024

DVV Clarification For

5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Document: 4

5.1.4 (D) Details of statutory/regulatory Committees (to be notified in institutional website also).



Vidarbha Youth Welfare Society's
Bar.Ramrao Deshmukh Arts, Smt. Indiraji Kapadiya Commerce and
Ny. Krushnarao Deshmukh Science College, Badnera Distt. Amravati (Maharashtra) 444 701
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DECLARATION

This is to declare that the information, photos, reports, true copies, numerical data, etc. furnished in this file as supporting documents is verified by IQAC and found correct.

N.A. Deshmukh

Dr. N.A. Deshmukh
IQAC Co-Ordinator

Dr. Nakul A. Deshmukh
IQAC Co - Ordinator
R.D.I.K. & K.D. College, Badnera

R.D. Deshmukh

Dr. R.D. Deshmukh
Principal

PRINCIPAL
Bar Ramrao Deshmukh Arts
Smt Indiraji Kapdiya Commerce
and Ny. Krushnarao Deshmukh
Science College, BADNERA.



Vidarbha Youth Welfare Society, Amravati

Bar. Ramrao Deshmukh Arts, Smt. Indiraji Kapadiya Commerce and Ny.

Krushnarao Deshmukh Science College,

Badnera Dist. Amravati (M.S) 444701



SUPPORTING DOCUMENTS

Vidarbha Youth Welfare Society, Amravati

Bar. Ramrao Deshmukh Arts, Smt. Indiraji Kapadiya Commerce and Ny.

Krushnarao Deshmukh Science College,

Badnera Dist. Amravati (M.S) 444701

Metric No. 5.1.4 (D)

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Vidarbha Youth Welfare Society, Amravati

**Bar. Ramrao Deshmukh Arts, Smt. Indiraji Kapadiya Commerce and Ny.
Krushnarao Deshmukh Science College,
Badnera Dist. Amravati (M.S) 444701**

Internal Complaint Committee

Introduction

"Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected there with or incidental there to.

It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent sexual harassment and to provide the procedures for the resolution, settlement, or prosecution of acts of sexual harassment by taking all steps required.

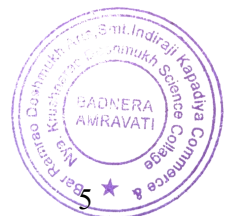
Bar. R. D. I. K. & N. K. D. College, Badnera is committed to maintain healthy environment which is free of all form of gender violence, sexual harassment, and discrimination on the basis of gender. As directed by the act institute has constituted a committee called "Internal Complaint Committee to Prevent Sexual Harassment of Women at the workplace" the women grievance cell which was established initially in the college to create awareness of the women's rights and to empower women, has been now taken over by "Internal Complaint Committee".

Objectives of ICC

1. To create awareness among all female students, employees and provide information to women teaching and non-teaching staff members and female students about the direction of the Internal Complaint Committee.
2. To prevent discrimination and sexual harassment by promoting gender equality among students and staff members.
3. To safeguard the right of female students, faculty and staff members.
4. To provide platform for listening to complaints and redressed the grievance.
5. To maintain hygiene, habits and healthy atmosphere in and around the college campus.

Constitutions of ICC

1. Presiding Officer-who shall a women faculty member below an Associate Professor in case of college).
2. Two faculty members and non-teaching employees-Nominated executive Authority.



Composition of Cell

Sr.No.	Name	Position	Contact Numbers
1	Prof B. S. Vidhale	Presiding Officer	9960625523
2	Prof. Dr. S. D. Meshram	Member	9422857483
3	Prof. Bharti Thakare	Member	8855859531
4	Mr. J. V. Nikhare	Member	9422549293
5	Mr. R. K. Bhusari	Member	8766764470
6	Mrs. Sarojini Pawar	Member of Non-government organization	9011364231
7	Ms. Kamini Pokale (B.A.II)	Member	9322047496
8	Ms. Radhika Dakhore (B. Com.II)	Member	8605255170
9	Mr. Vishal Ingole	Member	8605680630

What is sexual harassment

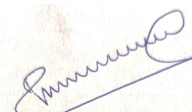
Sexual harassment includes any one or more of the following unwelcome acts or behaviour, unwelcome sexually determined behaviour (whether directly or by implication) in any form, such as:

- Physical contacts and advances;
- A demand or request for sexual favours;
- Sexually colored remarks;
- Showing pornography;
- Any other welcome physical, verbal/no-verbal conduct of sexual nature.

Complaint of sexual harassment

- Complaint any aggrieved women make, in writing, a complaint of sexual harassment at workplace to the internal complaint Committee within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident: Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaint Committee or the Chairperson or any member of Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing: provided further that the internal Complaint committee or as the case may be, the Local Committee may, for the reasons, may be recorded in writing, extend the time limit exceeding three months, if it is satisfied that the circumstances were such which prevented the women from filling a complaint within the said period.
- Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make complaint under this section.




Dr. R. D. Deshmukh
Principal
Bar. Ramrao Deshmukh Arts &
Smt. Indiraji Kapadiya Commerce
Naya, Krushnasa Deshmukh Science
College HSC Voc. Badnera Rty.
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