




**CRITERION – V**  
**Student Support and progression**  
**KEY INDICATOR 5.1**  
**Student Support**  
**METRIC 5.1.4**

Sr. No	Year	List of programme
6.	2017-18	Protection against Sexual Harassment Cell- Internal Complaints Committee (2017-18)
7.		Protection against Sexual Harassment Cell- Minutes of Meeting
8.		Protection against Sexual Harassment Cell- Minutes of Meeting
9.		Protection against Sexual Harassment Cell- Action Taken Report
10.		Protection against Sexual Harassment Cell- Letter
11.	2018-19	Protection against Sexual Harassment Cell- Internal Complaints Committee (2018-19)
12.		Protection against Sexual Harassment Cell- Minutes of Meeting
13.		Protection against Sexual Harassment Cell – Action Taken Report and Letter
14.	2019-20	Protection against Sexual Harassment Cell- Internal Complaints Committee (2019-20)
15.		Protection against Sexual Harassment Cell- Minutes of the Meeting
16.		Protection against Sexual Harassment Cell- Minutes of the Meeting and Action taken report
17.		Protection against Sexual Harassment Cell- Letter
18.	2020-21	Protection against Sexual Harassment Cell- Internal Complaints Committee (2020-21)
19.		Protection against Sexual Harassment Cell- Minutes of the Meeting
20.		Protection against Sexual Harassment Cell – Action Taken Report and Letter
21.		Protection against Sexual Harassment Cell- Internal Complaints Letter
22.		Protection against Sexual Harassment Cell- Minutes of the Meeting
23.	2021-22	Protection against Sexual Harassment Cell- Internal Complaints Committee (2021-22)
24.		Protection against Sexual Harassment Cell- Minutes of Meeting
25.		Protection against Sexual Harassment Cell- Minutes of Meeting
26.		Protection against Sexual Harassment Cell- Action Taken Report
27.		Protection against Sexual Harassment Cell- Letter
28.		Protection against Sexual Harassment Cell- Maharashtra state commission for women
29.		Protection against Sexual Harassment Cell- Internal Complaint Cell ( Students Awareness Programme
30.		Program Photos



**Protection against Sexual Harassment Cell and Maharashtra Government Letter Link**



*Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE**  
Near Bank of India, Besa, Nagpur  
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President: - [Shri. Himanshu E Gedam](#) Principal: - [Dr. Jyoti Patil](#)  
Contact no. : 8149051026 Contact no. : - 9422807224

**Renuka College**  
Besa, Dist. Nagpur Pin- 440037

Affiliated to R. T. M. Nagpur University, Nagpur

Approved by Government of Maharashtra

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**Sexual Harassment of Women at Work Place**  
**(Prevention, Prohibition and Redressal)**  
**Act 2013**  
**Internal Complaints Committee**



**Protection against Sexual Harassment Cell**

**Maharashtra Government Letter link**

Sr. No.	Link
1.	<a href="http://renukacollege.org/pdf/Maharashtra%20Public%20Act%202016.pdf">http://renukacollege.org/pdf/Maharashtra%20Public%20Act%202016.pdf</a>



## Protection against Sexual Harassment Cell- Objective


 *Renuka Shikshan Prasarak Mandal's*  
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President: - Shri. Himanshu E Gedam Principal: - Dr. Jyoti Patil  
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Objective



1. To enhance the self-esteem and self-confidence of women students, faculty and staff in the college
2. To promote intellectual and cultural activities for overall personality development of student.
3. To develop critical thinking ability of women students such that it enhances decision-making ability.
4. To enable women to make informed choices in areas like education, employment and health especially reproductive health.
5. To enhance their participation on an equal footing in all areas.

  
IQAC Coordinator  
Renuka College,  
Besa Nagpur-37

  
Principal  
Renuka College  
BESA Near BCI Nagpur-37



## Protection against Sexual Harassment Cell- Policy

 *Renuka Shikshan Prasarak Mandal's*  
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### Policy Documents of Sexual Harassment

Sexual harassment at workplace is an extension of violence in everyday life. It affects women's right of life and livelihood. Act 2013, was enacted wherein was made mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women.

According to these guideline our institute is committed to providing and promoting, safe, healthy and congenial atmosphere irrespective of gender, caste or social class of the employs..

This policy sensitizes the employees about their fundamental right to have safe and healthy environment at their workplace. To enable a fair mechanism for dealing with sexual harassment institute has constituted an Internal Complaint committee.

The prevention of Sexual Harassment Policy is applicable to all consultants and employees of Renuka College, Besa, Nagpur.

At the end of academic year an annual report containing all the details about complaints.


Programmes on sensitization will be arranges regularly.


Increase awareness amongst employees and overcome discomfort in discussing issues.

#### Complaint Mechanism-

The complaint is required to send the written complaint to the Internal Complain Cell by copies of the letter detailing complaint.



Written complaint is mandatorily required to be filed by complaint with full name and details.

  
IQAC Coordinator  
Renuka College,  
Besa Nagpur-37

  
Principal  
Renuka College  
BESA Near BOI Nagpur-37.



**Protection against Sexual Harassment Cell- Internal Complaints  
Committee (2017-18)**

 *Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE** 

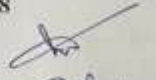
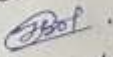
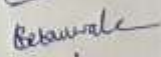
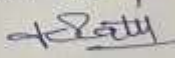
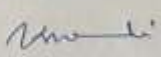
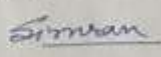
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Sexual Harassment of Women at Work Place  
(Prevention, Prohibition and Redressal)  
Act 2013

**Internal Complaints Committee**  
2017-18

1. Dr. Jyoti Patil -Principal 
2. Dr. Harshna Sonkusare - Convener 
3. Dr. Prema Lekurwale - Co- Convener 
4. Dr. Pravin Patil - Member 
5. Dr. Kailash Fulmali - Member 
6. Ku. Simran Pathan - Student Member 



Sexual Harassment Cell- Minutes of Meeting

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 President: - Shri Himanshu E. Gedam Principal: - Dr. Jyoti Patil  
 Contact no. : 8149051026 Contact no. :- 9422807224

Task Force For Protection of Girls at College Campus Committee

**MINUTES OF MEETING** Date: 24/08/2017.

Today, dated 24/08/2017, the convener of the committee call meeting in Principals cabin as per notice dated 22/08/2017. Principal of the college Dr.Jyoti Patil , Convener of the committee and all the members of the committee were present for the meeting.

As the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, what can we do at college level to fulfill this need of girls? During the whole discussion following points have been discussed and decided-

1. All the programs to as the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, what can we do at college level to fulfill this need of girls? During the whole discussion following points have been discussed and decided-
1. All the programs to be taken throughout the year will involve overall development of girls student i.e. their physical and mental growth, their personal needs, social needs, personality development, nutritional discrepancies, self employment, self defence and many other.
2. The organization of Self Defence Programme.
3. Initially, in first week of August, the inauguration of committee for the session along with a guest lecture on need of women Health and Hygiene Programme will be organized.
4. Another program will involve the need of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.
5. Whole one day program can be organized which involve the different competitions (Mendi, Rangoli, Salad Decoration, Poster Competition, Small event management, Flower decoration etc) for girls.
6. Guest lectures of renowned Doctors, Dieticians, Lawyers, Police officers will be organized time to time
7. Principal of the college suggested that, there should be an organization of visit of girls student to some Cancer Awareness Programme' for teaching them.
8. It has been also suggested by the Principal that the committee is duty bound to resolve all types of girls grievances at college level and therefore plan a system for the proper functioning of that issue. The objective behind this is to address grievances regarding gender issue and harassment of girls students.

Convener  
 Dr. Harshna Sonkusare

IQAC Coordinator  
 Renuka College,  
 Besa Nagpur-37

Principal  
 Dr. Jyoti Patil  
 Renuka College,  
 Besa Near BOI Nagpur-37



Protection against Sexual Harassment Cell- Minutes of the Meeting

**Renuka Shikshan Prasarak Mandal's**  
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President:- Shri Himanshu E Gedam Principal:- Dr. Jyoti Patil  
Contact no.:- 8149051026 Contact no.:- 9422807224

**Minutes of "Task force for protection of girls at college campus"  
meeting (Session 2017-18)**

The meeting of women cell was held on dated 17/10/2017 at principal madam's cabin with the presence of Principal Dr. Jyoti Patil and all women cell member.

**Minutes of the meeting are as below**

- 1) Inauguration programme of women cell.
- 2) To organise virtual guest lecturer of renowned personalities in various field.
- 3) To organise workshop for student for grooming their personality.
- 4) Encourage girl's student to take active participation in various programmes to build their confidence.
- 5) To organise health and Hygienic programme.
- 6) To organise layers guidance programme for her self- Defence .
- 7) To organise layers guidance programme for aware of their rights.
- 8) To organise guest lecture of women politician to develop leader ship quality in girls.
- 9) To address grievances regarding gender issue, harassment of girlstudents.

  
 Convener  
 Dr. Harshna Sonkusare


  
 IQAC Coordinator  
 IQAC Coordinator  
 Renuka College,  
 Besa Nagpur-37

  
 Principal  
 Dr. Jyoti Patil  
 Renuka College  
 Besa Near BOI Nagpur-3.

Member	Sign
1. Dr.Jyoti Patil –Principal	
2. Dr.Harshna Sonkusare – Convener	
3. Dr.Prema Lekurwale –Co- Convener	
4. Dr.Kailash Fulmali – Member	
5. Dr.Pravin Patil –Member	
6. Ku. Simran Pathan – Student Member	



**Protection against Sexual Harassment Cell- Action Taken Report**

 *Renuka Shikshan Prasarak Mandal's*  
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President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. : - 9422807224

Date - 19/01/2018

**Action Taken Report**

Sexual Harassment Cell was established in the college for the purpose of prevention of sexual harassment in the college. A meeting was held on August 2016 under this cell. The action taken report on the topics discussed in this meeting is as follows.

Subject no. 1 : Keeping in mind the objective of physical and mental growth of college girl students, a program was organized on the subject of health and hygiene. For example, doctors, dieticians and police officers were invited and the girl students were informed.


Subject no. 2: Self-defense program was organized for the all-round development of girl students.


Subject no. 3: With a view to the development of the college students, programs like mehndi, coloration, salad decoration, poster competition, flower decoration, etc. were organized.


Subject no. 4: With a view to the development of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.

Subject no. 5: To increase the confidence of the college students, they were encouraged to participate in various programs organized by the college.

Subject no. 6 : Encourage girl's student to take active participation in various programmes to build their confidence.

  
Convener  
Dr. Harshna Sonkusare

  
IQAC Coordinator  
IQAC Coordinator  
Renuka College,  
Besa Nagpur 37

  
Principal  
Dr. Jyoti Patil  
Principal  
Renuka College  
BESA Near BOI Nagpur-3.





## Protection against Sexual Harassment Cell- Letter

To,

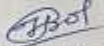
The Principal  
Renuka College  
Besa, Nagpur

**Subject-** No offline student's complaints

Respected Madam,

As per mentioned subject, there are no any complaints from the students about sexual harassment case in the academic year 2017-18

Hence there is no redressal of grievances by Internal Complaints Committee.


  
Corivener  
Dr. Harshna Sonkusare  
Renuka College, Nagpur

  
Principal  
Dr. Jyoti patil  
Renuka College, Nagpur  
Principal  
Renuka College  
BESA Near BOI Nagpur-3.

  
IQAC Coordinator  
Renuka College,  
Besa Nagpur-37



**Protection against Sexual Harassment Cell- Internal Complaints  
Committee (2018-19)**

 *Renuka Shikshan Prasarak Mandal's*  
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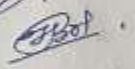
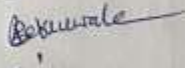
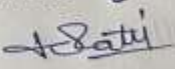
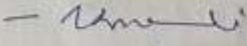

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Sexual Harassment of Women at Work Place  
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Act 2013

**Internal Complaints Committee**  
2018-19

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2. Dr. Harshna Sonkusare - Convener 
3. Dr. Prema Lekurwale - Co- Convener 
4. Dr. Pravin Patil -Member 
5. Dr. Kailash Fulmali - Member 
6. Ku. Simran Pathan - Student Member 



Protection against Sexual Harassment Cell- Minutes of Meeting

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Task Force For Protection of Girls at College Campus Committee

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 Dr. Harshna Sonkusare

  
 IQAC Coordinator  
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 Renuka College,  
 Besa Nagpur-37

  
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**Minutes of "Task force for protection of girls at college campus"  
meeting (Session 2018-19)**

Meeting of women cell was held on dated 29/08/2018 at principal madam's cabin with the presence of Principal Dr. Jyoti Patil and all women cell member.

Minutes of the meeting are as below

- 1) Inauguration programme of women cell.
- 2) To organise virtual guest lecturer of renounced personalities in various field.
- 3) To organise workshop for student for grooming their personality.
- 4) Encourage girl's student to take active participation in various programmes to build their confidence.
- 5) To organise health and Hygienic programme.
- 6) To organise medical guidance by Cancer Awareness Programme and camp.
- 7) To organise layers guidance programme for aware of their rights.
- 8) To organise guest lecture of women politician to develop leadership quality in girls.
- 9) To address grievances regarding gender issue, harassment of girl students.
- 10) To organise layers guidance programme for her self- Defence .

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3. Dr. Prema Lekurwale - Co- Convener	
4. Dr. Kailash Fulmali - Member	
5. Dr. Pravin Patil - Member	
6. Ku. Simran Pathan - Student Member	



**Protection against Sexual Harassment Cell – Action Taken Report and Letter**

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President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. : - 9422807224

Date – 19/01/2019

### Action Taken Report

Sexual Harassment Cell was established in the college for the purpose of prevention of sexual harassment in the college. A meeting was held on August 2016 under this cell. The action taken report on the topics discussed in this meeting is as follows.

Subject no. 1 : Keeping in mind the objective of physical and mental growth of college girl students, a program was organized on the subject of health and hygiene. For example, doctors, dieticians and police officers were invited and the girl students were informed.

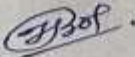
Subject no. 2: Encourage girl's student to take active participation in various programmes to build their confidence.

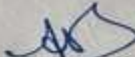
Subject no. 3: To increase the confidence of the college students, they were encouraged to participate in various programs organized by the college.


Subject no. 4: Self-defence program was organized for the all-round development of girl students.

Subject no. 5: With a view to the development of the college students, programs like mehndi, coloration, salad decoration, poster competition, flower decoration, etc. were organized.

Subject no. 6: With a view to the development of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.

  
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To,

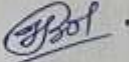
The Principal  
Renuka College  
Besa, Nagpur


**Subject-** No offline student's complaints

Respected Madam,

As per mentioned subject, there are no any complaints from the students about sexual harassment case in the academic year 2018- 19

Hence there is no redressal of grievances by Internal Complaints Committee.



  
Convener  
Dr. Harshna Sonkusare  
Renuka College, Nagpur

  
Principal  
Dr. Jyoti patil  
Renuka College, Nagpur  
Principal  
Renuka College  
AESA Near BOI Nagpur-3.

  
IQAC Coordinator  
Renuka College,  
Besa Nagpur-37



**Protection against Sexual Harassment Cell- Internal Complaints  
Committee (2019-20)**

 *Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE** 


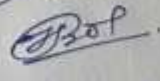
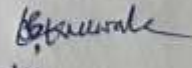

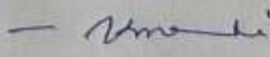
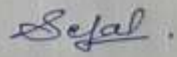
Near Bank of India, Besa, Nagpur  
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President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. : - 9422807224

**Renuka College**  
Besa, Dist, Nagpur Pin- 440037  
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Sexual Harassment of Women at Work Place  
(Prevention, Prohibition and Redressal)  
Act 2013

**Internal Complaints Committee**  
2019-20

1. Dr. Jyoti Patil -Principal 
2. Dr. Harshna Sonkusare - Convener 
3. Dr. Prema Lekurwale - Co- Convener 
4. Dr. Pravin Patil - Member 
5. Dr. Kailash Fulmali - Member 
6. Ku. Sejal Punje - Student Member 



Protection against Sexual Harassment Cell- Minutes of the Meeting

*Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE**  
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 President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
 Contact no. : 8149051026 Contact no. : - 9422807224


**Minutes of "Task force for protection of girls at college campus"  
 meeting (Session 2019-20)**


A meeting of women cell was held on dated 11/09/2019 at principal madam's cabin with the presence of Principal Dr.Jyoti Patil and all women cell member.

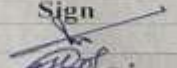
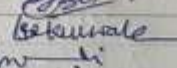
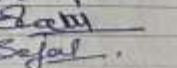
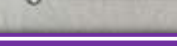


**Minutes of the meeting are as below**

- 1) Inauguration programme of women cell.
- 2) To organise virtual guest lecturer of renounced personalities in various field.
- 3) To organise workshop for student for grooming their personality.
- 4) Encourage girl's student to take active participation in various programmes to build their confidence.
- 5) To organise health and Hygienic programme.
- 6) To organise layers guidance programme for aware of their rights.
- 7) To organise guest lecture of women politician to develop leader ship quality in girls.
- 8) To address grievances regarding gender issue, harassment of girl students.

  
 Convener  
 Dr. Harshna Sonkusare

  
 IQAC Coordinator  
 IQAC Coordinator  
 Renuka College,  
 Besa Nagpur-37

  
 Principal  
 Dr. Jyoti Patil  
 Principal  
 Renuka College  
 BESA Near BOI Nagpur-3.

Member	Sign
1. Dr.Jyoti Patil -Principal	
2. Dr.Harshna Sonkusare - Convener	
3. Dr.Prema Lekurwale-Co- Convener	
4. Dr.Kailash Fulmali - Member	
5. Dr.Pravin Patil -Member	
6. Ku. Sejal Punje - Student Member	





Protection against Sexual Harassment Cell- Minutes of the Meeting and Action taken report

*Renuka Shikshan Prasarak Mandal's*  
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President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. : - 9422807224

**Task Force For Protection of Girls at College Campus Committee**

**MINUTES OF MEETING** Date: 24/07/2019

Today, dated 24/07/2019, the convener of the committee call meeting in Principals cabin as per notice dated 22/07/2019. Principal of the college Dr.Jyoti Patil , Convener of the committee and all the members of the committee were present for the meeting.

As the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, what can we do at college level to fulfil this need of girls? During the whole discussion following points have been discussed and decided-

1. All the programs to as the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, what can we do at college level to fulfil this need of girls? During the whole discussion following points have been discussed and decided-
1. All the programs to be taken throughout the year will involve overall development of girls student i.e. their physical and mental growth, their personal needs, social needs, personality development, nutritional discrepancies, self employment, self defence and many other.
2. The organization of programs will be as per the availability of time.
3. Initially, in first week of August, the inauguration of committee for the session along with a guest lecture on need of women Health and Hygiene Programme will be organized.
4. Another program will involve the need of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.
5. Whole one day program can be organized which involve the different competitions (Mendi, Rangoli, Salad Decoration, Poster Competition, Small event management, Flower decoration etc) for girls.
6. Guest lectures of renowned Doctors, Dieticians, Lawyers, Police officers will be organized time to time
7. Principal of the college suggested that, there should be an organization of visit of girls student to some Cancer Awareness Programme for teaching them.
8. It has been also suggested by the Principal that the committes is dany bound to resolve all types of girls grievances at college level and therefore plan a system for the proper functioning of that issue. The objective behind this is to address grievences regarding gender issue and harrasment of girls students.

  
 Convener  
 Dr. Harshna Sonkusare

  
 IQAC Coordinator  
 IQAC Coordinator  
 Renuka College,  
 Besa Nagpur-37

  
 Principal  
 Dr. Jyoti Patil  
 Principal  
 Renuka College  
 BESA Near BOI Nagpur-3.



*Renuka Shikshan Prasarak Mandal's*

# **RENUKA COLLEGE**

Near Bank of India, Besa, Nagpur

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Website: [www.renukacollege.org](http://www.renukacollege.org)

President: - Shri Himanshu E Gedam

Principal: - Dr. Jyoti Patil

Contact no. - 8149051026

Contact no. - 9422807224

Date - 17/01/2020

## **Action Taken Report**

Sexual Harassment Cell was established in the college for the purpose of prevention of sexual harassment in the college. A meeting was held on August 2016 under this cell. The action taken report on the topics discussed in this meeting is as follows.

Subject no. 1 : Keeping in mind the objective of physical and mental growth of college girl students, a program was organized on the subject of health and hygiene. For example, doctors, dieticians and police officers were invited and the girl students were informed.

Subject no. 2: Self-defense program was organized for the all-round development of girl students.

Subject no. 3: With a view to the development of the college students, programs like mehndi, coloration, salad decoration, poster competition, flower decoration, etc. were organized.

Subject no. 4: With a view to the development of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.

Subject no. 5: To increase the confidence of the college students, they were encouraged to participate in various programs organized by the college.

Subject no. 6 : Encourage girl's student to take active participation in various programmes to build their confidence.

Convener  
Dr. Harshna Sonkusare

IQAC Coordinator  
IQAC Coordinator  
Renuka College,  
Besa Nagpur-37

Principal  
Dr. Jyoti Patil  
Principal  
Renuka College  
BESA Near BOI Nagpur-3



**Protection against Sexual Harassment Cell- Letter**

To,

The Principal  
Renuka College  
Besa, Nagpur

**Subject-** No offline student's complaints

Respected Madam,

As per mentioned subject, there are no any complaints from the students about sexual harassment case in the academic year 2019-20.

Hence there is no redressal of grievances by Internal Complaints Committee.

Convener

Dr. Harshna Sonkusare  
Renuka College, Nagpur



Principal

Dr. Jyoti patil  
Renuka College, Nagpur  
Principal  
Renuka College  
AESA Near BOI Nagpur-3.

IQAC Coordinator  
Renuka College,  
Besa Nagpur-37



**Protection against Sexual Harassment Cell- Internal Complaints  
Committee ( 2020-21)**

 *Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE** 


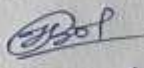
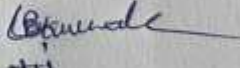
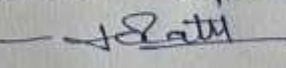
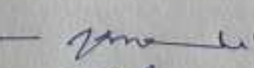
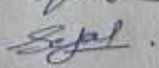
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Sexual Harassment of Women at Work Place  
(Prevention, Prohibition and Redressal)  
Act 2013

**Internal Complaints Committee**  
2020-21

1. Dr. Jyoti Patil -Principal   
2. Dr. Harshna Sonkusare - Convener   
3. Dr. Prema Lekurwale - Co- Convener   
4. Dr. Pravin Patil - Member   
5. Dr. Kailash Fulmali - Member   
6. Ku. Sejal Punje - Student Member 



**Protection against Sexual Harassment Cell- Minutes of the Meeting**

*Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE**  
 Near Bank of India, Besa, Nagpur  
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 President - Shri Himanshu E Gedam Principal - Dr. Jyoti Patil  
 Contact no. - 8149051026 Contact no. - 9422807224

**Task Force For Protection of Girls at College Campus Committee**

**MINUTES OF MEETING** Date: 24/08/2020

Today, dated 24/08/2020, the convener of the committee call meeting in Principals cabin as per notice dated 22/08/2020. Principal of the college Dr.Jyoti Patil , Convener of the committee and all the members of the committee were present for the meeting.

As the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, what can we do at college level to fulfill this need of girls? During the whole discussion following points have been discussed and decided-

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- Another program will involve the need of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.
- Whole one day program can be organized which involve the different competitions (Mendi, Rangoli, Salad Decoration, Poster Competition, Small event management, Flower decoration etc) for girls.
- Guest lectures of renowned Doctors, Dieticians, Lawyers, Police officers will be organized time to time
- Principal of the college suggested that, there should be an organization of visit of girls student to some Cancer Awareness Programme for teaching them.
- It has been also suggested by the Principal that the committee is dany bound to resolve all types of girls grievances at college level and therefore plan a system for the proper functioning of that issue. The objective behind this is to address grievances regarding gender issue and harassment of girls students.

Convener  
**Dr. Harshna Sonkusare**

IQAC Coordinator  
**IQAC Coordinator  
 Renuka College,  
 Besa Nagpur-37**

Principal  
**Dr. Jyoti Patil  
 Principal  
 Renuka College  
 BESA Near BOI Nagpur-3.**



# Renuka Shikshan Prasarak Mandal's RENUKA COLLEGE



Near Bank of India, Besa, Nagpur

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Website: www.renukacollege.org

President: - Shri Himanshu E Gedam

Principal: - Dr. Jyoti Patil

Contact no. - 8149051026

Contact no. - 9422807224

## Minutes of "Task force for protection of girls at college campus" meeting (Session 2020-21)

First meeting of women cell was held on dated 12/10/20 at principal madam's cabin with the presence of Principal Dr.Jyoti Patil and all women cell member.

### Minutes of the meeting are as below

- 1) Inauguration programme of women cell.
- 2) To organise virtual guest lecturer of renounced personalities in various field.
- 3) To organise workshop for student for grooming their personality.
- 4) Encourage girl's student to take active participation in various programmes to build their confidence.
- 5) To organise health and Hygienic programme.
- 6) To organise layers guidance programme for aware of their rights.
- 7) To organise guest lecture of women politician to develop leader ship quality in girls.
- 8) To address grievances regarding gender issue, harassment of girlstudents.

Convener  
Dr. Harshna Sonkusare


IQAC Coordinator  
Besa Nagpur-37  
Renuka College,  
IQAC Coordinator

Principal  
Dr. Jyoti Patil  
Renuka College  
Near BOI Nagpur-37


Member	Sign
1. Dr.Jyoti Patil -Principal	
2. Dr.Harshna Sonkusare - Convener	
3. Dr.Prema Lekurwale-Co- Convener	
4. Dr.Kailash Fulmali - Member	
5. Dr.Pravin Patil -Member	
6. Ku. Sejal Punje - Student Member	



**Protection against Sexual Harassment Cell - Action taken report and Letter**



*Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE**  
Near Bank of India, Besa, Nagpur  
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President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil

Contact no. : 8149051026 Contact no. : - 9422807224

Date - 15/01/2021

**Action Taken Report**

Sexual Harassment Cell was established in the college for the purpose of prevention of sexual harassment in the college. A meeting was held on August 2016 under this cell. The action taken report on the topics discussed in this meeting is as follows.

Subject no. 1 : Encourage girl's student to take active participation in various programmes to build their confidence.

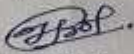
Subject no. 2: Self-defence program was organized for the all-round development of girl students.

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Subject no. 6: Keeping in mind the objective of physical and mental growth of college girl students, a program was organized on the subject of health and hygiene. For example, doctors, dieticians and police officers were invited and the girl students were informed.



Convener  
Dr. Harshna Sonkusare



IQAC Coordinator  
IQAC Coordinator  
Renuka College,  
Besa Nagpur-37



Principal  
Dr. Jyoti Patil  
Principal  
Renuka College  
BESA Near BOI Nagpur-3



To,

The Principal  
Renuka College  
Besa, Nagpur

**Subject-** No offline student's complaints

Respected Madam,

As per mentioned subject, there are no any complaints from the students about sexual harassment case in the academic year 2020-21

Hence there is no redressal of grievances by Internal Complaints Committee.

Convener

Dr. Harshna Sonkusare  
Renuka College, Nagpur

Principal



Dr. Jyoti patil  
Renuka College, Nagpur  
Renuka College  
BESA Near BOI Nagpur-3.

IQAC Coordinator  
Renuka College,  
Besa Nagpur-37





**Protection against Sexual Harassment Cell- Internal Complaints  
Committee (2021-22)**

 *Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE** 

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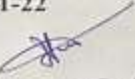
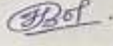
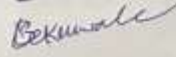
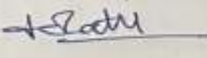
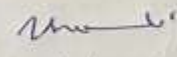
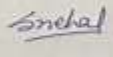
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President:- Shri Himanshu E Gedam Principal:- Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. : - 9422907224


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Sexual Harassment of Women at Work Place  
(Prevention, Prohibition and Redressal)  
Act 2013

**Internal Complaints Committee**  
2021-22

1. Dr. Jyoti Patil -Principal 
2. Dr. Harshna Sonkusare - Convener 
3. Dr. Prema Lekurwale - Co- Convener 
4. Dr. Pravin Patil - Member 
5. Dr. Kailash Fulmali - Member 
6. Snehal Malode - Student Member 

  
IQAC Coordinator  
Renuka College,  
Besa Nagpur-37

  
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Renuka College  
BESA Near BOI Nagpur-37



Renuka Shikshan Prasarak Mandal's

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President: - Shri Himanshu E Gedam

Principal: - Dr. Jyoti Patil

Contact no. : 8149051026

Contact no. : - 9422807224

Minutes of "Task force for protection of girls at college campus" meeting (Session 2021-22)

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Minutes of the meeting are as below

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7) To organise guest lecture of women politician to develop leader ship quality in girls.
8) To address grievances regarding gender issue, harassment of girl students.

Signature of Convener
Dr. Harshna Sonkusare

Signature of IQAC Coordinator
IQAC Coordinator
Renuka College,
Besa Nagpur-37

Signature of Principal
Principal
Dr. Jyoti Patil
Renuka College
BESA Near BOI Nagpur-3.

Table with 2 columns: Member and Sign. Rows include Dr. Jyoti Patil (Principal), Dr. Harshna Sonkusare (Convener), Dr. Prema Lekurwale (Co-Convener), Dr. Kailash Fulmali (Member), Dr. Pravin Patil (Member), and Snehal Malode (Student Member).



**Protection against Sexual Harassment Cell –Minutes of Meeting and Letter**

 *Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE** 

Near Bank of India, Besa, Nagpur  
Accredited with 'B' grade by NAAC, Bengaluru  
Permanently Affiliated to RTM Nagpur University

Telephone No. 07103281455 Email: - renukamv.ngp@gmail.com Website: www.renukacollege.org  
President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. : - 9422807224

**Task Force For Protection of Girls at College Campus Committee**

**MINUTES OF MEETING** Date: 24/08/2021

Today, dated 24/08/2021, the convener of the committee call meeting in Principals cabin as per notice dated 21/08/2021. Principal of the college Dr.Jyoti Patil , Convener of the committee and all the members of the committee were present for the meeting.

As the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, what can we do at college level to fulfil this need of girls? During the whole discussion following points have been discussed and decided-

1. All the programs to as the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, what can we do at college level to fulfil this need of girls? During the whole discussion following points have been discussed and decided-
1. All the programs to be taken throughout the year will involve overall development of girls student i.e. their physical and mental growth, their personal needs, social needs, personality development, nutritional discrepancies, self employment, self defence and many other.
2. The organization of programs will be as per the availability of time.
3. Initially, in first week of August, the inauguration of committee for the session along with a guest lecture on need of women Health and Hygiene Programme will be organized.
4. Another program will involve the need of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.
5. Whole one day program can be organized which involve the different competitions (Mendi, Rangoli, Salad Decoration, Poster Competition, Small event management, Flower decoration etc) for girls.
6. Guest lectures of renowned Doctors, Dieticians, Lawyers, Police officers will be organized time to time
7. Principal of the college suggested that, there should be an organization of visit of girls student to some Cancer Awareness Programme' for teaching them.
8. It has been also suggested by the Principal that the committes is dany bound to resolve all types of girls grievances at college level and therefore plan a system for the proper functioning of that issue. The objective behind this is to address grievences regarding gender issue and harrasment of girls students..

  
 Convener  
**Dr. Harshna Sonkusare**

  
 IQAC Coordinator  
**IQAC Coordinator**  
 Renuka College,  
 Besa Nagpur-37

  
 Principal  
**Dr. Jyoti Patil**  
 Principal  
 Renuka College  
 BESA Near BOI Nagpur-37



To,

The Principal  
Renuka College  
Besa, Nagpur

**Subject-** No offline student's complaints

Respected Madam,

As per mentioned subject, there are no any complaints from the students about sexual harassment case in the academic year 2021-22

Hence there is no redressal of grievances by Internal Complaints Committee.

Convener  
Dr. Harshna Sonkusare  
Renuka College, Nagpur

Principal  
Dr. Jyoti patil  
Renuka College, Nagpur  
Principal  
Renuka College  
BESA Near BOI Nagpur-3

**IQAC Coordinator**  
Renuka College,  
Besa Nagpur-37



**Protection against Sexual Harassment Cell - Action taken report**



*Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE**  
Near Bank of India, Besa, Nagpur  
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President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. : - 9422807224

Date - 15/01/2022

### Action Taken Report

Sexual Harassment Cell was established in the college for the purpose of prevention of sexual harassment in the college. A meeting was held on August 2016 under this cell. The action taken report on the topics discussed in this meeting is as follows.

Subject no. 1 : Encourage girl's student to take active participation in various programmes to build their confidence.

Subject no. 2: Self-defence program was organized for the all-round development of girl students.

Subject no. 3: With a view to the development of the college students, programs like mehndi, coloration, salad decoration, poster competition, flower decoration, etc. were organized.

Subject no. 4: With a view to the development of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.

Subject no. 5: To increase the confidence of the college students, they were encouraged to participate in various programs organized by the college.

Subject no. 6: Keeping in mind the objective of physical and mental growth of college girl students, a program was organized on the subject of health and hygiene. For example, doctors, dieticians and police officers were invited and the girl students were informed.

 Convener Dr. Harshna Sonkusare	 IQAC Coordinator Renuka College, Besa Nagpur-37	 Principal Dr. Jyoti Patil Renuka College BESA Near BOI Nagpur-3
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**Protection against Sexual Harassment Cell- Internal Complaints Letter**

o/c

**Renuka Shikshan Prasarak Mandal, Nagpur.**

**Renuka College**  
Near Bank of India, Besa, Nagpur - 37.

Telephone No. 0712-2700990 Email :- renukamv.nggp@gmail.com website:www.renukacollege.org

President : Shri Himansu Godam Mb. : 9881170680 Principal : Dr. Jyoti Patil Mb.: 9422807884

आपलाठे: रेणुका/तक्रार से-कश/सिध्द

Date:- 14/03/2019

प्रति,  
उपकुलसचिव (म.वि.वि.)  
राष्ट्रसंत तुकडोजी महाराज नागपूर विद्यापीठ,  
नागपूर

विषय :- महाविद्यालय तक्रार निवारण कक्षाची स्थापना केल्याबाबत.  
संदर्भ : आपले पत्र क.म.वि.वि. /4827 दिनांक :- 11 मार्च 2019  
महोदय,  
उपरोक्त विषयान्वये आपणास कळविण्यात येते की, आमच्या रेणुका कॉलेजमध्ये मागील पाच वर्षांपासून  
विद्यार्थी तक्रार निवारण समिती या नावाने कार्यरत आहे. ती खालीलप्रमाणे आहे.

अध्यक्ष : प्राचार्या डॉ. ज्योती पाटील  
व्यवस्थापन सदस्य : मंजुषा मानवटकर  
अध्यापक सदस्य : डॉ. हर्षना सांगकुसरे  
अध्यापक सदस्य : डॉ. कैलाश फुलमाळी  
विद्यार्थी सदस्य : सानिध्य सोनी

तसेच महाराष्ट्र शासन राजपत्र दि. 27-02-2019 च्या परिनियमानुसार व आपल्या 11 मार्च 2019 च्या  
पत्रानुसार आमच्या रेणुका कॉलेजमध्ये खालीलप्रमाणे महाविद्यालय तक्रार निवारण कक्षाची स्थापना करण्यात आलेली  
आहे.


अध्यक्ष : प्राचार्या डॉ. ज्योती पाटील  
अध्यापक सदस्य -1 : डॉ. प्रेमा लेकूरवाळे  
अध्यापक सदस्य -2 : डॉ. कैलाश फुलमाळी  
करीता आपल्या माहीतीस सादर

आपली  
डॉ. ज्योती पाटील  
प्राचार्या, रेणुका कॉलेज, नागपूर  
Principal  
Renuka College  
BESA, Near BOI, Nagpur-34


Sumit 14.3.19.  
उपकुलसचिव विद्यापीठ  
राष्ट्रसंत तुकडोजी महाराज  
नागपूर विद्यापीठ, नागपूर



**Protection against Sexual Harassment Cell- Minutes of the Meeting**



*Renuka Shikshan Prasarak Mandal's*  
**RENUKA COLLEGE**  
Near Bank of India, Besa, Nagpur  
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President: - Shri Himanshu E Gedam Principal: - Dr. Jyoti Patil  
Contact no. : 8149051026 Contact no. :- 9422807224

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**Minutes of the Meeting**  
**Two meetings were held in the session 2020-21 under the Grievance Redressal Cell and Anti-Ragging Cell**

**Meeting No-1**

An offline discussion was held with the student on 20/08/2021.

**Agenda**

- Have you been harassed by students in online classes?
- Have you received bad messages from students in online classes?

**The information collected from the students found that no one was harassed.**

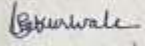
**Meeting No**  
**Agenda No**


An offline discussion was held with the students on 10/12/2021.

- Have you been harassed by students in online classes?
- Did you get bad messages from students in online classes?

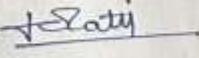
**The information collected from the students found that no one was harassed.**


Grievance Redressal Cell-

i) Incharge - Dr. Prema Lekurwale 

ii) Co-Incharge Dr. Kailash Fulmali 

Anti-Ragging Cell-

iii) Incharge - Dr. Pravin Patil 

  
Dr. Jyoti Patil  
Principal  
Renuka College  
BESA Near BOI Nagpur-3.



Protection against Sexual Harassment Cell- Minutes of the Meeting

## रेणुका कॉलेज, बेसा

सत्र 2020-21

तक्रार निवारण समिती आणि अॅन्टी रॅगिंग अंतर्गत सत्र 2020-21 मध्ये खालील विषयानुसार दोन मिटींग घेण्यात आल्या.

### मिटींग क.1

- दि.20/08/2021 ला विद्यार्थ्यांसोबत ऑफलाईन चर्चा करण्यात आली.
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून मानसिक त्रास झाला का ?
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून वाईट मॅसेज आले का ?

वरील विषयानुसार विद्यार्थिनींकडून माहिती घेतली असता कुठल्याही विद्यार्थिनीला मानसिक, शारीरिक त्रास झालेला नाही.

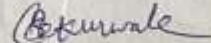
### मिटींग क.2


- दि.10/12/2021 ला विद्यार्थिनींसोबत ऑफलाईन चर्चा करण्यात आली.
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून मानसिक त्रास झाला का ?
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून वाईट मॅसेज आले का ?

वरील विषयानुसार विद्यार्थिनींकडून माहिती घेतली असता कुठल्याही विद्यार्थिनीला मानसिक, शारीरिक त्रास झालेला नाही.

### तक्रार निवारण समिती आणि अॅन्टी रॅगिंग समिती

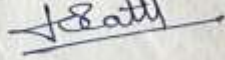
#### ❖ iGrevance Redressal Cell


Incharge : Dr. Prema Lekurwale 

Co-Incharge Dr. Kailash Fulmali 

#### ❖ Anti Ragging Cell

Incharge - Dr. Pravin Patil



  
डॉ. ज्योती पाटील  
प्राचार्या  
Principal  
Renuka College  
BESA Near BOI Nagpur-37





## रेणुका कॉलेज, बेसा

सत्र 2020-21

तक्रार निवारण समिती आणि अॅन्टी रॅगिंग अंतर्गत सत्र 2020-21 मध्ये खालील विषयानुसार दोन मिटींग घेण्यात आल्या.

### मिटींग क.1

- दि.20/08/2021 ला विद्यार्थ्यांसोबत ऑफलाईन चर्चा करण्यात आली.
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून मानसिक त्रास झाला का ?
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून वॉइट मॅसेज आले का ?

वरील विषयानुसार विद्यार्थिनींकडून माहिती घेतली असता कुठल्याही विद्यार्थिनीला मानसिक, शारीरिक त्रास झालेला नाही.

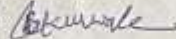
### मिटींग क.2

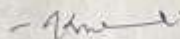
- दि.10/12/2021 ला विद्यार्थिनींसोबत ऑफलाईन चर्चा करण्यात आली.
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून मानसिक त्रास झाला का ?
- ऑनलाईन क्लासेसमध्ये तुम्हाला विद्यार्थ्यांकडून वॉइट मॅसेज आले का ?

वरील विषयानुसार विद्यार्थिनींकडून माहिती घेतली असता कुठल्याही विद्यार्थिनीला मानसिक, शारीरिक त्रास झालेला नाही.

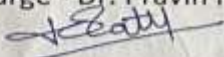
### तक्रार निवारण समिती आणि अॅन्टी रॅगिंग समिती


#### ❖ iGrevance Redressal Cell

Incharge : Dr. Prema Lekurwale 

Co-Incharge Dr. Kailash Fulmali 

#### ❖ Anti Ragging Cell


Incharge - Dr. Pravin Patil 

  
Dr. ज्योती पाटील  
प्राचार्या  
Principal  
Renuka College  
BESA Near BOI Nagpur-37



Protection against Sexual Harassment Cell- Minutes of the Meeting

10/C

 **रेणुका कॉलेज**  
बेसा, मानेवाडा रिंग रोड, नागपूर-34  
दुरधनी क्र. २०१०२२८१३५५ Website:- www.renukacollege.org Email :- renukamv.ngp@gmail.com  
अध्यक्ष :- डॉ. ज्योती पाटील प्राचार्य :- डॉ. ज्योती पाटील  
संपर्क :- ९४२२८०७२२४ संपर्क :- ९४२२८०७२२४

ज. अ. रे. अ. / मतिस / २६५ / १९ दिनांक - २२/०६/२०१६

प्रति  
श्री.  
श्री. सहायक (उच्चशिक्षण),  
जुने मॉरीस कॉलेज इमारत,  
नागपूर विभाग, नागपूर

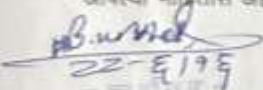
विषय - मानव्यायुक्ती बंधकेंवर बर्नाधिकारी समितीच्या शिफारसीच्या अनुषंगाने केलेल्या कार्यवाहीच्या  
अडवण्याबाबत.


संदर्भ-आपले संघटनकालपाचे पत्र क्रमांक तसिनाग/स्टेनो/मतिस/६९६०/१६ दिनांक २०/०६/२०१६

उपरोक्त संदर्भिय विषयाचे अनुषंगाने कळविण्यात येते की

- 1) आमच्या महाविद्यालयात महिला सेलची स्थापना करण्यात आली.
- 2) आमच्या महाविद्यालयात महिला तक्रार निवारण समिती सदस्यांची नावे  
महिला सेल प्रमुख - डॉ. प्रेमा लेकुरवाडे  
सहायक - प्रा. हर्षना सोनकुसरे  
विद्यार्थी प्रतिनिधी - 1) सुप्रिया रामटेके  
2) आकांक्षा देसऊकर
- 3) आमच्या महाविद्यालयात, स्त्री सुरक्षा हेल्पलाईन क्रमांक - 1091 तसेच हुडकेकर पोलिस स्टेशन दृष्टवनी  
क्रमांक-0712-2702306 किंवा 0712-2702307 दर्शनी नागात लावण्यात आले आहे.
- 4) आमच्या महाविद्यालयात विद्यार्थिनींना तसेच महिलांना सनोपदेशन देण्यात येते.
- 5) आमच्या महाविद्यालयात विद्यार्थिनींना तसेच महिलांना शक्तिशयी PPTच्या माध्यमातून  
कायदेविषयक माहिती देण्यात येते.

आपल्या माहितीस अहवाल सादर

  
22-6-19  
- सा. अ. रे. अ. / मतिस / २६५ / १९  
प्रमुख (उच्चशिक्षण) वरिष्ठ शिक्षक  
जुने मॉरीस कॉलेज इमारत,  
विभाग, नागपूर, महाराष्ट्र,  
४४५००१ - ४४५००१

  
डॉ. ज्योती पाटील  
प्राचार्य  
Renuka College  
BESA, Near BCI, Nagpur-34



Protection against Sexual Harassment Cell- Internal Complaints Letter

दि.04-02-2016

प्रति  
महाराष्ट्र शासन  
सहसंचालक( उच्चशिक्षण),नागपूर विभाग,  
जुने मॉरीस कॉलेज इमारत,सिताबर्डी, नागपूर  
विषय-पी.आय.एल.क २०/२०१२  
हायकोर्ट ऑन इट्स ओन मोशन विरुद्ध  
महाराष्ट्र शासन व इतर

संदर्भ-आपले संचालनालयाचे पत्र क.उशिनाग/स्टेनो/म.त.नि.समिती/६८७७/१४,दिनांक १७ डिसेंबर,२०१४  
नुसार कार्यवाही अंमलात आणणेबाबत -  
उपरोक्त संदर्भिय विषयाचे अनुषंगाने कळविण्यात येते की,

- 1)आमच्या महाविद्यालयात महिला सेलची स्थापना करण्यात आली.
- 2) आमच्या महाविद्यालयात सूचना फलक लावण्यात आले आहे.
- 3) आमच्या महाविद्यालयात तक्रार पेटी लावण्यात आली आहे.
- 4) आमच्या महाविद्यालयात महिला तक्रार समिती सदस्याची नावे-डॉ-ज्योती पाटील -अध्यक्ष,  
डॉ.प्रेमा चोपडे- महिला सेल प्रमुख,सहायक- प्रा.हर्षना सोनकुसरे,विद्यार्थी प्रतिनिधी-रीता  
पटले,सुप्रिया रामटेके,स्त्री सुरक्षा हेल्पलाईन क्रमांक - 1091 तसेच हुडकेश्वर पोलीस स्टेशन दूरध्वनी  
क्रमांक-0712-2702306 किंवा 0712-2702307 दर्शनी भागात लावण्यात आले आहे.
- 5) आमच्या महाविद्यालयात विद्यार्थ्यांना समोपदेशन देण्यात आले.
- 6) आमच्या महाविद्यालयात विद्यार्थिनी आणि महिला कर्मचारी यांची अशी कुठलीही तक्रार  
आलेली नाही.

आपल्या माहितीस अहवाल सादर

डॉ.प्रेमा चोपडे  
महिला सेल प्रमुख  
Asst. Professor  
Renuka College  
Besa near BOI, Nagpur-37



**महाराष्ट्र शासन**  
**सहसंचालक (उच्च शिक्षण), नागपूर विभाग,**  
जुने गॉटीस कॉलेज इमारत, सितावडी, नागपूर - ४४० ००१  
Web : www.jdnagpur.in

E-Mail : jdhengp@rediffmail.com E-Mail : jdhengp@gmail.com  
फोन नं. ०७१२-२५६१७१३ फॅक्स नं. ०७१२-२५५४२१०  
क्रमांक : उशिनाग/आस्था/विद्यार्थिनी सुरक्षा/९६५/२०२० दिनांक : २६/०२/२०२०

**स्मरणपत्र**

प्रति,

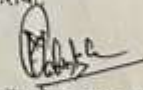
- कुलसचिव,  
रा.नु.म.नागपूर विद्यापीठ,नागपूर/गोंडवाना विद्यापीठ, गडचिरोली/  
कविकुलगुरू कालीदास संस्कृत विद्यापीठ, रामटेक/नॅशनल लॉ युनिवर्सिटी, नागपूर.
- प्राचार्य,  
सर्व अशासकीय अनुदानित, विना अनुदानित,  
कायम विना अनुदानित महाविद्यालये, नागपूर विभाग.

विषय :- शाळा, महाविद्यालय तसेच विद्यापीठातील विद्यार्थींच्या सुरक्षेच्या उपाय योजनेसाठी तातडीने विशाखा समिती, POCSO, POSH समितीची स्थापन करून कार्यन्वयित करा अन्यथा मनविसे विद्यार्थींना देणार स्वरक्षणाचे धडे...

संदर्भ :-१. पुणे शहर अध्यक्ष, महाराष्ट्र नवनिर्माण विद्यार्थी सेना यांचे दि.०५.१२.२०१९ चे पत्र.  
२. संचालनालयाचे पत्र क्र.उशिसं/मवि-१/विद्यार्थिनी सुरक्षा/२०१९/१६२९३, दि.१९.१२.२०१९.  
३. प्रस्तुत कार्यालयाचे पत्र क्र.उशिनाग/आस्था/विद्यार्थिनी सुरक्षा/७२८७/२०१९, दि.२०.१२.२०१९.

उपरोक्त विषयांकित प्रकरणी कार्यवाही करणेबाबत आपणास संदर्भिय पत्रान्वये कळविण्यात आलेले होते. त्याचप्रमाणे शासन निर्णय क्र.मकचौ-२०१३/प्र.क्र.६३/मकक, दि.१९ जून, २०१४ च्या शासन निर्णयातील तरतुदीनुसार महिला कर्मचाऱ्यांच्या लैंगिक छळास प्रतिबंध, मनाई व निवारण करण्यासाठी प्रत्येक शासकीय/निमशासकीय कार्यालये, शैक्षणिक संस्था, महाविद्यालये/विद्यापीठे अंतर्गत महिला तक्रार निवारण समिती/विशाखा समिती गठीत केलेल्या आदेशाची प्रत तसेच उपरोक्त समित्यांकडून करण्यात येत असलेल्या कार्यवाहीचा तिमाही व वार्षिक अहवाल प्रस्तुत कार्यालयास तसेच विभागातील जिल्हा माहिती व बाल कल्याण अधिकारी यांचेकडे वेळोवेळी सादर करण्याबाबत कळविण्यात आलेले होते. परंतु आपल्या स्तरावर गठीत केलेल्या उपरोक्त समितीची प्रत व सादर समितीमार्फत सादर केलेल्या कार्यवाहीचा तिमाही व वार्षिक अहवाल प्रस्तुत कार्यालयास अद्यापही अप्राप्त आहे. तरी तो तात्काळ सादर करावा.

प्रत :  
१. मा. शिक्षण संचालक, (उच्च शिक्षण) महाराष्ट्र राज्य, पुणे-०१ यांना माहितीस्तव सविनय सादर.


  
(डॉ. महेशकुमार सांळुंखे)  
सहसंचालक उच्च शिक्षण,  
नागपूर विभाग, नागपूर

*To Dr. Sankar*  
*for immediate action*  
*25/2/2020*



**Protection against Sexual Harassment Cell- Internal Complaints Letter**

Renuka Shikshan Prasarak Mandal

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President : Mr. Himanshu Gedam  
Mob. 9881170680

Principal : Dr. Jyoti Patil  
Mob. 9422607224

आवक क्र. रेको/इ. त. नगर सं. / २३/२०२० दिनांक :- 12/03/2020

प्रति  
मा. सहसंचालक  
उच्च शिक्षण  
नागपूर विभाग, नागपूर

विषय :- महाविद्यालयीन महिला तक्रार समितीचा अहवाल सादर करण्याबाबत...  
संदर्भ :- पत्र क्र. उशिनाग/आस्था/विद्यार्थीनी संरक्षा/965/2020. दिनांक : 24/02/2020

महोदय,

वरील संदर्भाकित विषयाप्रमाणे आपणास नम्र निवेदन आहे की आमच्या महाविद्यालयात महिला कर्मचा-यांच्या लैंगिक छळास प्रतिबंध, मनाई व निवारण करण्याकरीता महाविद्यालया अंतर्गत महिला तक्रार निवारण समितीचे गठन सत्र 2013-14 पासून करण्यात आलेली आहे. सादर समितीच्या अंतर्गत सत्र 2019-20 मध्ये एकुण तीन सभा घेण्यात आलेल्या आहे. या तीनही सभेत महिला कर्मचा-यांच्या लैंगिक छळासंदर्भातील एकही तक्रार महाविद्यालयाला प्राप्त झालेली नाही. तसेच महिला सुरक्षा व हक्क या विषयावर अनेक कार्यक्रम घेण्यात आलेले आहेत. करीता महाविद्यालयीन महिला तक्रार समितीने केलेल्या कार्याचा आरखडा आपणास सादर करीत आहे. कृपया स्वीकार करावा.

धन्यवाद।

संलग्न :-

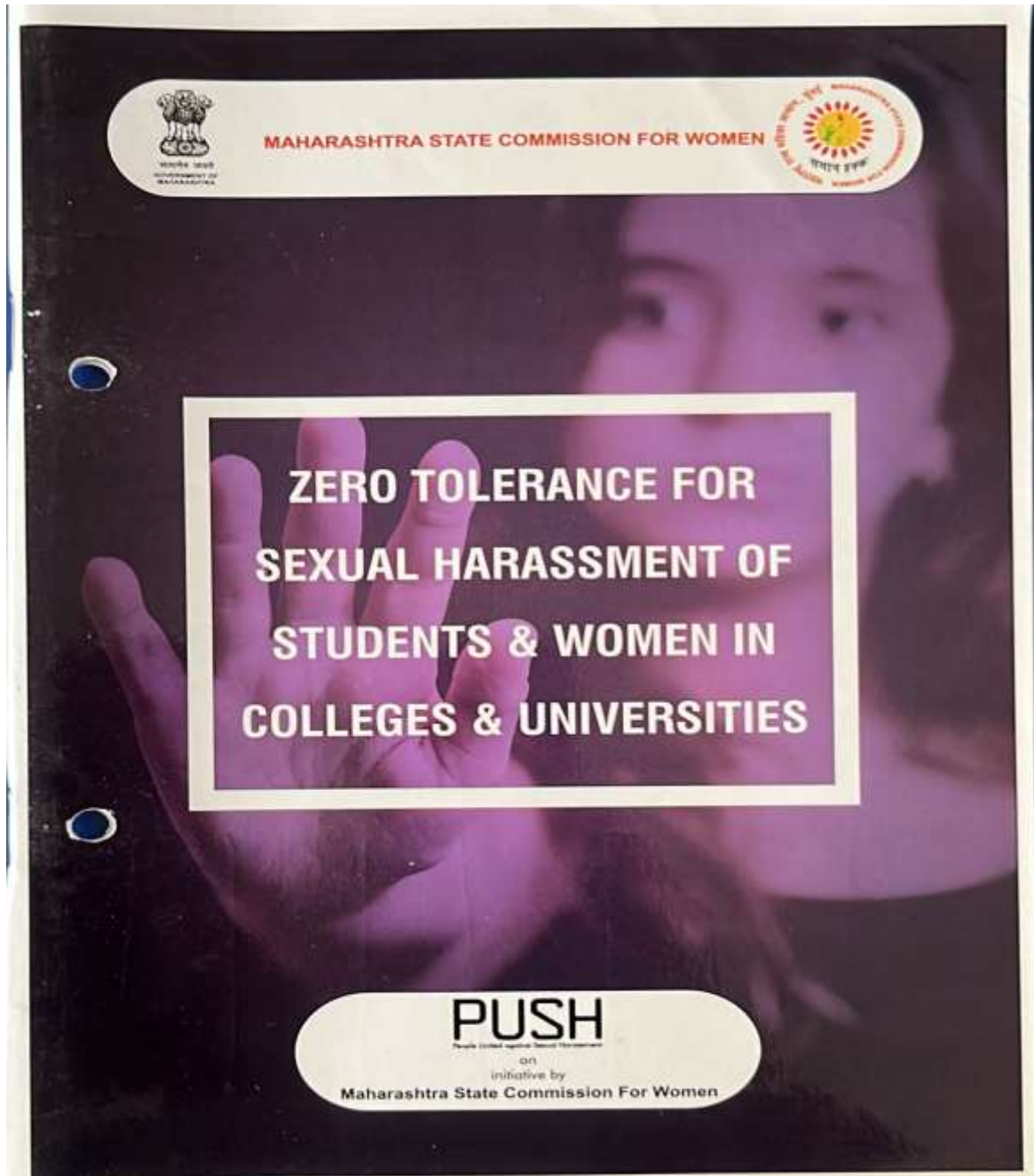
1. महिला तक्रार समिती गठनाच्या आदेशाची प्रत
2. सत्र 2019-20 मध्ये महिला तक्रार समितीने घेतलेल्या सभेच्या अहवालीची प्रत
3. महिला तक्रार निवारण समिती अंतर्गत घेण्यात आलेल्या कार्यक्रमाचा छायांकित अहवाल

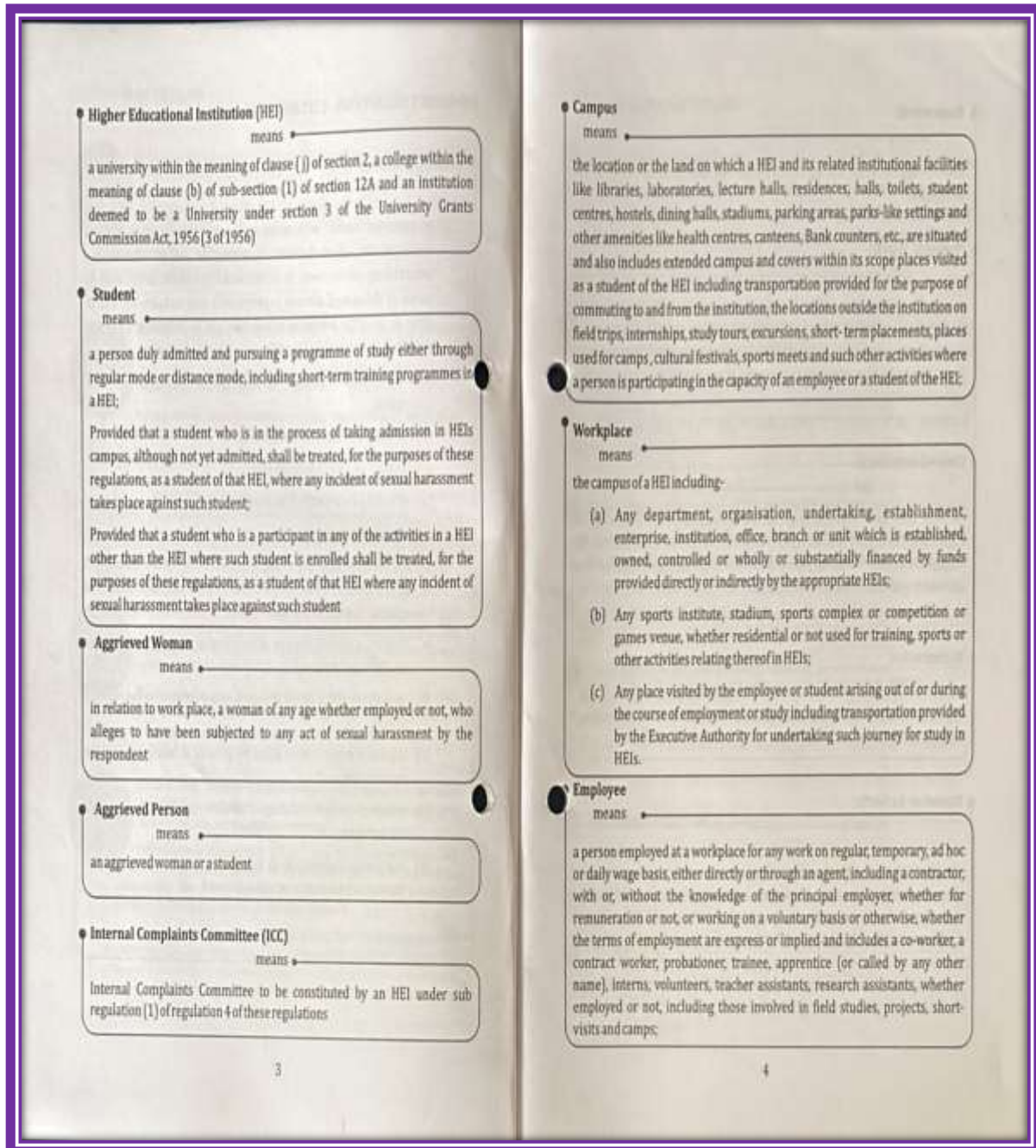
डॉ. ज्योती पाटील  
प्राचार्या  
रेणुका कॉलेज, नागपूर

डॉ. हर्षना सोनकुसरे  
महिला तक्रार समिती प्रमुख  
रेणुका कॉलेज, नागपूर



**Protection against Sexual Harassment Cell- Maharashtra state commission for women**







**Protection against Sexual Harassment Cell- Maharashtra state commission  
for women**

**MAHARASHTRA STATE  
COMMISSION FOR WOMEN**

Gruh Nirman Bhavan (MHADA Bldg.), Mezzanine Floor,  
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or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC.

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;

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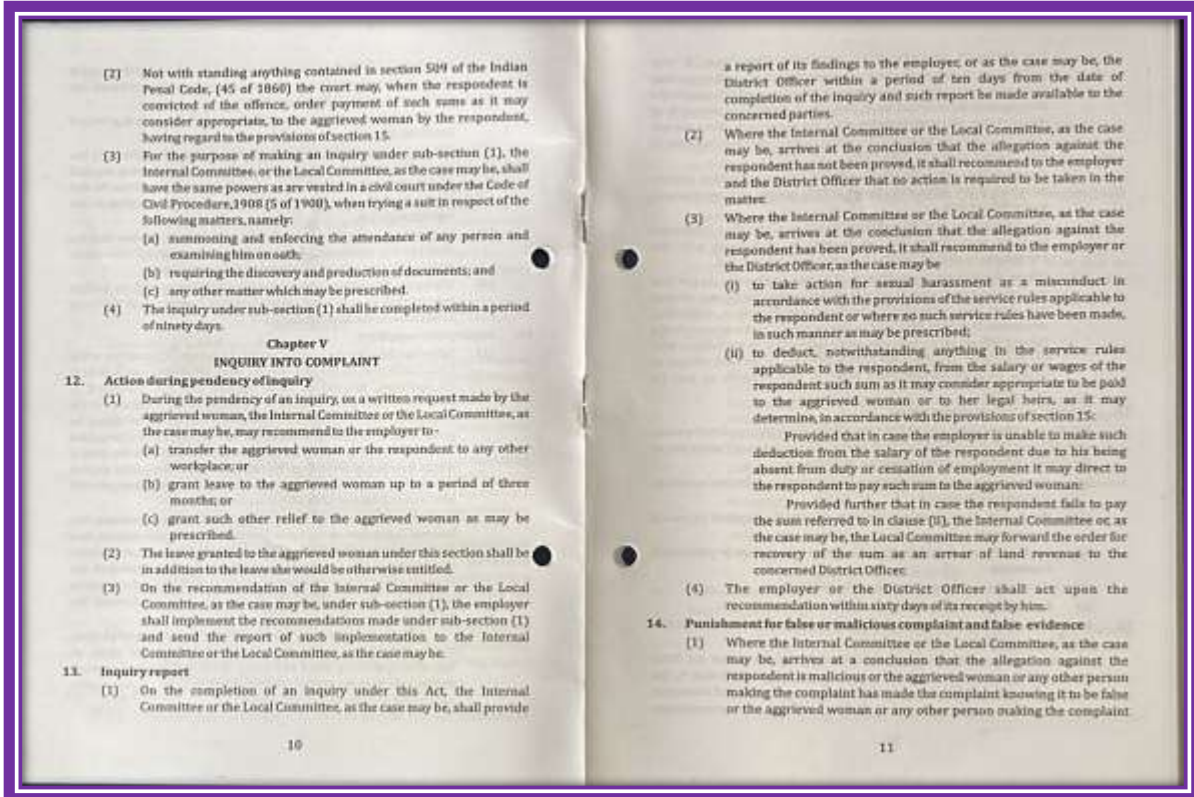
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

### 3.2 Supportive measures.

- (1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.
- (2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-visual equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.
- (3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.
- (4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.
- (5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.
- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC

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**Protection against Sexual Harassment Cell- Maharashtra state commission for women**





**Protection against Sexual Harassment Cell- Maharashtra state commission  
for women**


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Government Offices | Government Institutions  
Public Limited Companies | Private Limited Companies  
Limited Liability Partnerships | Partnership Firms  
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and You.  
Non compliance can lead to huge penalties,  
closure of business and risk of incarceration.



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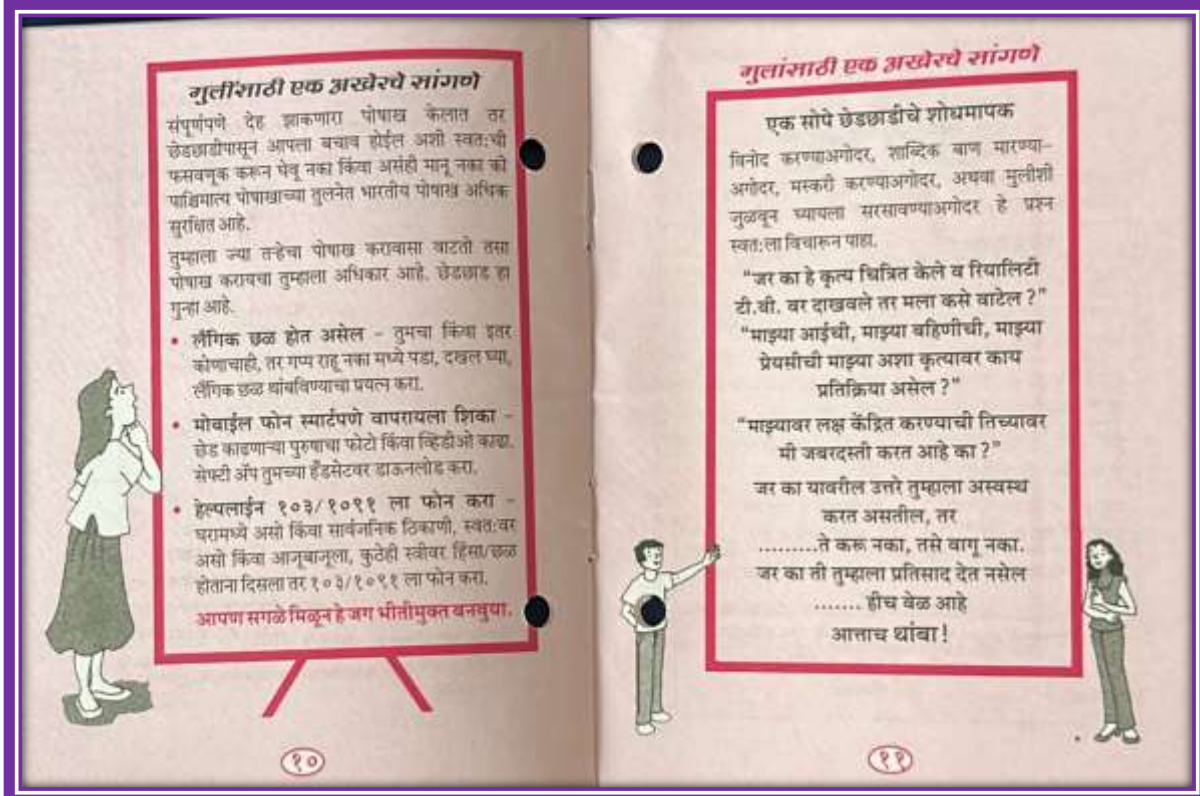
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**Protection against Sexual Harassment Cell- Internal Complaint Cell ( Students Awareness Programme**



Latitude: 21.084741  
Longitude: 79.092739  
Elevation: 312.56m  
Accuracy: 21.9m  
Time: 03-08-2022 10:14  
Note: International women Day Program



Latitude: 21.084754  
Longitude: 79.092768  
Elevation: 310.07m  
Accuracy: 43.5m  
Time: 03-08-2022 10:16  
Note: International women Day Program





**Protection against Sexual Harassment Cell- Internal Complaint Cell ( Students Awareness Programme**







**Protection against Sexual Harassment Cell- Internal Complaint Cell ( Students Awareness Programme**

