



PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA

SHIVAJINAGAR (E), GARKHEDA PARISAR, CIDCO, AURANGABAD-431009.

POLICY DOCUMENT

Internal Complaint Committee (ICC)

IC Members of the Committee 2021-2022

Sr.No.	Name of the Committee Member	Designation
1	Dr. Pradnya Deshmukh	Presiding Officer of IC
2	Dr. Shilpa Jivrag	Member Teaching Staff
3	Mrs. Jyoti Patil	Member Teaching Staff
4	Mr.Prashant Sone	Member Non Teaching Staff
5	Mr. Rizwan Khan	Member Non Teaching Staff
6	Miss. Anjali Shelke (B.Com SY)	Student Representative
7	Miss . Shubhangi Patil (12 th)	Student Representative
8	Adv. Pratibha Bharad	NGO Representative



Introduction

Committee Policy Statement(s)

Purpose

I. Preamble The Parliament of India passed the "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act," in the year 2013. The ACT 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 therewith or incidental thereto. The guidelines explicitly state the following: "It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require." Educational institutions are also bound by the Supreme Court's directive and the Act. The International Institute for Population Sciences (IIPS), Mumbai is committed to creating and maintaining an environment which is free of all forms of gender violence, sexual harassment, and discrimination on the basis of sex/gender. Following this, the institute is committed to uphold the Constitutional mandate ensuring the above mentioned human rights of all those who fall within its jurisdiction. As directed by the act IIPS has constituted a committee called "Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace." The following policy has been made keeping in mind the above facts.

Definition

The Definition of Sexual Harassment According to THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013, sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

1. Physical contact and advances; or



- 2. A demand or request for sexual favors; or
- 3. Making sexually colored remarks; or
- 4. Showing pornography; or
- 5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Any act falling under the purview of following cases will be considered as an incident of sexual harassment (Clarification of Unwelcome acts or behavior):

- a) When submission to unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of teaching/guidance, employment, participation, or evaluation of a person's engagement in any activity.
- b) When unwelcome sexual advances, and verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature.
- c) Interfering with her work or creating an intimidating, offensive, or hostile environment for her.
- d) When a person uses the body or any part of it or any object as an extension of the body with a sexual purpose in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
- e) When deprecatory comments, conduct or any such behavior is based on the gender identity/sexual orientation of the person and/or when the premises or any public 5 forum of the institute is used to denigrate/discriminate against person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation.
- f) When a person shows any humiliating treatment to woman that is likely to affect her health and safety.
- g) Teaching activities or explanation of various issues related to fertility, reproductive health and other research topics in a scientific manner will not be considered as harassment.

Objectives

It is decided that the committee constituted would meet the following objectives:

- To develop guidelines and norms for a policy against sexual harassment.
 - To develop principles and procedures for combating sexual harassment.
 - To work out details for the implementation of the policy event discrimination and sexual harassment against women, by promoting gender amity among students and



employees.

- To deal with cases of discrimination and sexual harassment against women, in a time Bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To recommend appropriate punitive action against the guilty person.

Co-Ordinator-IQAC
Jawaharlal Nehru Mahavidyalaya

Jawaharle House

I/C Principal
Fandii Jawaharial Nehru Mahavidyalaya
Aurangahad



PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA



SHIVAJI NAGAR (E), GARKHEDA PARISAR, CIDCO, AURANGABAD-431009.

Various Committees 2021-2022

Ani-Ragging, Discipline and Griveancs Committee

Sr. No.	Name	Designation
1	Dr. Sambhaji Waghmare	Chairman
2	Dr. Hemlata Kanchankar	Sercetary
3	Mr. R.P. Sondge	Member
4	Mr. Govind Phad	Member
5	Dr. Jyoti Adhane	Member
6	Dr. Jyoti Patil	Member

Students Council Committee

Sr.No.	Name	Designation
1	Dr. Ramesh Autade	Chairman
2	Dr. Sambhaji Waghmare Member	
3	Mr. Kiran Ingle	Member
4	Mr. D.P. Dhande	Member
5	Mr. R.R. Gaikwad	Member

Internal Committee

Sr. No.	Name	Designation
1	Dr. Pradnya K. Kale	Presiding Officer
2	Dr. Shilpa Jivrag	Member – Teaching Staff
3	Dr. Jyoti Patil	Member – Jr. College Teaching Staff
4	Mr. Rizwan Khan	Member – Non Teaching Staff
5	Mr. Prashant Sone	Member – Non Teaching Staff
6	Ms. Anjali Shelke (B. Com. S.Y)	Student Reprsentative
7	Ms. Shubhangi Patil (XII Comm.)	Student Reprsentative
8	Adv. Pratibha Bharad	NGO Reprsentative

Co-Ordinator-IQAC Lawaharlal Nehru Mahavidyalaya Aurangabad



Pandit Jawahariah Nehru Mahavidyalaya
Aurangahad



PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA





Annual Gender Sensitization Action Plan

Our institution aims to create a safe and violence free educational atompshere for all irrespective of diversites in identities of gender, sex, caste, class, ethnicity and sexual orentation. Our intitution advocates a zero tolerance policy against sexual harssment.

To bring gender equity and sesitivity in the campus our college has prepared annual gender sensitization action plan.

Annual Gender Sensitization Action Plan

- 1. Expansion of women's leadership and mentoring programmes.
- 2. Celebration of women's Day.
- 3. Celebration of mothers Day.
- 4. Celebration of Savitribai Phule Jayanti.
- 5. Celebration of Jijai Jayanti.
- 6. Lecture of Women Safety & Security.
- 7. Lectures on stress management.
- 8. Lectures on personal Health & Hygiene.
- 9. Guidance on Menstrual Hygiene.
- 10. Participation of Girls students in specific cultural programs in Annual Events.
- 11. Participation girl students in spot event.
- 12. Skill Development in girl student.
- 13. Self Defence pro activity.
- 14. Health awareness activity for girl students.
- 15. Career guidance program for girl students.

Co-Operinator-IQAC
Pandit Jawaharlal Nehru Mahavidyalaya
Aurangabad



I/C Principal
Pandit Jawaharial Nehru Mahavidyalaya
Aurangabad



PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA

AURANGABAD (MH)

Year: 2021- 2022



Department/ Committee of IC Activity List Organizing Name of No. of						
Sr. No	Date of Program	Name of the Activity	Chief Guest of the program	Organizing Unit/Agency/ Collaborative Agency	Name of Organizer & Dept.	Participants / Link of Activity
01	01/12/2021	Meeting with Damini Pathak	1.Nirmala Nimbhore2. Asha Gaikwad3. Lata Jadhav4. Giri Andhale	IC	Dr. P. K. Kale	08
02	14/12/2021	Blood Donation Camp and Health Check up	Hon. Shivdeep Kale	IC & NSS	Dr. P. K. Kale	34
03	20/012/202	Awarenes s Workshop on Cyber Crime	Nirmala Nimbhore Asha Gaikwad Sushma Pawar Manisha Bansode Shilpa Telure	IC	Dr. P. K. Kale	57
04	03/01/2022	Savitribai Phule Jayanti	Prin. Dr. Pandit Nalawade	IC	Dr. Shilpa Jivrag	13





Pendit Jawaharial Nehru Mahavidyalaya Aurangabad.



Ajintha Education Society's PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA SHIVAJI NAGAR (E), GARKHEDA PARISAR, CIDCO, AURANGABAD-431009.



Phone: 0240-2405677

Fax no: 0240-2405655 30/11/2021

Circular

All the IC members are informed that meeting with Damini Pathak is held in principal's office on 1/12/2021 at 11.00 am





UC Principal
Pendit Jewaherial Nehru Mahavidyalaya
Aurangabed.



PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA





Activity List -2022-23

1/12/2021

Damini Pathak has visited our college today they have planned awareness program, cybercrime program in are college. The program will be conducted in the academic year 2021-22

Date	1/12/2021
Activity	Meeting with Damini Pathak
Place	Principal cabin
Inauguration/invite	Nirmala Nimbhore
Highlights	Program of Damini Pathak
No of participants	08
Outcomes	To know about various program of Damini Pathak





Ajintha Education Society's PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA SHIVAJI NAGAR (E), GARKHEDA PARISAR, CIDCO, AURANGABAD-431009.



Circular

All Students are informed that on the eve Of Birthday of President of Ajintha Education Society Hon Rangunathji Kale, Blood Donation and Health Check Camp is organized for all students by Aurangabad

Blood Bank

Venue: Hall no. 3 Date: 14/12/2021

Time: 10.00 am

Presiding officer

Dr. P.k. kale



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PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA



SHIVAJI NAGAR (E), GARKHEDA PARISAR, CIDCO, AURANGABAD-431009.

2021 - 2022

process and the second	
Date	14-12-2021
Activity	Blood Donation Camp & Health Check- Up
Place	Hall No – 03 Pt. Jawaharlal Nehru Mahavidyalay, Aurangabad
Inauguration/invite	Director AES Society, Mr.Shivdeep Bhaya Kale
High eight	Awareness Of Fitness
Outcomes	Students Become Aware Of Proper Diet, Hb And Weight.



Blood Donation Camp & Health Checkup

14/12/2021

On 14/12/2021 IC has organized blood donation camp and health checkup for students health check was done. Majority of girl students were under weight or unfit. Camp was inaugurated by director Shivdeep bhayya Kale, Mrs. Sunayna Kale, Principal. Dr. P.N. Nalawade, preceding Officer Dr. Pradnya Kale, Dr. Shilpa Jivrag, Dr. Jyoti Patil, Rizwan Khan, Prashant Sone, were Present and helped in organization of camp.

Objective: Awareness of fitness

Outcome: Students become aware of proper diet, Hb and weight

Presiding officer Dr. P.K. Kale



Principal

Drompais and alterwarded yalaya

Aurangabad

Pandit Jawaharlal Nehru Mahavidyalay, Aurangabad.

Name of the department: I.C. committee 2022- 2023

Ruthod

Name of the Activity: Blood a mation camp Date: 17/10/2022 Sr. No. Name of the Student Class Signature Sakshi banvate 12th Acting 7875157135 Bouncate 12th com Patole 9552294630 4 2th And doddana Doole 6. harragale 992/09/15/ Nava Pawax Bharat Doke 10 Chhospacle 9284855618 B.com.t. 13 Jawale 5 athe 77095124 16 AXIS 9665373428 MoNika Bhosle 7378435996 IL AXYS 17 AXYS Janov 18 TahAVi 11 AXKS 7385755147 JadhaV Sidahi Siddhi Ramesh Lahoti 8767864131 20 9503153224 manisha wahul 21) 8766045571 221 885669386 ogdonde 24 8208991193



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्र गंडित नेहरू महाविद्यालयातील शिबरामध्ये ३० जणांचे रक्तदान

अपगाबाद • होबी स्टार

सम्बन काले वाहिदवसानिमित्त नाहरलान नेहरू रक्तदान अयाजन केले होते ^{२०} ४ जणानी स्कत**ान**

^च शांण स्वातंत्र्यसेनानी च्यान गटोल नसिंग वान्याच्या वतीने



ावः राष्ट्रीय सेवा घेण्यात आहे. तसेच यामध्ये केले. शिविराला प्रभारी प्राचार्य आरोम्य तपासणीही करण्यात डॉ. पॉडत स्लावडे, प्राचार्य काळे. सुनयना काळे यांनी

उद्घाटन शिवदीप अनवर नारेगल, उपधाचार्य डॉ. रविकमार मोटेड, जन

साने उपस्थित होते कार्यक्रम अधिकारी डॉ. रमेश ओताई, प्रा. विक्रम मुतेकर योजी संगोजन केले. औरंगांबाट क्लड बेनाने रचल संकालन केले वासाठी डॉ. सुभाष पाटोबी रयाम सोनवणे, महादेव गीरकर यानी काम पाहिलो स्कादान शिविशसाठी डॉ. संघाजी वाण्यारे, डॉ. शिल्पा जिलाम, डॉ. प्रज्ञा काळे, रिज्ञवान स्वान प्रभात सोने, साक्षी सौदतीकर, वृत्तम पाटील, अविशय मानोरकर आदोंनी प्रदाकार घरणाम

Circular

All staff members and students are informed that Internal Committee is organizing Awareness workshop on Cybercrime in collaboration with Damini Pathak Police Commissioner Office, Aurangabad.

Venue: Seminar Hall

Date 20/12/2021

Time: 11.00 am

Presiding officer
Dr. Pradnya kale

Dr. P. Sunbarial Mehry Mahavidyalay



PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA





Junior Co.

2021-2022

Date	20/12/2021
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Activity	Awareness Workshop On Cybercrime In Collaboration With Damini Pathak
Place	Seminar Hall, Pt. Jawaharlal Nehru Mahavidyalay Aurangabad
Inauguration/invite	Sushama Pawar API Nirmala Nimbhore Damini Pathak
Highlights	To Make Aware Of Cyber Crime. How to use Social Media
No of participants	57
Outcomes	Students & Staff became aware Of Cyber Crime Social Media



Awareness Workshop on Cyber-Crime in Collaboration with Damini Pathak

On 20/12/2021 IC committee has organized awareness workshop on cybercrime in collaboration with Damini Pathak, Aurangabad Police Commissioner Office, Aurangabad. Miss Devina Kale (Director, AES, A'bad) was the inaugurator of workshop. Resource person for the workshop were 1) Sushma Pawar 2) Asha Gaikwad (Damini Pathak) 3) Nirmala Nimbore (Damini Pathak) 4) Manisha Bansode PN 5) Shilpa Telure Cybercrime Police. Principal Dr. Nalawade P.N. gave presidential address. Comparing was done by presiding officer Dr. Pradnya kale. Vote of thanks was given by Dr. Jyoti Patil. Dr. Shilpa Jivrag, Dr. Bhosale, Prashant Sone, Rizwan Khan took great efforts. Objective: 1) to make aware cybercrime 2) How to use social media Outcome: 1) Students & Staff became aware of cybercrime 2) students & staff became aware use of social media such as whatsapp, Fb, instagram.

Shirag



I/C Phacipal

andit Jawahariai Nehru Mehavidyalaya

Aurangabad

Pandit Jawaharlal Nehru Mahavidyalay, Aurangabad.

2021 - 20 22

Name of the department:	To	CX	ommid	tee
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Name of the Activity: Awar eness workshop Date

Name	of the Activity: 14000 eness workshop	Date :
Sr. No.	Name of the Student	Class Signature
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सायबर गुन्हे जनजागृती कार्यशाळेत मार्गदर्शन करताना सहायक निरीक्षक सुषपा पवार. व्यासपीठावर नेहरु महाविद्यालयाच्या संचालिका देवीना काळे व दामिनी पथकाचे कर्मचारी.

नेहरू महाविद्यालयात सायबर गुन्ह्यासंबंधी कार्यशाळा

औरंगाबाद: अजिठा शिक्षण संस्था संचलित पंडित जनाहरलाल नेहरू महाविद्यालयातील अतर्गत समिती आणि दामिनी पथकाच्या संयुक्त विद्यमाने सोमवारी सायबर गुन्हे जनजागृती कार्यशाळेचे आयोजन करण्यात आले होते.

कार्यक्रमाचे उद्घाटन संस्थेच्या संचालिका देवीना काळे यांच्या हस्ते इगले. याप्रसंगी त्या म्हणाल्या की, विद्यार्थ्यांनी सोशल मीडियाचा वापर जपून केला पाहिजे. जेणेकरून आपणास विविध समस्यांना तोंड द्यांवे लागणार नाही. यावेळी सायबर क्राईमचे निरीक्षक गीतम पातारे यांच्या मार्गदर्शनाखाली शिल्पा तेलोरे यांनी सायबर गुन्ह्याविषयी सादरीकरणाद्वारे माहिती दिली. मोबाईल मधील विविध भेंपद्वारे कशी फस्तवणुक होऊ शकते, है उदाहरणांसह स्पष्ट केले. यावेळी सहायक निरीक्षक सुषमा पवार, दामिनी पथकातील कर्मचारी आशा गायकवाड, निर्मला निर्भारे, मनीषा बनसोडे आदींनी विद्यार्थ्यांना मार्गदर्शन केले.

कार्यक्रम यशस्वी करण्यासाठी
महाविद्यालयाचे प्राचार्य डॉ. पंडित
नलावडे, उपप्राचार्य डॉ. एस.आर. मंझा,
अंतर्गत समिती प्रमुख डॉ. प्रज्ञा काळे,
डॉ. शिल्पा जीवरग, डॉ. ज्योती पाटील,
कार्यालय अधीक्षक रिजवान खान,
प्रशांत सोनी, डॉ. रमेश औताडे, प्राः,
विक्रम भुतेकर, प्राः किरण इंगळे, प्राः,
सॉडगे, डॉ. ज्योती अधाने, प्राः,
कांचनकर तसेच प्राः एस.व्ही. भोसले
यांनी परिश्रम घेतले. यावेळी
महाविद्यालयातील प्राध्यापक व विद्यार्थी मोळ्या संख्येने उपस्थित होते.
(वा.प्र.)

Circular

All Staff Members and Students Are Informed That Internal Committee Is Organizing Savitribai Phule Jayanti on 30/1/2022 at 11.00 Am in Staff Room.

Venue: staff room

Date: 11.00 am

Date: 3/1/2022

Spinnag



Pundit Jawaharial Nahou Mahavidyalaya Aurangabad



Ajintha Education Society's PANDIT JAWAHARLAL NEHRU MAHAVIDYALAYA SHIVAJI NAGAR (E), GARKHEDA PARISAR, CIDCO, AURANGABAD-431609.



2021-2022

2021-2022				
Date	03/01/2022			
Activity	Savitribai Phule Jayanti			
Place	Staff- Room, Pt. Jawaharlal Nehru			
	Mahavidyalay. Aurangabad			
Inauguration/invite	Pri. Dr. Pandit Nalawade Pt. Jawaharlal Nehru			
	Mahavidyalay Aurangabad			
Highlights	Biography Of Savitribai Phule			
No of Participants	13			
Out come	Savitribai Phule's Contribution To Education, Social Reformation			



Savitribai Phule Jayanti

3/01/2022

Internal committee organizes Savitribai Phule Jayanti on 30/01/2022 at 11.00 am. Principal Dr. Pandit Nalawade was the president of the program. He addressed the august gathering. He told a brief biographical sketch of Savitribai Phule who was the founder of girl's education in Maharashtra. Vice Principal Dr. S.R. Manza was present for this program. Dr. Shilpa jivrag compared the program. Vote of thanks was given by Dr. Jyoti Patil.

Objective: 1) to know the biography of Savitribai Phule 2) To know the work done by Savitribai Phule.

Outcome: 1) Savitribai Phule's biography details were known 2) Savitribai Phule's contribution in education sector and social reformation.

Presiding officer.



Pandit or Anting a lavidyalaya