

# APPENDIX I

2020-21

# Shri Sachhidanand Shikshan Sanstha's

## Taywade College,

Mahadula Koradi, Dist. Nagpur Pin- 441111

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

Approved by Government of Maharashtra

E-mail : [contact@taywadecollege.edu.in](mailto:contact@taywadecollege.edu.in)

Website : <https://taywadecollege.edu.in>

### Sexual Harassment of Women at Work Place

(Prevention, Prohibition and Redressal)

Act 2013

### Internal Complaints Committee

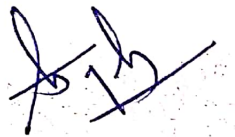
2020-21

1. Dr. Varsha Vaidya – Convener
2. Dr. Suverna Patil -Member
3. Dr. Dr.Dr.Chanchal Deshmukh -Member
4. Dr. Dr.Prerna Thorat -Member
5. Dr. Leena Konde- Member
6. Dr.Asawari Durge- Member
7. Dr. Neeta Dhawade - Member



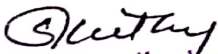
**IQAC Coordinator**


**Taywade College, Mahadula, Koradi  
Dist. Nagpur.**



## **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  
Taywade College, Mahadula, Koradi  
Dist. Nagpur.

  
Principal  
Taywade College  
Mahadula, Koradi (Dist. Nagpur)

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 Taywade College, Mahadula –Koradi.

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 ICC by copies of the letter detailing complaint.

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

  
IQAC Coordinator

Taywade College, Mahadula, Koradi  
Dist. Nagpur.

  
Principal

Taywade College  
Mahadula, Koradi (Dist. Nagpur)



**Shri. SacchidanandShikshanSanstha,Nagpur**  
**Taywade College, Koradi**

**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 madam Dr. Sharyou Taywade and all women cell member.


**Minutes of the meeting are as below**



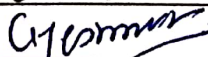
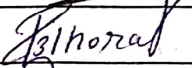
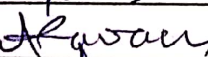
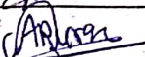
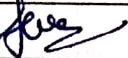
- 1) Inauguration programme of women cell
- 2) To organise virtual guest lecturer of renounced personalities in various field
- 3) To organise workshop for student for grooming their personality
- 4) Encourage girl's student to take active participation in various programmes to build their confidence.
- 5) To organise healthy diet programme
- 6) To organise medical guidance by gynaecologist
- 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 girl students.

  
**Convener**

Dr Varsha Vaidya

  
**IQAC Coordinator**  
**IQAC Coordinator**  
Taywade College, Mahadula, Koradi  
Dist. Nagpur.

  
**Principal**  
**Principal**  
Taywade College  
Dr. S.B. Taywade (Nagpur)

Member	Sign	Member	Sign
Dr.Suverna Patil		Dr. Maya Shirkhedkar	
Dr. Chanchal Deshmukh		Dr.Pruna Thorat	
Dr.Nita Dhawade		Dr.A.R.Durge	
Dr.Leena Konde			

22/05/21

To

The Principal

Taywade College

Mahadula –Koradi


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

  
Principal  
Taywade College  
Mahadula, Koradi (Dist. Nagpur)