



Pune District Education Association's
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune- 411028

Affiliated to Savitribai Phule Pune University, Pune



Self Study Report: 2023 (4th Cycle)



Criterion - 5
Student Support and
Progression

Key Indicator-
5.1 Student Support

Metric: 5.1.4(QnM)

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



Submitted to
NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL BENGALURU



Pune District Education Association's
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune- 411028
Affiliated to Savitribai Phule Pune University, Pune



Self Study Report: 2023 (4th Cycle)

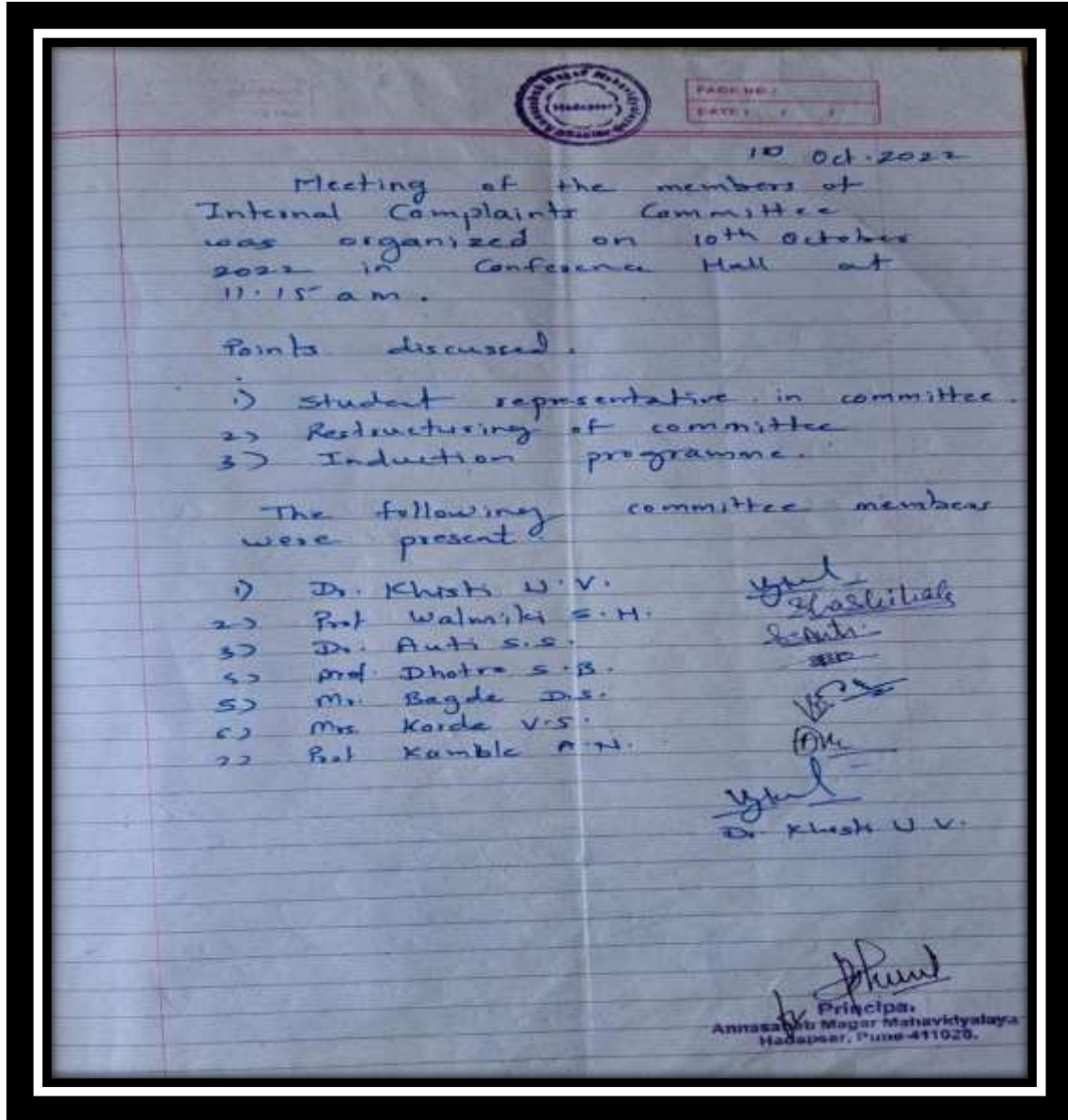
Index 5.1.4

Sr. No.	Particulars	Page No.
4.	Timely redressal of the grievances through appropriate committees	3
	C. Reports and Minutes of the Committees	4 - 22

4. Reports and Minutes of the Committees

Committee Meeting: 2022 - 2023

Notice



Committee Meeting: 2022 - 2023

Attendance

PAGE NO. _____
DATE: / /

5/3/2023

The meeting of the members of Internal Complaints Committee was held on 5th March 2023 in Conference Hall at 12 p.m.

Following subjects were discussed.

- i) Repairing in the lady toilets and ladies room. Indian toilets systems were decided to be installed in women's washrooms.
- ii) Celebration of Women's day on 8th March was discussed.
- iii) There were no any complaints in the academic year 2022-23.


Following committee members were present -

- 1) Dr. Khushi N.V.
- 2) Prof. Walmiki S.H.
- 3) Dr. Auti S.S.
- 4) Prof. Dhote S.B.
- 5) Mr. Bagde D.S.
- 6) Mrs. Kosde V.S.
- 7) Prof. Kamble A.N.
- 8) Miss More R.D. (Skt R.)

Shalika
Sankar
Pr
Pr
Pr
Pr
Pr
Pr

Principal
Annasaheb Megar Mahavidyalaya
Hadapsar, Pune-411028

Pr
5/3/2023



Committee Meeting: 2022 - 2023

Report



Pune District Education Association's
ANNASAHEB MAGAR MAHAVIDYALAYA,
Hadapsar, Pune - 411 028.

**The Sexual harassment of Women
at workplace (Prevention, prohibition and redressal) ACT, 2013
UGC Regulations 2015.**

**Internal Complaints Committee (ICC)
ANNUAL REPORT (2022-2023)
in compliance with Section 20 and 22 of the Act**

As per "The Sexual harassment of women at workplace (Prevention, prohibition and redressal) ACT, 2013 and UGC Regulations May 2015 the Institution have constituted the Internal Complaints Committee (ICC) and the details are as below.

Sr.No.	ICC Designation	Name	Designation
01.	Presiding Officer	Dr. Smt. Khisti U.V.	Asso. Professor in Microbiology
02.	Faculty Member 1	Dr. Mrs. Auti	Asso. Professor in Commerce
03.	Faculty Member 2	S. S. Prof. Walmiki S.H	Asso. Professor in English
04.	Faculty Member 3	Prof. Dhote S.B.	Asso. Professor in Chemistry
05.	Faculty Member 4	Prof. Kamble A.N.	Asso. Professor in Electronics
06.	Non Teaching Member 1	Mr. Bagde D.S	Office Clerk
07.	Non Teaching Member 1	Mrs. Korde V.S.	Steno
08.	External Member (NGO)	Mrs. Ghule Gayatri	Aiara Foundation and member, Mahila Dakshta Samiti
09.	Student	Ms. More R.G	Student representative M.Sc Part I (Microbiology)

a.	Number of complaints of sexual harassment received in the preceding year	Nil
b.	Nature of the act of sexual harassment (physical, verbal, through electronic communication, etc.)	--
c.	Position on the hierarchy of the aggrieved women vis-a-vis the respondent	--
d.	Number of cases in which the aggrieved women was SC/ST/OBC/ minority	NIL
e.	Number of complaints disposed during that year	--
f.	Number of complaints disposed within the required time frame	--
g.	Number of cases in which conciliation was sought and an agreement reached.	--
h.	Nature of other relief sought	NIL
i.	Number of cases where the accusation was upheld	NIL
j.	Nature of penalty imposed	NIL

Committee Meeting: 2022 - 2023

Report

k.	Time gap between the submission of the Complaints Committee report and disciplinary action	--
l.	Number of cases involving repeat offences.	NIL
m.	Number of cases where penalty was imposed for attempting to harass or intimidate the aggrieved woman/witnesses.	NIL
n.	Number of complaints proved to be false/malicious	NIL
o.	Number of trainings/awareness campaigns/workshops against sexual harassment carried out within the organization	NIL
p.	Any method used to educate employees about sexual harassment, the Act and the Rules	Lectures
q.	Number of complaints where conciliation was successfully carried out	NIL
r.	Nature of action taken by the employer/ district officer.	Counseling & Police help
s.	Number of cases where appeals were filed, as well as number of cases where appeals were upheld.	NIL

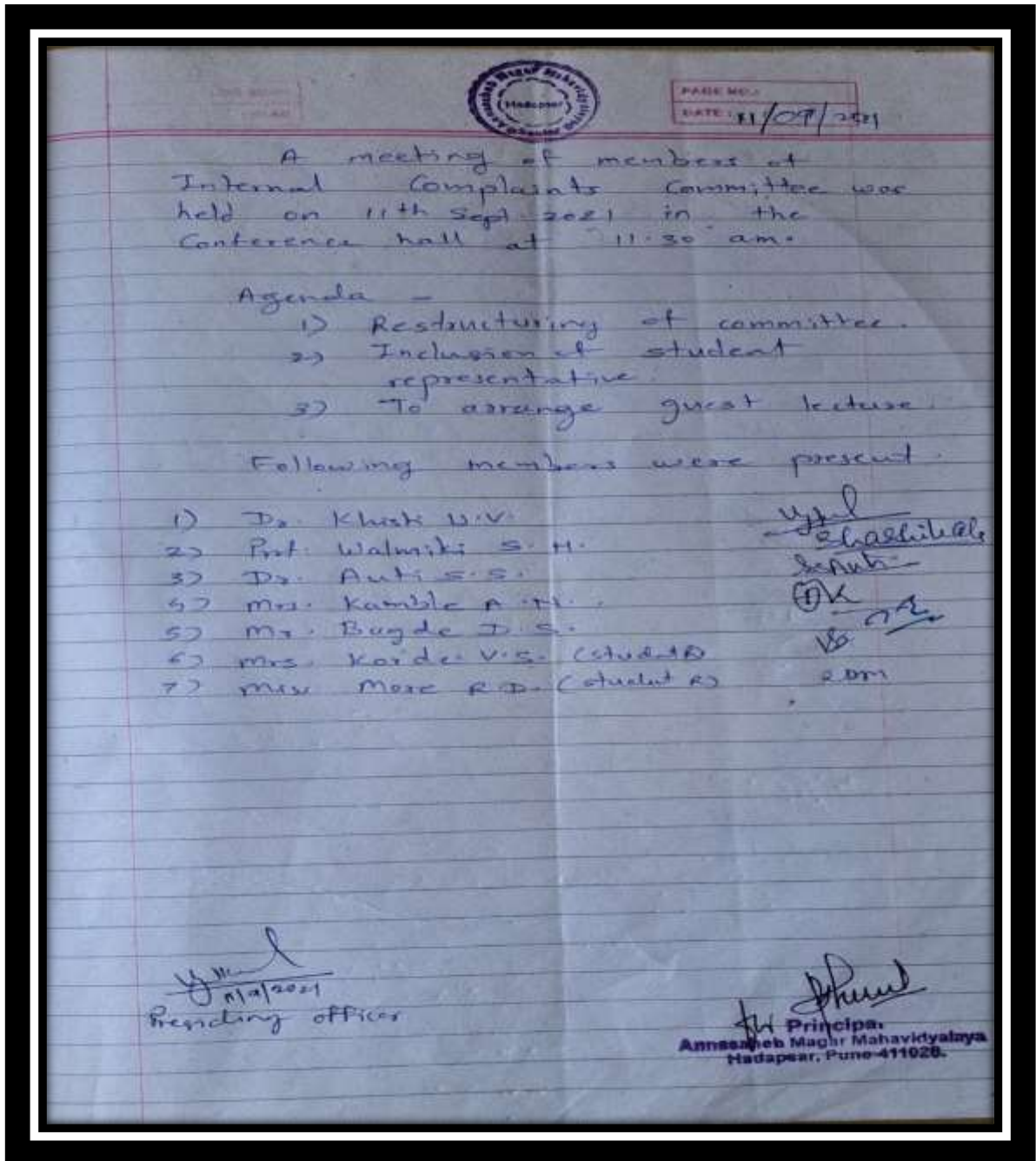

5/5/2023
Presiding Officer




Principal
Annasaheb Marathe Mahavidyalaya,
Hadapsar, Pune-411028.

Committee Meeting: 2021 – 2022

Notice



Executive Committee: 2021 – 2022



**ANNASAHEB MAGAR MAHAVIDYALAYA,
HADAPSAR, PUNE-28
CELL FOR PREVENTION OF SEXUAL HARASSMENT**

ACTS

**The Sexual Harassment of Women at Workplace (Prevention,
Prohibition and Redressal) act, 2013**

**University Grants Commission (Prevention, Prohibition and
Redressal of Sexual Harassment of Women Employees and Students
in Higher Educational Institutions) Regulations, 2015
2021-22**

Executive Committee

Principal	Dr. P. N. Shelke
Vice Principal	Dr. P. P. Muley

Internal Complaints Committee

ICC Designation	Name	Designation	Department
Presiding Officer	Dr. Khisti U.V.	Asso. Professor	Microbiology
Faculty Member 1	Ms. Walmiki. S.H	Asso. Professor	English
Faculty Member 2	Dr. Auti .S.S	Asso. Professor	Commerce
Faculty Member 3	Mrs. Dhotre. S.B	Assistant Professor	Chemistry
Faculty Member 4	Mrs. Kamble.A.N	Assistant Professor	Electronics
Non teaching Member	Mr. Bagde.D.S	OS	Office
Non teaching	Mrs Korde V. S.	Sr.Steno	Office
Student Post Graduate	Ms. Jagdale .P.M	M.Sc.II	Microbiology
Student Under Graduate	Ms. More .R.G	T.Y.B.Sc	Microbiology
External Member (NGO,etc.)	Mrs.Ghule Gayatri	Member, Mahila Dakshata Samiti	

hm/d/sexual harassment committee

Principal
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune-411028.



Following acts constitute sexual harassment

- ▶ TOUCHING
- ▶ STALKING
- ▶ OBJECTIONABLE SMS & PHONE CALLS
- ▶ OBJECTIONABLE NOTES & LETTERS
- ▶ PINCHING
- ▶ PASSING COMMENTS
- ▶ STARING

Do not hesitate to complain to Principal or Vice Principal or Chairman, Internal complaints committee, anti-sexual harassment. Use complaint drop box. Your complaint will be kept confidential.

fun/d:sexual harassment committee

Committee Meeting: 2021 – 2022

Report

Pune District Education Association's
ANNASAIHEB MAGAR MAHAVIDYALAYA,
Hadapsar, Pune - 411 028.

**The Sexual harassment of Women
at workplace (Prevention, prohibition and redressal) ACT, 2013
UGC Regulations 2015.**

**Internal Complaints Committee (ICC)
ANNUAL REPORT (2021-2022)
in compliance with Section 20 and 22 of the Act**

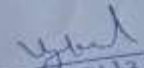
As per "The Sexual harassment of women at workplace (Prevention, prohibition and redressal) ACT, 2013 and UGC Regulations May 2015 the Institution have constituted the Internal Complaints Committee (ICC) and the details are as below.

Sr.No.	ICC Designation	Name	Designation
01.	Presiding Officer	Dr.Khiati U.V.	Asso.Professor
02.	Faculty Member 1	Ms. Walmiki. S.H	Asso.Professor
03.	Faculty Member 2	Dr.Auti .S.S	Asso.Professor
04.	Faculty Member3	Mrs. Dhotre. S.B	Assistant .Professor
05.	Faculty Member 4	Mrs. Kamble.A.N	Assistant .Professor
06.	Non teaching Member	Mr. Bagde.D.S	OS.
07.	Non teaching	Mrs Korde V. S.	Sr.Steno
08.	Student Post Graduate	Ms. Jagdale P. M.	M.Sc.II
09.	Student Under Graduate	Ms. More .R.G	T.Y.B.Sc
10	External Member (NGO,etc.)	Mrs.Ghule Gayatri	Member, Mahila Dakshata Samiti

a.	Number of complaints of sexual harassment received in the preceding year	00
b.	Nature of the act of sexual harassment (physical, verbal, through electronic communication, etc.)	---
c.	Position on the hierarchy of the aggrieved women vis-a-vis the respondent	---
d.	Number of cases in which the aggrieved women was	NIL

Committee Meeting: 2021 – 2022 Report

	SC/ST/OBC/ minority	
e.	Number of complaints disposed during that year	00
f.	Number of complaints disposed within the required time frame	---
g.	Number of cases in which conciliation was sought and an agreement reached.	---
h.	Nature of other relief sought	NIL
i.	Number of cases where the accusation was upheld	NIL
j.	Nature of penalty imposed	NIL
k.	Time gap between the submission of the Complaints Committee report and disciplinary action	---
l.	Number of cases involving repeat offences.	NIL
m.	Number of cases where penalty was imposed for attempting to harass or intimidate the aggrieved woman/witnesses.	NIL
n.	Number of complaints proved to be false/malicious	NIL
o.	Number of trainings/awareness campaigns/workshops against sexual harassment carried out within the organization	NIL
p.	Any method used to educate employees about sexual harassment, the Act and the Rules	Lectures and Posters
q.	Number of complaints where conciliation was successfully carried out	NIL
r.	Nature of action taken by the employer/ district officer.	---
s.	Number of cases where appeals were filed, as well as number of cases where appeals were upheld.	NIL


 31/3/2022
 Presiding officer
 Dr. Khush U.V.


 Principal
 Anasheeb Mahal Mahavidyalaya
 Hadapsar, Pune-411028.

Committee Meeting : 2021 – 2022

Report



PDEA's
Annasaheb Magar Mahavidyalaya
Hadapsar Pune - 411028.



Report of the Anti-Ragging Committee for the academic year 2021-22

The college has committee for prevention of ragging on campus called Anti-Ragging Committee. The committee regularly functions and aims at maintaining the cordial and ragging free campus. However, the academic year 2021-22 was executed partially on digital platform and partially off-line in the classrooms. Despite, the college does not have any officially registered and recorded events of students' grievances against ragging.

Handwritten signature of Dr. P. N. Shelke.

Anti-Ragging Committee
Chairperson
(Dr. P. N. Shelke)




Handwritten signature of Dr. P. N. Shelke.

PRINCIPAL
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune - 411 028.

(Dr. P. N. Shelke)

Committee Meeting : 2020 – 2021

Minute of the Meeting



PAGE NO. _____
DATE: 1/09/2020

A meeting of Internal Complaints committee members was conducted on 1st Sept. 2020 at 11:30 am in the conference hall.

Agenda :-

- 1) Reorganization of committee
- 2) Inclusion of student representative
- 3) Induction programme for students.

The following members were present :-

- 1) Dr. Khushi U.V.
- 2) Ms. Walmiki S.H.
- 3) Dr. Aarti S.S.
- 4) Ms. Dhetre S.B.
- 5) Mrs. Kambale A.N.
- 6) Mr. Bagde D.S.
- 7) Mrs. Koode V.S.
- 8) Miss More R.G.

[Signature]
Dr. Khushi U.V.

[Signature]
Principal
Anasahar Nagar Mahavidyalaya
Hadapsar, Pune-411028

Executive Committee Meeting : 2020 – 2021



Pune District Education Association's
ANNASAHEB MAGAR MAHAVIDYALAYA,
Hadapsar, Pune - 411 028.

**The Sexual harassment of Women
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04.	Faculty Member 3	Mrs. Dhotre. S.B	Assistant Professor
05.	Faculty Member 4	Mrs. Kamble.A.N	Assistant Professor
06.	Non teaching Member	Mr. Bagde.D.S	OS
07.	Non teaching	Mrs Korde V. S..	Sr.Steno
08.	Student Post Graduate	Ms. Kale. A.B	M.Sc.II
09.	Student Under Graduate	Ms. More R.G	S.V.B.Sc
10	External Member (NGO,etc.)	Mrs.Ghule Gayatri	Member, Mahila Dakshata Samiti

a.	Number of complaints of sexual harassment received in the preceding year	00
b.	Nature of the act of sexual harassment (physical, verbal, through electronic communication, etc.)	---
c.	Position on the hierarchy of the aggrieved women vis-a-	---

Signals of Sexual Harassment



Following acts constitute sexual harassment

- ▶ TOUCHING
- ▶ STALKING
- ▶ OBJECTIONABLE SMS & PHONE CALLS
- ▶ OBJECTIONABLE NOTES & LETTERS
- ▶ PINCHING
- ▶ PASSING COMMENTS
- ▶ STARING

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hm/d:sexual harassment committee

Committee Meeting : 2020 – 2021

Report



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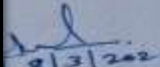
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a.	Number of complaints of sexual harassment received in the preceding year	00
b.	Nature of the act of sexual harassment (physical, verbal, through electronic communication, etc.)	---
c.	Position on the hierarchy of the aggrieved women vis-a-	---

Committee Meeting: 2020 – 2021 Report


	vis the respondent	
d.	Number of cases in which the aggrieved women was SC/ST/OBC/ minority	NIL
e.	Number of complaints disposed during that year	00
f.	Number of complaints disposed within the required time frame	---
g.	Number of cases in which conciliation was sought and an agreement reached.	---
h.	Nature of other relief sought	NIL
i.	Number of cases where the accusation was upheld	NIL
j.	Nature of penalty imposed	NIL
k.	Time gap between the submission of the Complaints Committee report and disciplinary action	---
l.	Number of cases involving repeat offences.	NIL
m.	Number of cases where penalty was imposed for attempting to harass or intimidate the aggrieved woman/witnesses.	NIL
n.	Number of complaints proved to be false/malicious.	NIL
	Number of trainings/awareness campaigns/workshops against sexual harassment carried out within the organization	NIL
	Any method used to educate employees about sexual harassment, the Act and the Rules	Lectures
	Number of complaints where conciliation was successfully carried out	NIL
	Nature of action taken by the employer/ district officer.	Counseling, Awareness & Police help
	Number of cases where appeals were filed, as well as number of cases where appeals were upheld.	NIL


 8/3/2021
 Head officer
 Dr. Kishu U.V.


 Principal
 Annashree Magar Mahavidyalaya
 Hadapsar, Pune-411028.

Committee Meeting: 2019 – 2020

Minute



PAGE NO. _____
DATE: 28/9/2019.

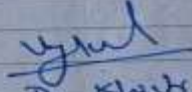
Meeting of Internal Complaints Committee was organized on 28th Sept. 2019 at 12 p.m. in the conference hall.


Agenda -

- 1) Member restructuring
- 2) student representative members
- 3) Sensitization programme to be organized.

Members present -

1) Presiding officer	Dr. Khushi U.V.
2) Faculty Member 1	Dr. Bhosale M.M.
3) Faculty member 1	Dr. Mrs. Shirvoker D.D.
4) office staff	Mr. Kadam M.N.
5) -	Mrs. Karde V.S.
6) S.R. (UG)	Miss Mahadik Chaitanya
7) S.R. (PG)	Miss Ladkat Apurva
8) N.G.O	Mrs. Ghule Gayatri


Dr. Khushi U.V.


In-Principa,
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune-411028.

Committee Meeting: 2018 – 2019

Minute

PAGE NO. _____
DATE 24/9/2018

A meeting of members of Internal Complaints Committee was held on 24th September 2018 at 12 p.m.

Following subjects were discussed.


- ① Guest lecture
- ② Poster exhibition.
- ③ Member restructuring.

Following members were present.

Dr. Khush U.V.	<u>U.V.</u>
Dr. Mrs. Bhosale M.M.	
Dr. Mrs. Shirvkar D.D.	<u>D.D.</u>
Mr. Kadam M.N.	
Mrs. Forde V.S.	<u>V.S.</u>
Miss Mahalik Chaitanya	<u>Chaitanya</u>
Miss Ladkat Apurva	<u>Apurva</u>
Mrs. Ghule Gayatri	

U.V.
Dr. Khush U.V.

P. J. ...
Principal
Annesahab Bagar Mahavidyalaya,
Hadapsar, Pune-411028.



Committee Meeting: 2018 – 2019

Report

Pune District Education Association's
ANNASAHEB MAGAR MAHAVIDYALAYA,
 Hadapsar, Pune - 411 028.
The Sexual harassment of Women
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ANNUAL REPORT (2018-2019)
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03.	Faculty Member 2	Dr.Mrs.Shirurkar D. D.	Asso.Professor in Botany
04.	Non Teaching Member 1	Mr.Kadam M.N.	Office Superintendent
05.	Non Teaching Member 1	Mrs.Korde V.S.	Steno
06.	Student UG	Miss. Gaikwad Shital	T.Y.B.Com
07.	Student PG	Miss.Rajpurohit Dimpal	M.Sc.(Micro)
08.	External Member (NGO)	Mrs.Ghule Gayatri	Aiara Foundation and member, Mahila Daksha Samiti

a.	Number of complaints of sexual harassment received in the preceding year	Nil
b.	Nature of the act of sexual harassment (physical, verbal, through electronic communication, etc.)	---
c.	Position on the hierarchy of the aggrieved women vis-a-vis the respondent.	---
d.	Number of cases in which the aggrieved women was SC/ST/OBC/ minority	NIL
e.	Number of complaints disposed during that year	---

EYSK-17-18

Internal Complaints' Committee: 2018 – 2019

Pune District Education Association's
ANNASAHEB MAGAR MAHAVIDYALAYA,
Hadapsar, Pune - 411 028.

**The Sexual harassment of Women
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UGC Regulations 2015.**

**Internal Complaints Committee (ICC)
in compliance with Section 20 and 22 of the Act
2018-19**

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07.	Student PG	Miss.Ladkat Apurva	M.Sc.(Micro)
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you
Presiding offices