



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



Self Study Report: 2023 (4th Cycle)

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	C. Reports and Minutes of the Committees	4 - 22

4. Reports and Minutes of the Committees

Committee Meeting: 2022 - 2023 Notice

-----10 Oct . 2022 Theoting of the mem Internal Complaints Comm nembers of ~ 1 ++ e = on 10th oute 0.3 anized 005 11 2023 Conf 11:15 am Points discussed. representative in student 5 committee Reduction programs committe The following committee membe D. Khish W.V. 2 Haspitale Prot Walmiki = H. 2.). -Anti-D. Auti s.s. 30 OFFIC prof Dhotre 5.B. 50 Mr. Bagde Drs. 52 c) Mrs. Karde V.S. for Rot Kamble P. 1. 2.2 Khash U.V

Committee Meeting: 2022 - 2023

Attendance

-----DATE 5 3 2023 The meeting of the members of Internal Complaints Committee was held on 5th Morch 2023 in antescare Hall out 12 pm Following subjects were dramssod. in the lady toilets Repairin ledies 12 2 Indran toilets systems were decided to be installed in women's washrooms celebration of women's day on +i) was descused 5th March IN) These were no any complaints in the academic year 2022-23 Following committee members were present Dr. Khisti U.V. metilen .) Prot: Walnuiki S.H. 2) Dr. Auti s.s. 32 Prof. Photoe S.B. 47 Mr. Bagde D.S. 52 ms. Karde V.S. abameli 6) Prot Kamble A.N. Mass More R. D. (SH R) 77 87 Principal Annasaheb Magar Mahavidyalay Hadapsar, Pune-411028.

Committee Meeting: 2022 - 2023 Report

		trict Education Association'		
	ANNASAHER	MAGAR MAHAVIDY dapsar, Pune - 411 028.	ALAYA.	
	at most place (Prevent	cual harassment of Women ion, prohibition and redres GC Regulations 2015.	ssal) ACT, 2013	
	Internal	Complaints Committee (IC AL REPORT (2022-2023) with Section 20 and 22 of	A REAL POINT A MARK	
				bibition and
redressa Internal	As per "The Sexual haras 1) ACT, 2013 and UGC Re Complaints Committee (ICC	sment of women at workpla egulations May 2015 the I) and the details are as below	TTTLLLLLLLLLLLLLLLLLLLLLLLLLLLLLLLLLLL	nstituted the
	-	L'Manue	Designation	
Sr.No.	1CC Designation	Dr. Smt.Khisti U.V.	Asso Professor i	n Microbiology
01.	Presiding Officer	Dr.Mrs.Auti	Asso Professor	n Commerce
02.	Faculty Member 1 Faculty Member 2	S.S. Prof. Walmiki S.H	Asso.Professor	n English
03.	Faculty Member 3	Prof. Dhotre S.B.	Asso. Professor	in Chemistry
04,	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	ion and mem
08.	External Member (NGO)	Mrs. Ghule Gayatri	Mahila Dakshta	Samiti ntative M.Sc Pa
09	Student	Ms. More R.G	(Microbiology)	manive mare in
8.	Number of complaints of s	exual harassment received in	n the preceding	Nil
				Nil -
a. b.	year Nature of the act of sex	ual harassment (physical,	verbal, through	Nil -
	year Nature of the act of sex electronic communication, Position on the hierarch	ual harassment (physical, setc.) y of the aggrieved wome	verbal, through	-
b.	year Nature of the act of sex electronic communication, Position on the hierarch respondent Number of cases in whic	ual harassment (physical,	verbal, through	-
b. c. d.	year Nature of the act of sex electronic communication, Position on the hierarchy respondent Number of cases in whic minority	ual harassment (physical, v etc.) y of the aggrieved women h the aggrieved women wa	verbal, through m vis-a-vis the as SC/ST/OBC/	-
b. c. d.	year Nature of the act of sex electronic communication, Position on the hierarchy respondent Number of cases in whic minority Number of complaints disp	ual harassment (physical, v etc.) y of the aggrieved women h the aggrieved women w posed during that year	verbal, through n vis-a-vis the as SC/ST/OBC/ ne frame	-
b. c. d.	year Nature of the act of sex electronic communication, Position on the hierarch respondent Number of cases in whic minority Number of complaints dis Number of complaints dis Number of cases in which	ual harassment (physical, v etc.) y of the aggrieved women h the aggrieved women wa	verbal, through n vis-a-vis the as SC/ST/OBC/ ne frame	II NIL II II II
b. c. d. f. g.	year Nature of the act of sex electronic communication, Position on the hierarchy respondent Number of cases in whic minority Number of complaints disg Number of complaints disg Number of cases in which reached.	ual harassment (physical, v etc.) y of the aggrieved women h the aggrieved women wa posed during that year posed within the required tin i conciliation was sought an hit	verbal, through n vis-a-vis the as SC/ST/OBC/ ne frame	
b. c. d. f.	year Nature of the act of sex electronic communication, Position on the hierarch respondent Number of cases in whic minority Number of complaints dis Number of complaints dis Number of cases in which	ual harassment (physical, v etc.) y of the aggrieved women h the aggrieved women wa posed during that year posed within the required tin i conciliation was sought an hit	verbal, through n vis-a-vis the as SC/ST/OBC/ ne frame	II NIL II II II

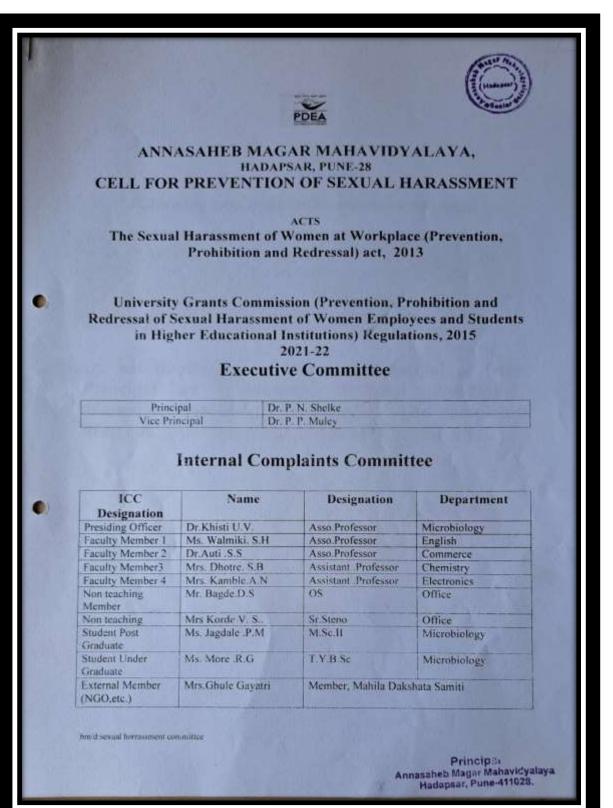
Committee Meeting: 2022 - 2023 Report

Time gap between the submission of the Complaints Committee report and discriplinary action Number of cases involving repeat offences. Number of cases where penalty was imposed for attempting to harass or intimidate the aggrieved woman/witnesses. k NIL m. Number of complaints proved to be false/malicious Number of trainings/awareness campaigns/workshops against sexual harassment carried out within the organization NIL n. NIL 0. Any method used to educate employees about sexual harassment, the Act and the Rules Lectures p. NIL Number of complaints where conciliation was successfully carried out Nature of action taken by the emoployer/ district officer. Counseling & Police help NIL q. x. Number of cases where appeals were filed, as well as number of cases where appeals were upheld. 5. vidyals Presiding Officer

Committee Meeting: 2021 – 2022 Notice

PARK NO.1 1 STE 1 1 107 / 2421 A meeting members of Internal Complai ats committe held on 11th septzeel in the Conterence hall 11.30 Agenda 1) Restaucturing of committee Inclusion - fstudent 2:0 representative le etce guest -10 37 a retinge PRESCE Following memb were Do. Khish DIV 0 ghillel 2) Port: Walnik; 5. H. 37 Dr. Autisis 57 mrs. Kamble A Th ma. Bugde I. S. 57 mrs. Korde V.S. Coludato More R. D. (studiet R) DDr mar 11/2/2021 Registing officer

Executive Committee: 2021 – 2022



PDEA Following acts constitute sexual harassment TOUCHING PINCHING > STARING **STALKING** PASSING COMMENTS OBJECTIONABLE SMS & PHONE CALLS OBJECTIONABLE NOTES & LETTERS Do not hesitate to complain to Principal or Vice Chairman, Internal complaints Principal or committee, anti-sexual harassment. Use complaint drop box. Your complaint will be kept confidential. hm/d sexual harrass

Committee Meeting: 2021 – 2022 Report

	The S at workplace (Preven I Internal ANN	I MAGAR MAHAVIE adaptar, Pune - 411 028. exual harassment of Wom tion, prohibition and redu- GC Regulations 2015. Complaints Committee (UAL REPORT (2021-202	ressal) ACT, 2013 ICC) 2)
the Inst			ace (Prevention, ty 2015
Sr.No.	ICC Designation	Name	Designation
01.	Presiding Officer	Dr.Khisti 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	Ma. Jagdale P. M.	M.Sc.II
	Student Under Graduate	Ms. More .R.G	T.Y.B.Sc
	Student Charact Charactere.	Mrs.Ghule Gayatri	Member, Mahila
09. 10	External Member (NGO.etc.)	wirs.comme coayaari	Dakshata Samiti
09.		Mills.comme Conyant	
09.	(NGO,etc.) Number of complaints of s the preceding year	exual harassment received	Dakshata Samiti d in 00
09. 10 a. b.	(NGO,etc.) Number of complaints of s the preceding year Nature of the act of sexual through electronic communi	exual hatassment received harassment (physical, ver cation, etc.)	Dakshata Sarwiti d in 00 rbal, ++++
09. 10 8.	(NGO,etc.) Number of complaints of s the preceding year Nature of the act of sexual	exual hatassment received harassment (physical, ver cation, etc.)	Dakshata Sarwiti d in 00 rbal, ++++

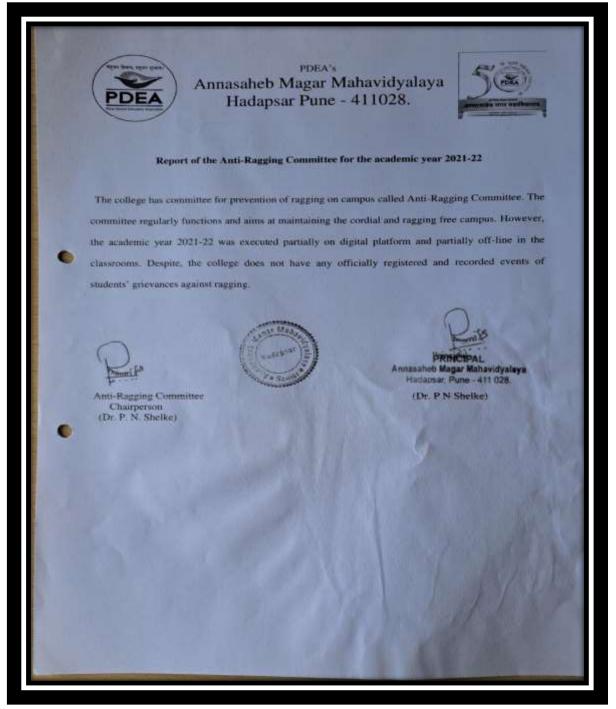
Committee Meeting: 2021 – 2022

Report

	SC/ST/OBC/ minority	
ψ.	Number of complaints disposed during that year	00
f.	Number of complaints disposed within the required time frame	****
8-	Number of cases in which conciliation was sought and an agreement reached.	
h.	Nature of other relief sought	NIL
de	Number of cases where the accusation was upheld	NIL
]. k.	Nature of penalty imposed Time gap between the submission of the Complaints Committee report and discriplinary 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
0.	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
4-	Number of complaints where conciliation was successfully carried out	NIL
1.	Nature of action taken by the employer/ district officer.	
5.	Number of cases where appeals were filed, as well as number of cases where appeals were upheld.	NIL
	Annasi Khish U-V-	Hingings, heb Mabai Mahavidyalaya bapear, Pune-411028.

Committee Meeting : 2021 – 2022

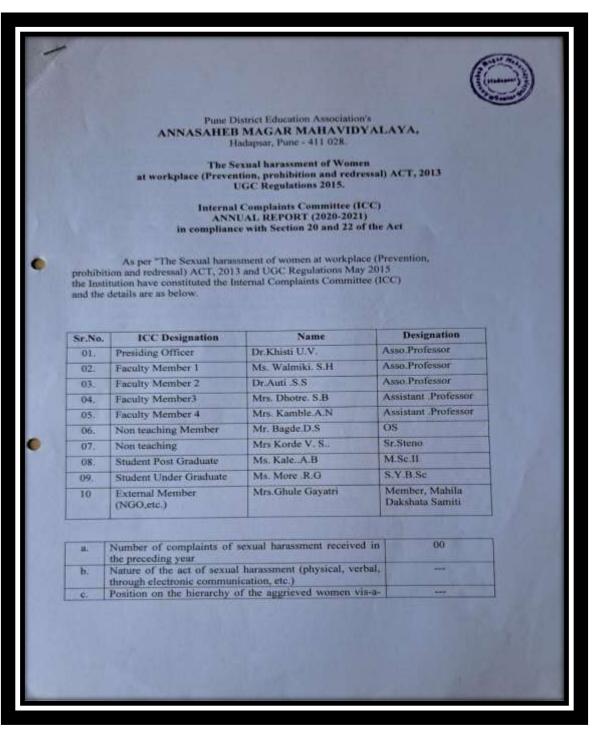
Report



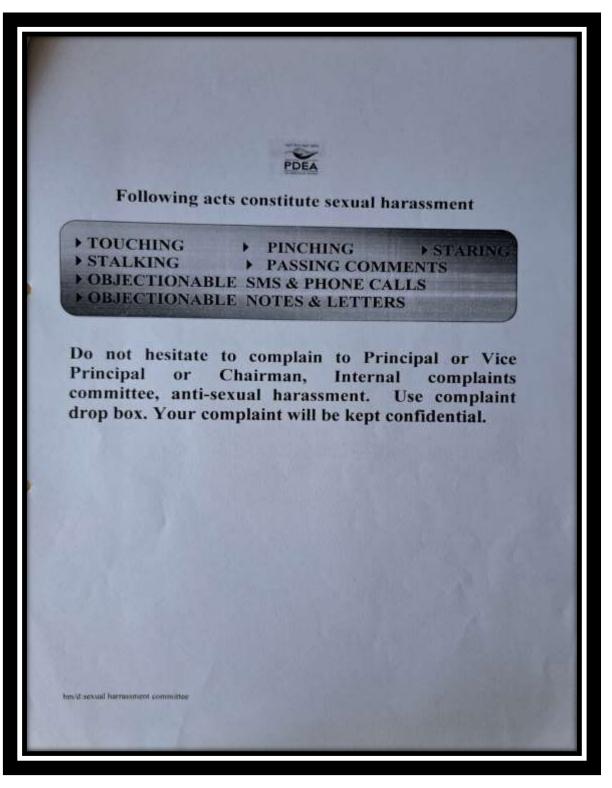
Committee Meeting : 2020 – 2021 Minute of the Meeting

PARE NO 1/09/2020 Complaints bn cons condu to 11:30 am 2020 hall Resignization of committee 5 Induction of student AZ ıŅ appresentative duction programme fire л. 37 students following members The present D. Khoch U.V. leal 1) Ms walmik: S.H. 23 Dr. Aut s.s. 50 Dhotse S B 47 Ms. mas Kamble A.H 5) Mr Bagde D-5. 50 mas Korde V.S. 27 Miss More P Gi : 7 isti W.V Di

Executive Committee Meeting : 2020 – 2021



Signals of Sexual Harassment



Committee Meeting : 2020 – 2021

Report

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	ANNASAHEB	MAGAR MAHAVIDY adapsar, Putse - 411 028.	ALAYA,	
	at workplace (Preven	xual harassment of Women tion, prohibition and redres GC Regulations 2015.	xal) ACT, 2013	
	ANNI	Complaints Committee (IC) UAL REPORT (2020-2021) e with Section 20 and 22 of t		
the Ins	As per "The Sexual harass ition and redressal) ACT, 2013 titution have constituted the In e details are as below	sment of women at workplace and UGC Regulations May 2 ternal Complaints Committee	2015	
			the water and a second second	
Sr.No.	ICC Designation	Name	Designation	
Sr.No. 01.	Presiding Officer	Dr.Khisti U.V.	Asso.Professor	
		and the second se	Asso.Professor Asso.Professor	
01.	Presiding Officer	Dr.Khisti U.V.	Asso.Professor	
01.	Presiding Officer Faculty Member 1	Dr.Khisti U.V. Ms, Walmiki, S.H	Asso.Professor Asso.Professor Asso.Professor Assistant .Professor	
01. 02. 03.	Presiding Officer Faculty Member 1 Faculty Member 2	Dr.Khisti U.V. Ms. Walmiki, S.H Dr.Auti .S.S	Asso.Professor Asso.Professor Asso.Professor	
01. 02. 03. 04.	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member3	Dr.Khisti U.V. Ms. Walmiki, S.H Dr.Auti, S.S Mrs. Dhotre, S.B	Asso.Professor Asso.Professor Asso.Professor Assistant .Professor	
01. 02. 03. 04. 05.	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member3 Faculty Member 4	Dr.Khisti U.V. Ms. Walmiki, S.H Dr.Auti, S.S Mrs. Dhotre, S.B Mrs. Kamble, A.N	Asso.Professor Asso.Professor Asso.Professor Assistant .Professor Assistant .Professor	
01. 02. 03. 04. 05. 06.	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member3 Faculty Member 4 Non teaching Member	Dr.Khisti U.V. Ms. Walmiki S.H Dr.Auti S.S Mrs. Dhotre, S.B Mrs. Kamble, A.N Mr. Bagde, D.S	Asso.Professor Asso.Professor Asso.Professor Assistant .Professor Assistant .Professor OS	
01. 02. 03. 04. 05. 06. 07.	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member3 Faculty Member 4 Non teaching Member Non teaching	Dr.Khisti U.V. Ms. Walmiki S.H Dr.Auti S.S Mrs. Dhotre, S.B Mrs. Kamble, A.N Mr. Bagde, D.S Mrs Korde V. S.,	Asso.Professor Asso.Professor Asso.Professor Assistant .Professor Assistant .Professor OS Sr.Steno	
01. 02. 03. 04. 05. 06. 07. 08.	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member3 Faculty Member 4 Non teaching Member Non teaching Student Post Graduate	Dr.Khisti U.V. Ms. Walmiki S.H Dr.Auti S.S Mrs. Dhotre S.B Mrs. Kamble A.N Mr. Bagde D.S Mrs Korde V. S. Ms. Kale. A.B	Asso.Professor Asso.Professor Asso.Professor Assistant .Professor Assistant .Professor OS Sr.Steno M.Sc.II	
01. 02. 03. 04. 05. 06. 07. 08. 09.	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member 3 Faculty Member 4 Non teaching Member Non teaching Student Post Graduate Student Under Graduate External Member (NGO,etc.)	Dr.Khisti U.V. Ms. Walmiki, S.H Dr.Auti, S.S Mrs. Dhotre, S.B Mrs. Kamble, A.N Mr. Bagde, D.S Mrs Korde, V. S., Ms. Kale, A.B Ms. More, R.G	Asso.Professor Asso.Professor Assistant.Professor Assistant.Professor OS Sr.Steno M.Sc.II S.Y.B.Sc Member, Mahila Dakshata Samiti	
01. 02 03. 04. 05. 06. 07. 08. 09. 10 8.	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member 3 Faculty Member 4 Non teaching Member Non teaching Student Post Graduate Student Under Graduate External Member (NGO,etc.)	Dr.Khisti U.V. Ms. Walmiki. S.H Dr.Auti.S.S Mrs. Dhotre. S.B Mrs. Kamble.A.N Mr. Bagde.D.S Mrs.Korde V. S Ms. KaleA.B Ms. More.R.G Mrs.Ghule Gayatri	Asso.Professor Asso.Professor Asso.Professor Assistant.Professor Assistant.Professor OS Sr.Steno M.Sc.II S.Y.B.Sc Member, Mahila Dakshata Samiti	
01. 02 03. 04 05. 06. 07. 08. 09. 10	Presiding Officer Faculty Member 1 Faculty Member 2 Faculty Member 3 Faculty Member 4 Non teaching Member Non teaching Student Post Graduate Student Under Graduate External Member (NGO,etc.)	Dr.Khisti U.V. Ms. Walmiki, S.H Dr.Auti, S.S Mrs. Dhotre, S.B Mrs. Kamble, A.N Mr. Bagde, D.S Mrs. Korde, V. S., Ms. Kale, A.B Ms. More, R.G Mrs.Ghule Gayatri sexual harassment received harassment (physical, verb	Asso.Professor Asso.Professor Asso.Professor Assistant.Professor Assistant.Professor OS Sr.Steno M.Sc.II S.Y.B.Sc Member, Mahila Dakshata Samiti	

Committee Meeting: 2020 – 2021 Report

vis the respondent	1
Number of cases in which the aggrieved women was SC/ST/OBC/ minority	NIL.
Number of complaints disposed during that year	00
Number of complaints disposed within the required time frame	
Number of cases in which conciliation was sought and an agreement reached	
Nature of other relief sought	NIL
Number of cases where the accusation was upheld Nature of penalty imposed	NIL
Time con balance of penalty imposed	NIL.
Time gap between the submission of the Complaints Committee report and discriplinary action Number of cases involving repeat offences.	
Number of cases involving repeat offences. Number of cases where penalty was imposed for	NIL.
woman/witnesses.	NIL.
Number of complaints proved to be false/malicious	NIL
Number of trainings/awareness campaigna/workshops against sexual harassment carried out within the organization	NH.
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,Awarene ss & Police help
Number of cases where appeals were filed, as well as number of cases where appeals were upheld.	NIL
J J312021 bomcer Ichish U.V. Annactin Had	Anne Manuel Anne Manuel Magar Manavidyalaya Japezar, Pune-411028

Committee Meeting: 2019 – 2020 Minute

11 28 9 1 20 19 Meeting of Complainte aternal 28th Sept. anjzed Committee was hall at 12 pm conterene the 2019 100 - i) member rectructuring Agenda student representative membras 27 Sensetization programme 33 esganized Members present 1) Presiding officer yof Dr. Khish W.V. Faculty Member 1 Dr. Bhosale M.M. D) Faculty member 1 Bl Dr. Mis. Shirvekar D.J. 2) Faculty Member 1 Mr. Kadam M. H. office staff 43 Mrs Korde V.S. VE 5) s. R. (UG) publi miss Mahadik Chaitanya () 23 S.R. (PG) Apt miss ladkat Apurro mes. Ghule Gayatri S) NGO with U.V.

Committee Meeting: 2018 – 2019

Minute

141 24 9 2018 A meeting of members of Internal complaints committee was held on 24th September 2018 at 12 pm. Fellowing subjects were drawared 0 @ Pasta exhibition. 3 Member restructures Following members were preses Do Khish WV. Dr. Mrs. Bhosale M.M. A. Dr. Mrs. Shiruskar D.D. M. Kadam M. H. St. Mrs. Forde V.S. Miss Mahadik Chaitanya Miss Ladkat Apurva and dre Mrs. Ghule Grayados Dr. Klush W.V.

Committee Meeting: 2018 – 2019 Report

		B MAGAR MAHAVI Hadapsar, Pune - 411 028.			
	The	Sexual harassment of Won	sen		
	at workplace (Prev	ention, prohibition and red	ressal) ACT, 2013		
		UGC Regulations 2015.			
	Intern	nal Complaints Committee	(ICC)		
	A	NUAL REPORT (2018-20)	19)		
		ance with Section 20 and 22			
redressa Compla	As per "The Sexual ha) ACT, 2013 and UGC Re ints Committee (ICC) and the	rassment of women at wo gulations May 2015 the Ins details are as below.	ditution have constituted	ohibition and I the Interna	
Sr.No.	ICC Designation	Name	Designation		
01.	Presiding Officer	DrSmt.Khisti U.V.	Asso.Professor in Mic	robiology	
02.	Faculty Member 1	Dr.Mrs.Bhosale M.M.	Asso.Professor in Eco	nomics	
03.	Faculty Member 2	Dr.Mrs.Shirurkar D. D.	Asso.Professor in Bot	any	
04.	Non Teaching Member 1	Mr.Kadam M.N.	Office Superintendent	L	
05.	Non Teaching Member 1	Mrs.Korde V.S.	Steno		
06.	Student UG	Miss. Gaikwad Shital	T.Y.B.Com		
	Student PG	Miss.Rajpurohit Dimpal	M.Sc.(Micro)		
07. 08.	External Member (NGO)	Mrs.Ghule Gayatri	Aiara Foundation and member Mahila Dakshta Samiti		
_					
а.	Number of complaints of s	exual harassment received in	the preceding year	Nil	
b,	Nature of the act of sexual communication, etc.)	I harassment (physical, verba	al, through electronic		
£.	Position on the hierarchy o	f the aggrieved women vis-a-	vis the respondent		
d.	And a state of the Annual A			NIL	
C.	Number of cases in which the aggree set of the set of t			***	
¢.	realized of compression and			_	

Internal Complaints' Committee: 2018 – 2019

		and han seen of Wa	
	at workplace (Preve	exual harassment of Wo ntion, prohibition and re UGC Regulations 2015.	dressal) ACT, 2013
	in complian	1 Complaints Committee ce with Section 20 and 22 2018-19 issment of women at work	(ICC) 2 of the Act splace (Prevention, prohibition and
edressa			e Institution have constituted the
nternal	Complaints Committee (IC	C) and the details are as be	low.
ir.No.	ICC Designation	Name	Designation
01.	Presiding Officer	Dr., Smt. Khisti U.V.	Asso.Professor in Microbiology
02.	Faculty Member 1	Dr.Mrs.Bhosale M.M.	Asso Professor in Economics
03.	Faculty Member 2	Dr.Mrs.Auti S.S.	Asso.Professor in Commerce
04.	Non Teaching Member 1	Mr.Kadam M.N.	Office Superintendent
05.	Non Teaching Member 2	Mrs.Korde V.S.	Steno
06.	Student UG	Miss. Mahadik Chaitanya	S.Y.B.Com
07.	Student PG	Miss.Ladkat Apurva	M.Sc.(Micro)
08.	External Member (NGO)	Mrs.Ghule Gayatri	Aiara Foundation and member Mahila Dakshta Samiti
	Bressding offices		