

# INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL 445401

[www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

AISHE ID: C-42925

Institution Track ID: MHCOGN15368

## Criterion 5

# Student Support and Progression



KEY INDICATOR 5.1

## Student Support



### Metric No. 5.1.4 (QnM)

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

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertaking on policies with zero tolerance
3. Mechanisms for submission of online/offline student's grievances
4. Timely redressal of the grievances through appropriate committees

5.1.4(6) Provide Links for any other relevant document to support the claim (if any)

**Anti- Sexual Harassment Cell**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

## DECLARATION

The information, reports, true copies of the supporting documents, numerical data, etc. furnished in this file is verified by IQAC and found correct.

  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

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21	2019 – 20: I – Minutes of the Anti- Sexual Harassment Cell II – Minutes of the Anti- Sexual Harassment Cell III – Minutes of the Anti- Sexual Harassment Cell
22	2018 – 19: I – Minutes of the Anti- Sexual Harassment Cell II – Minutes of the Anti- Sexual Harassment Cell III – Minutes of the Anti- Sexual Harassment Cell

**INDIRA MAHAVIDYALAYA,**

**KALAMB**

**DIST. YAVATMAL**

**Proof W.R.T Organization Wide Awareness and  
Undertakings on Policies with Zero Tolerance**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
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**Stop Harassment at in college Campus**



*Shirale*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*Shir*  
**Prof. S.Y. Lakhdive**  
**Head**  
**Department of Home-Economics**  
**Indira Mahavidyalaya Kalamb**  
**Dist. Yavatma.**

**INDIRA MAHAVIDYALAYA,**

**KALAMB**

**DIST. YAVATMAL**

**Awareness and All Taking Program Conducted by the  
Anti-Sexual Harassment Cell**



# STOP at

INDIRA  
MAHAVIDYALAYA

KALAMB

ANTI-SEXUAL

Anti-Sexual  
Harassment  
Cell

Major for the self-  
defense

**Key Speaker**

Dr. Madhuri Rakhunde

**Co-ordinator**

Prof. S.Y. Lakhdive

Date-23/01/2023  
Time-02 pm



Venue - Smart  
Classroom

  
Prof. S.Y. Lakhdive  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



## REPORT

<b>Name of the Program</b>	<b>Major for the Self-Defense</b>
<b>Date</b>	<b>23/01/2023</b>
<b>Venue</b>	<b>Smart Classroom, Indira Mahavidyalaya, Kalamb</b>
<b>Name of the Resource Person</b>	<b>Prof. Madhuri Rakhunde</b>
<p>On 23/01/2023, an Anti-Sexual Harassment Session titled "Major for the Self-Defense " was conducted in the smart classroom. The session was led by Prof. Madhuri Rakhunde from the Department of Commerce at Indira Mahavidyalaya, Kalamb. The session aimed to provide guidance and awareness on major for the self-defense. Prof. Madhuri Rakhunde, as the key speaker, shared valuable insights and strategies for students to safeguard their mental well-being and protect themselves from potential sexual harassment situations.</p> <p>The session emphasized the importance of understanding and addressing self-defense issues while also empowering students with practical tools for self-protection. Prof. Rakhunde expertise and engaging delivery ensured active participation and meaningful learning among the attendees.</p> <p>Overall, the session proved to be informative and beneficial for all students in enhancing their awareness and readiness to address sexual harassment and prioritize their . We extend our gratitude to Prof. Madhuri Rakhunde for her valuable contribution to this important cause.</p>	
 <b>Co-ordinator</b> <b>IQAC</b> <b>Indira Mahavidyalaya</b> <b>Kalamb</b>	 <b>Prof. S.Y. Lakhdive</b> <b>Head</b> <b>Department of Home-Economics</b> <b>Indira Mahavidyalaya Kalamb</b> <b>Dist. Yavatma.</b>

**Major for the Self-Defense - Program Photo**



Kalamb, Maharashtra, India  
C9V3+PGJ, Kalamb, Maharashtra 445401, India  
Lat 20.445015°  
Long 78.355607°  
23/01/23 2:12 PM GMT +5:30

*Bhargole*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*Shir*  
**Prof. S.Y. Lakhdive**  
**Head**  
**Department of Home-Economics**  
**Indira Mahavidyalaya Kalamb**  
**Dist. Yavatma.**

**INDIRA MAHAVIDYALAYA,  
KALAMB  
DIST. YAVATMAL**

**Proof Related to Mechanisms for Submission of  
Online/Offline Students' Grievances**

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**Complaint / Suggestion Box**



Infront of the college office, a complaint / suggestion box is placed

*Bhagade*  
**Co-ordinator**  
**IQAC**  
Indira Mahavidyalaya  
Kalamb

*P. B. Mandake*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
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**Complaint / Suggestion Box**



**Inside the Library, a complaint / suggestion box is placed**

*Bhargava*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

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### Department Specific Meetings



### Class Meetings Led by Class Teacher



*B. B. B. B.*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. M. M.*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
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**Class Meetings Led by Class Teacher**



**Class Meetings Led by Class Teacher**



*B. D. D. D.*  
**Co-ordinator**  
**IQAC**  
Indira Mahavidyalaya  
Kalamb

*P. B. Mandake*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
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## Mechanisms for Submission of Online/Offline Student's Grievances

The college has created a simple and effective online and offline mechanism for students to register complaints regarding student grievances.

### Online Grievance Submission:

[shitalraut123@gmail.com](mailto:shitalraut123@gmail.com)

### Mechanism of Anti- Sexual Harassment Cell

The college has established the instructions of National commission for Women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 on the subject of sexual harassment of women in the workplace, the college had duly constituted an Internal Complaint Committee for considering complaints of sexual harassment. The composition of the Complaint Committee was revised subsequent to retirement, transfer etc. of the existing Chairperson. This Committee in the college has now been re-constituted based on the recommendations of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013, as well as Handbook on Sexual Harassment of Women by Ministry of Women and Child Development, Govt, Of India, for considering complaints of sexual harassment of women at workplace.

The advocate, and three senior female faculty members make up the cell. Members of Anti- Sexual Harassment Cell may be found with their names and contact details on the college website and in student WhatsApp groups. This makes it easy for students to get in touch with the appropriate people anytime they need help. Students who wish to report a sexual harassment incident can use the complaint box or get in touch with the cell members. The regulations pertaining to sexual harassment, ragging, and the process for filing complaints are outlined in the policy document.

  
Co-ordinator  
IGAG  
Indira Mahavidyalaya  
Kalamb

  
Signature & stamp  
Prof. S.Y. Lakhdive  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal



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**KALAMB**

**DIST. YAVATMAL**

**Proof for Implementation of guidelines of  
statutory/regulatory bodied**

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा./53]

जसपाल एस. संघु, सचिव, यूजीसी

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT**

**(University Grants Commission)**

**NOTIFICATION**

New Delhi, the 2nd May, 2016

**University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015**

**No. F. 91-1/2013(TFGS).**—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
  - (2) They shall apply to all higher educational institutions in India.
  - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,-
  - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
  - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
  - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short- term placements, places used for camps , cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

  
**Co-ordinator**  
**IQAC**  
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**PRINCIPAL**  
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- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. 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;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-
- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

*Bhargava*  
**Co-ordinator**  
**IGAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;  
Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;  
Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
  - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
  - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

**3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-**

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places 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

*B. S. S. S.*  
**Co-ordinator**  
**IQAG**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
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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 its 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;
- (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-video, 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.

*Elisavale*  
**Co-ordinator**  
**IQAG**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

- (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 SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.
4. **Grievance redressal mechanism.**—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

*B. S. S. S.*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,
- such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."
5. **Responsibilities of Internal Complaints Committee (ICC) -** The Internal Complaints Committee shall:
- (a) provide assistance if an employee or a student chooses to file a complaint with the police;

*Bhaskar*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

**6. The process for making complaint and conducting Inquiry** – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

**7. Process of making complaint of sexual harassment** - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

**8. Process of conducting Inquiry-** (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the

*Subarale*  
**Co-ordinator**  
**IQAG**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandarke*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**



case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. **Interim redressal**-The HEI may,

- transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. **Punishment and compensation**- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
  - suspend or restrict entry into the campus for a specific period;
  - expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
  - award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- mental trauma, pain, suffering and distress caused to the aggrieved person;
  - the loss of career opportunity due to the incident of sexual harassment;
  - the medical expenses incurred by the victim for physical, psychiatric treatment;
  - the income and status of the alleged perpetrator and victim; and
  - the feasibility of such payment in lump sum or in instalments.

11. **Action against frivolous complaint.**—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

*B. B. B. B.*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. M. M.*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

**12. Consequences of non-compliance.—**(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
  - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
  - (c) withholding any grant allocated to the institution;
  - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
  - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
  - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
  - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
  - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
  - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC

*Bhargava*  
**Co-ordinator**  
**IGAG**  
**Indira Mahavidyalaya**  
**Kalamb**

*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

## Anti- Sexual Harassment Cell Policy Document

Indira College Kalamb has implemented a series of progressive policies, initiatives, and practices that strengthen the fair, ethical and stress-free ambience. The Indira Mahavidyalaya, Kalamb is committed to providing a safe environment for all its students' employees other stake holders free from discrimination on any ground and from harassment at work including sexual harassment. It will operate a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed by any another, he /she will face disciplinary action, up to and including dismissal from employment. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.

In compliance with the instructions of National commission for Women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 on the subject of sexual harassment of women in the workplace, the college had duly constituted an Internal Complaint Committee for considering complaints of sexual harassment. The composition of the Complaint Committee was revised subsequent to retirement, transfer etc. of the existing Chairperson. This Committee in the college has now been re-constituted based on the recommendations of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013, as well as Handbook on Sexual Harassment of Women by Ministry of Women and Child Development, Govt, Of India, for considering complaints of sexual harassment of women at workplace. The composition of the committee is as follows.

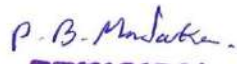
- Provide reasonable opportunity to the aggrieved employee and respondent for presenting and defending their respective case before the Cell.
- Initiate appropriate remedial measures to respond to any substantiated allegations of Sexual Harassment and objectionable behavior.
- Complete its inquiry within ninety days of acceptance of the complaint.
- Undergoing counselling session or carrying out community service.

### Making Malicious or False Complaints

- If the complaint was made with a malicious intent, the cell shall take strict disciplinary action against the complainant. The cell has provision of action on any witness who submits false evidence or produces any forged or misleading document relating to the complaint.
- 

  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb

  
Signature & stamp  
Prof. S.Y. Bhakdive  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma

  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

**INDIRA MAHAVIDYALAYA,**

**KALAMB**

**DIST. YAVATMAL**

Annual Report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances

**INDIRA MAHAVIDYALAYA,**

**KALAMB**

**DIST. YAVATMAL**

**ANNUAL REPORTS OF  
ANTI-SEXUAL HARASSMENT CELL**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

All the staff member and students are hereby informed that as per UGC Guideline for the session 2022-23, with the following faculty members are nominated as a member of Anti-Sexual Harassment Cell.

**Anti-Sexual Harassment Cell:**

Sr. No	Name of member	Designation	Responsibility
1	Prof. R. M. Wath	Head. Dept. of Commerce	President
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Economics	Member
3	Prof. M.P. Rakhunde	Dept. of Commerce	Member
4	Prof. S. S. Raut	Director of Physical Education	Member
5	Shri. V. R. Takale	Non-Teaching	Employees Member
6	Ku. A. V. Bhojar	Non-Teaching	Employees Member
7	Add. V. R. Mandavkar	Advocate	Legal Experts
8	Prajakta Vilas Bhusari	Students	Student Member
9	Ruchita Santosh Dukare	Students	Student Member

  
**Co-ordinator**  
**IQAC**  
Indira Mahavidyalaya  
Kalamb

  
Signature & stamp  
**Prof. S.Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

## **Annual Report of Anti-Sexual Harassment Cell**

**Year: 2022 – 23**

The college is cell in madling a generation which safeguards the virtues of gender equality and equity. The institution attempts to uphold the constitutional mandate ensuring the human rights of all those who fall within its jurisdiction. As per the guidelines of UGC, an Anti-Sexual Harassment Cell was established and functioning with well-defined manner to provide a healthy and congenial atmosphere to the staff and students of the college. The cell meets with following principles. The Cell 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

The two subsequent meetings have been conducted to propagate information regarding counselling and support services in campus and ensure that students, faculty and staff are promote awareness about sexual harassment through educational initiatives which encourages and foster a respectful and safe campus environment.

The cell organized gender sensitization programs in collaboration with other cells. The awareness about sexual harassment through educational initiatives which encourages and fosters secure ambience is initiated. To develops principles and procedures for combating any kind of harassment.

### **Action Taken**

- The cell is committed to provide a neutral, confidential and supportive environment for members of the campus community.
- The frequent checks have been done by the cell members along with vice principal
- Anti-Sexual Harassment Cell was a proactive role in averting instances of sexual harassment
- The disciplinary action was predefined in the form of warning, written apology, debarring entry campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even expulsion.

### **Output**

The Cell deal with cases of discrimination and sexual harassment against girl's students, employee in a time bound manner and provided platform to express themselves. Due to conducive ambience and attitude of mutual respect, the cell is motioning successfully and feels pride to announce that there no single complaint registered in the campus.

  
**Co-ordinator**  
**IQAG**  
**Indira Mahavidyalaya**  
**Kalamb**

  
Signature & stamp  
**Prof. S.Y. Bhakhdive**  
Head  
Department of Home-Economics.  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401  
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade  
Mob. No. Principal- 9422867658, Vice-Principal -9420199479  
E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

All the staff member and students are hereby informed that as per UGC Guideline for the session 2021-22, with the following faculty members are nominated as a member of Anti-Sexual Harassment Cell.

**Anti-Sexual Harassment Cell:**

Sr. No	Name of member	Designation	Responsibility
1	Prof. R. M. Wath	Head. Dept. of Commerce	President
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Economics	Member
3	Prof. M.P. Rakhunde	Dept. of Commerce	Member
4	Prof. S. S. Raut	Director of Physical Education	Member
5	Dr. G. P. Urkunde	Librarian	Employees Member
6	Ku. A. V. Bhojar	Non-Teaching	Employees Member
7	Add. V. R. Mandavkar	Advocate	Legal Experts
8	Prajakta Zoting	Students	Student Member
9	Snehal Amde	Students	Student Member

  
Co-ordinator  
IQAS  
Indira Mahavidyalaya  
Kalamb

  
Signature & stamp  
Prof. S. Y. Lakhadive  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal



Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

## **Annual Report of Anti-Sexual Harassment Cell**

**Year: 2021 – 22**

The Cell deals with issues relating to sexual harassment in the college campus. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment dealt properly and confidently with appropriate mechanism. The systematic mechanism to prevent sexual harassment by promoting awareness about the issue of gender equality among staff, students and other employees is executed, safe environment for students in the college.

The cell prepares a detailed plan of actions for academic year and executes it. The two meetings have been conducted to disseminate the actions and planning about counselling and support services in campus and ensure that students, faculty and staff are promote awareness about sexual harassment through sharp initiatives which encourages and foster a respectful and safe campus environment.

The cell organizes gender sensitization programs in collaboration with other cells. Conduct formal inquiry and investigate and take decisions upon complaint if any occurred in the campus.

### **Action Taken**

- To develops principles and procedures for combating sexual harassment The institution attempted to uphold the constitutional mandate ensuring the Anti-Sexual Harassment policies duly formed in the college to look into and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees in the institution.
- The college has been vigilant about instances of gender discrimination, victimization and abuse, and acts promptly to address, redress any issues that violated the provisions of the Act.
- Anti-Sexual Harassment Cell was a proactive role in averting instances of sexual harassment.

### **Output**

The cell has satisfactory words to foretell that there no single complaint registered in the campus

  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

  
Signature & stamp  
**Prof. S.Y. Lakhdive**  
Head  
Department of Home-Economics,  
Indira Mahavidyalaya Kalamb  
Dist Yavatma-

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website - [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

All the staff member and students are hereby informed that as per UGC Guideline for the session 2020-21, with the following faculty members are nominated as a member of Anti-Sexual Harassment Cell.

**Anti-Sexual Harassment Cell:**

Sr. No	Name of member	Designation	Responsibility
1	Prof. R. M. Wath	Head. Dept. of Commerce	President
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Economics	Member
3	Prof. M.P. Rakhunde	Dept. of Commerce	Member
4	Prof. S. S. Raut	Director of Physical Education	Member
5	Dr. G. P. Urkunde	Librarian	Employees Member
6	Ku. A. V. Bhojar	Non-Teaching	Employees Member
7	Add. V. R. Mandavkar	Advocate	Legal Experts
8	Prajakta Zoting	Students	Student Member
9	Snehal Amde	Students	Student Member

  
**Co-ordinator**  
IQAC  
Indira Mahavidyalaya  
Kalamb

  
Signature & stamp  
**Prof. S.Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma

  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

## **Annual Report of Anti-Sexual Harassment Cell**

**Year: 2020 – 21**

Due to COVID 19 Pandemic the two virtual meetings have been conducted to propagate information regarding counselling and support services in campus and ensure that students, faculty and staff are promote awareness about sexual harassment through educational initiatives which encourages and foster a respectful and safe campus environment. Anti-Sexual Harassment Cell was a proactive role in averting instances of sexual harassment.

### **Action Taken**

- To furnish the safeguards against anti ragging incidents. The participatory role of all the stakeholders is explained which leads to direct the exploitation free ambience within college campus.
- To develop principles and procedures for combating sexual harassment, the policies and proper mechanism is adopted.

### **Output**

A wide vigilance on campus ensures the safe and conducive environment Due to the whole hearted intention to prevent harassment cases in the campus, there is no occurrence of single issue or complaint registered in the campus in the entire session.

  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

  
Signature & stamp  
**Prof. S.Y. Lakshidive**  
Head  
Department of Home-Economics,  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401  
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade  
Mob. No. Principal- 9422867658, Vice-Principal -9420199479  
E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

All the staff member and students are hereby informed that as per UGC Guideline for the session 2019-20, with the following faculty members are nominated as a member of Anti-Sexual Harassment Cell.

**Anti-Sexual Harassment Cell:**

Sr. No	Name of member	Designation	Responsibility
1	Prof. R. M. Wath	Head. Dept. of Commerce	President
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Economics	Member
3	Prof. M.P. Rakhunde	Dept. of Commerce	Member
4	Prof. S. S. Raut	Director of Physical Education	Member
5	Dr. G. P. Urkunde	Librarian	Employees Member
6	Ku. A. V. Bhojar	Non-Teaching	Employees Member
7	Add. V. R. Mandavkar	Advocate	Legal Experts
8	Prajakta Zoting	Students	Student Member
9	Snehal Amde	Students	Student Member

  
**Co-ordinator**  
**IGAC**  
Indira Mahavidyalaya  
Kalamb

  
Signature & stamp  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

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## Annual Report of Anti-Sexual Harassment Cell

Year: 2019 – 20

To spread the awareness among the student a detailed orientation program was conducted for students to make them aware of the college strategic plan on Anti-Sexual Harassment policies. This includes making aware of the functioning and quick help and contact in case of any incident

Anti-Sexual Harassment Cell coordinated two meetings aiming to furnish the safeguards against incidents occurred in the campus. The participatory discussion leads to direct the stiff free ambience within college campus. The disciplinary action is predefined in the form of warning, written apology, debarring entry campus, suspension for a specific period of time.

### Action Taken

- To promote a culture of respect, empathy, and camaraderie among students, and to suggest measures to tighten vigil against any act which constitutes ragging various disciplinary and statutory actions are announced.
- Anti-Sexual Harassment Cell formed and deployed some statutory actions to monitor the campus and neighbourhood. The priority has been given regarding any incident prevention and ragging free campus.
- An orientation program was conducted for the newly admitted students to make them aware of the College policies of any mishappening and Suggestions had been given about quick help and contact in case of any incident.

### Output

The collective efforts and cooperation, Anti-Sexual Harassment Cell is pleased to say that there is no single issue or complaint registered in the campus about the exploitation and harassment in the academic session 2019-20.

  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**

  
Signature & stamp  
**Prof. S.Y. Lakshdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
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All the staff member and students are hereby informed that as per UGC Guideline for the session 2018-19, with the following faculty members are nominated as a member of Anti-Sexual Harassment Cell.

**Anti-Sexual Harassment Cell:**

Sr. No	Name of member	Designation	Responsibility
1	Prof. R. M. Wath	Head. Dept. of Commerce	President
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Economics	Member
3	Prof. M.P. Rakhunde	Dept. of Commerce	Member
4	Prof. S. S. Raut	Director of Physical Education	Member
5	Dr. G. P. Urkunde	Librarian	Employees Member
6	Ku. A. V. Bhojar	Non-Teaching	Employees Member
7	Add. V. R. Mandavkar	Advocate	Legal Experts
8	Ku. V. P. Pampattiwa	Students	Student Member
9	Ku. R. G. Barde	Students	Student Member

  
**Prof. S.Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

  
**Co-ordinator**  
**IQAG**  
Indira Mahavidyalaya  
Kalamb

  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

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## Annual Report of Anti-Sexual Harassment Cell

Year: 2018 – 19

To prevent and eliminate incidents of ragging within the college premises and, in the neighborhood Anti-Sexual Harassment Cell regularly arranged the counselling to the students and staff members through various initiatives and activities.

The two meetings have been conducted to follow up the actions and planning about counselling and support services in campus and ensure that students, faculty and staff promoting awareness about sexual harassment which encourages and foster a respectful and safe campus environment. It had been discussed to arrange the program of Damini Pathak to make the student aware about consequences.

An Awareness meeting was conducted for the parents and other stakeholders regarding harassment and its the anti -effects as well as punishments.

### Action Taken

- The programme of Damini Pathak from Police department was conducted to enlighten the policies against the discrimination underestimation and measures were suggested to the students.
- The perspective plan for conduct an overall check to ensure the safety and well-being of the students was outlined.
- As per the Principal's advice the various measures are commenced that students feel safe by adopting ZERO tolerance so that no incident was occurred in the campus and exhorted students to aim for higher education with the institution.

### Output

The Anti-Sexual Harassment Cell is motioning with robust mechanism to prevent incidents or complaints. Due to diligent checks and campus awareness and active involvement with cooperation of faculty and students, there have been no single issue or complaint registered in the campus.

  
**Co-ordinator**  
**IGAC**  
**Indira Mahavidyalaya**  
**Kalamb**

  
**Prof. S.Y. Lakhdive**  
**Head**  
**Department of Home-Economics**  
**Indira Mahavidyalaya Kalamb**  
**Dist. Yavatma.**



**INDIRA MAHAVIDYALAYA,  
KALAMB  
DIST. YAVATMAL**

**ANTI-SEXUAL HARASSMENT CELL  
MEETING NOTICE**



# Notice

Dr. Yashwant Moreshwar Dondle SarwajaniKshikshaniK Trust's  
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## ANTI-SEXUAL HARASSMENT CELL

2022-2023

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 24/ 07/ 2022at 2:00 pm in ICTRoom.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Shri. V. R. Takale	Non-Teaching	
6	Ku. A. V. Bhoyar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Vilas Bhusari	Students	
9	Ruchita Santosh Dukare	Students	

  
Signature & stamp  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

# Notice

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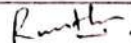
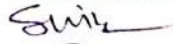
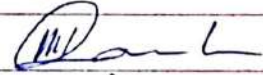

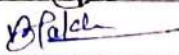
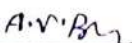
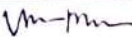
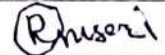

## ANTI-SEXUAL HARASSMENT CELL

2022-2023

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 18/09/2022 at 1:30 pm in ICT Room.


### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Shri. V. R. Takale	Non-Teaching	
6	Ku. A. V. Bhojar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Vilas Bhusari	Students	
9	Ruchita Santosh Dukare	Students	

  
Signature & stamp  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalam  
Dist Yavatma.

# Notice

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## ANTI-SEXUAL HARASSMENT CELL

2022-2023

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 19/ 03/ 2023 at 12-45 pm in ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Shri. V. R. Takale	Non-Teaching	
6	Ku. A. V. Bhojar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Vilas Bhusari	Students	
9	Ruchita Santosh Dukare	Students	

  
Signature & stamp  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

# Notice

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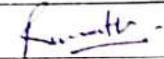
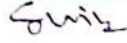



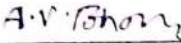
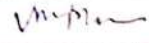
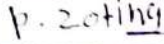
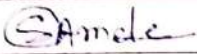
## ANTI-SEXUAL HARASSMENT CELL

2021-2022

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 23/ 07/ 2021 at 12:30 pm in ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
6	Ku. A. V. Bhoyar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta zoting	Students	
9	Snehal Amde	Students	

  
Signature & stamp  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

# Notice

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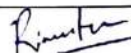
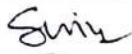



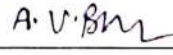
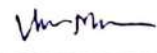

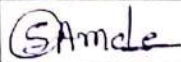
## ANTI-SEXUAL HARASSMENT CELL

2021-2022

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 19/ 01/ 2022 at 3:00 pm in ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
6	Ku. A. V. Bhojar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta zoting	Students	
9	Snehal Amde	Students	

  
Signature & stamp  
Prof. S. Y. Lakhadive  
Head  
Department of Home-Economics.  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

# Notice

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's

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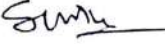



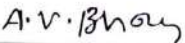
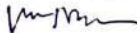
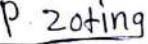
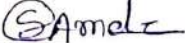
## ANTI-SEXUAL HARASSMENT CELL

2020-2021

### Meeting Notice

The following members are hereby informed to remain join for the meeting on Date 25/ 09/ 2020 at 3:00 pm in zoom platform.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
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Signature & stamp  
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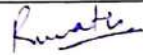
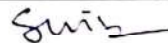
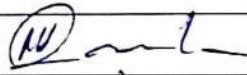


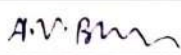
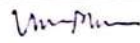
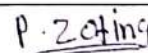
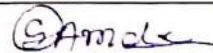
## ANTI-SEXUAL HARASSMENT CELL

2020-2021

### Meeting Notice

The following members are hereby informed to remain join forthe meeting on Date 18/ 12/ 2020at 3:00 pm in zoom platform.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
6	Ku. A. V. Bhoyar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Zoting	Students	
9	Snehal Amde	Students	

  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

# Notice

Dr. Yashwant Moreshwar Donde SarwajanikShaikshanik Trust's  
**INDIRA MAHAVIDYALAYA KALAMB**  
DIST. YAVATMAL, MAHARASHTRA 445401  
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade  
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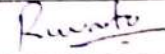
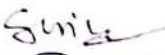

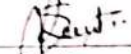

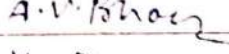
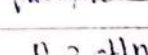
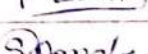
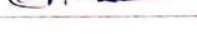
## ANTI-SEXUAL HARASSMENT CELL

2020-2021

### Meeting Notice

The following members are hereby informed to remain join forthe meeting on Date 16/ 02/ 2021at 3:00 pm in zoom platform.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
6	Ku. A. V. Bhoyar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Zoting	Students	
9	Snehal Amde	Students	

  
**Prof. S.Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalam  
Dist. Yavatma.



# Notice

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's

**INDIRA MAHAVIDYALAYA KALAMB**

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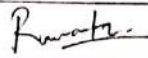
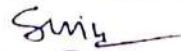


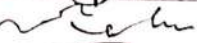
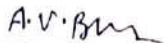
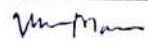
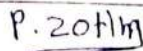
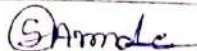
## ANTI-SEXUAL HARASSMENT CELL

2019-2020

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 21/ 06/ 2019 at 12:45 pm in ICT Room.



### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
6	Ku. A. V. Bhoyar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Zoting	Students	
9	Snehal Amde	Students	

  
**Prof. S.Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

# Notice

Dr. Yashwant Mureshwar Dondé Sarwajotikshaikshantik Trust's  
**INDIRA MAHAVIDYALAYA KALAMB**  
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Tele. (07201) 226147/226129 NAAC Accredited B+ Grade  
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E-mail - inmkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com



## ANTI-SEXUAL HARASSMENT CELL

2019-2020

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 23/ 09/ 2019 at 2.15 pm in ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
6	Ku. A. V. Bhoyar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Zoting	Students	
9	Snehal Amde	Students	

  
Signature & stamp  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

# Notice

Dr. Yashwantrao Moreishwar Donda Sarwajanik Shaikshaniik Trust's  
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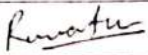
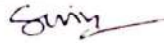
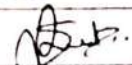

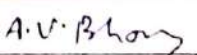
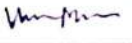
## ANTI-SEXUAL HARASSMENT CELL

2019-2020

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 15/ 01/ 2020 at 2:45 pm in ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
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7	Add. V. R. Mandavkar	Advocate	
8	Prajakta Zoting	Students	
9	Snehal Amde	Students	

  
Signature & stamp  
**Prof. S. Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalam  
Dist Yavatma.

# Notice

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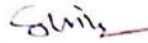

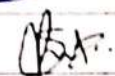

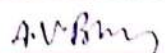
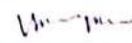
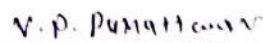
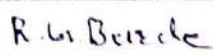
## ANTI-SEXUAL HARASSMENT CELL

2018-2019

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 23/ 09/ 2018 at 1:00 pm in ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhdive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
6	Ku. A. V. Bhojar	Non-Teaching	
7	Add. V. R. Mandavkar	Advocate	
8	Ku. V. P. Pampattiwar	Students	
9	Ku. R. G. Barde	Students	

  
**Prof. S. Y. Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

# Notice

Dr. Yashwant Moreshwar Dondre Sarvagyanik Shaikshanik Trust's

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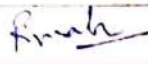
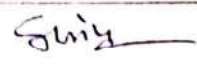


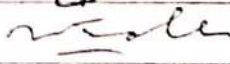
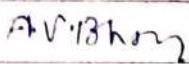
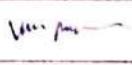
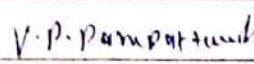
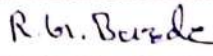
## ANTI-SEXUAL HARASSMENT CELL

2018-2019

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 15/01/2019 at 2:00pm ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
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8	Ku. V. P. Pampattiwar	Students	
9	Ku. R. G. Barde	Students	

  
**Prof. S.Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

# Notice

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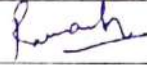

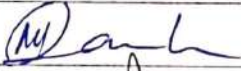


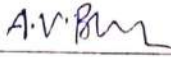
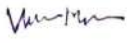
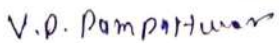
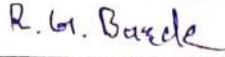
## ANTI-SEXUAL HARASSMENT CELL

2018-2019

### Meeting Notice

The following members are hereby informed to remain present for the meeting on Date 15/ 03/ 2019 at 1:45 pm ICT Room.

### Anti-Sexual Harassment Cell

Sr. No	Name of member	Designation	Signature
1	Prof. R. M. Wath	Head. Dept. of Commerce	
2	Prof. S. Y. Lakhadive	Head. Dept. of Home-Eco	
3	Prof. M.P. Rakhunde	Dept. of Commerce	
4	Prof. S. S. Raut	Director of physical edu.	
5	Dr. G. P. Urkunde	Librarian	
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7	Add. V. R. Mandavkar	Advocate	
8	Ku. V. P. Pampattiwar	Students	
9	Ku. R. G. Barde	Students	

  
**Prof. S.Y. Lakhadive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

**INDIRA MAHAVIDYALAYA,**

**KALAMB**

**DIST. YAVATMAL**

**MINUTES OF THE MEETING**

**ANTI-SEXUAL HARASSMENT**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**  
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**Minutes of the Anti-Sexual Harassment Cell**  
**Year: 2022-23**  
**First Meeting**

Date: - 24/07/2022

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2022- 23 held on 24 July 2022 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2022-23 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 16 March 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2022- 23 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the member present.

  
Signature & stamp  
**Prof. S.Y. Wath**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.



Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
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**Minutes of the Anti-Sexual Harassment Cell**  
**Year: 2022-23**  
**Second Meeting**

Date: - 18/09/2022

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2022- 23 held on 18 September 2022 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2022-23 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 24 July 2022 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2022- 23 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
Signature & stamp  
**Prof. S.Y. Lokhdive**  
Head  
Department of Home-Economics,  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**  
DIST. YAVATMAL, MAHARASHTRA 445401  
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade  
Mob. No. Principal- 9422867658, Vice-Principal -9420199479  
E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

**Minutes of the Anti-Sexual Harassment Cell**

**Year: 2022-23**

**Third Meeting**

Date: - 19/03/2023

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2022- 23 held on 19 March 2023 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2022-23 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 18 September 2022 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2022- 23 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
Signature & stamp  
**Prof. S.Y. Wath**  
Head  
Department of Home-Economics  
ndira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**  
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## Minutes of the Anti-Sexual Harassment Cell

Year: 2021-22

### First Meeting

Date: - 23/07/2021

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2021- 22 held on 23 July 2021 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2021-22 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 16 February 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2021- 22 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
**Prof S.Y.Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalam  
Dist. Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

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Mob. No. Principal- 9422867658, Vice-Principal -9420199479  
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**Minutes of the Anti-Sexual Harassment Cell**

**Year: 2021-22**

**Second Meeting**

Date: - 09/01/2022

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2021- 22 held on 9 January 2022 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2021-22 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 23 July 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2021- 22 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
**Prof. S.Y. Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's

## **INDIRA MAHAVIDYALAYA, KALAMB**

DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in) Website - [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

### **Minutes of the Anti-Sexual Harassment Cell**

**Year: 2020-21**

#### **First Meeting**

Date: - 25/09/2020

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2020- 21 held on 25 September 2020 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2020-21 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 15 January 2020 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2020- 21 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
**Prof. S.Y. Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

Dr. Yashwant Moreshwar Dondé Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

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**Minutes of the Anti-Sexual Harassment Cell**

**Year: 2020-21**

**Second Meeting**

Date: - 18/12/2020

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2020- 21 held on 18 December 2020 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2020-21 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 25 September 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2020- 21 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Cell were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
Signature & stamp  
**Prof. S.Y. Lakshdive**  
Head  
Department of Home-Economics,  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Dondre Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

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**Minutes of the Anti-Sexual Harassment Cell**  
**Year: 2020-21**  
**Third Meeting**

Date: - 16/02/2021

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2020- 21 held on 16 February 2021 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2020-21 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 18 December 2020 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2020- 21 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
Signature & stamp  
**Prof. S.Y. Wadhive**  
Head  
Department of Home-Economics,  
Indira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**  
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### **Minutes of the Anti-Sexual Harassment Cell**

**Year: 2019-20**

#### **First Meeting**

Date: - 21/06/2019

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2019- 20 held on 21 June 2019 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2019-20 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 15 March 2019. And the house gave confirmation to the minutes.
- ❖ As there is not a single complaint has been logged by any student in the session 2019-20 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
**Prof. S.Y. Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.



Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**  
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## Minutes of the Anti-Sexual Harassment Cell

Year: 2019-20

### Second Meeting

Date: - 23/09/2019

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2019- 20 held on 23 September 2019 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2019-20 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 21 June 2019. And the house gave confirmation to the minutes.
- ❖ Discussion regarding measures to be taken for prevention and prohibition of any kind of Harassment in the college campus. Anti-sexual harassment cell was suggested to take disciplinary procedures and steps in this regard.
- ❖ Since there is no single matter of complaint from the student and staff side in the last session so it reflects a exploitation, harassment free campus. The college authority and Anti-Sexual Harassment Celle were satisfied.

Since there is no matter to discuss the meeting ended with thanks giving and regard to all the members present.

  
Signature & stamp  
**Prof. S.Y. Lokhdive**  
Head  
Department of Home-Economics.  
ndira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**  
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**Minutes of the Anti-Sexual Harassment Cell**  
**Year: 2019-20**  
**Third Meeting**

Date: - 15/01/2020

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2019- 20 held on 15 January 2020 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2019-20 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 23 September 2019 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2019- 20 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

Since there is no matter to discuss the meeting ended with thanks giving and regard to all the members present.

  
**Prof. S.Y. Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshani Trust's  
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**Minutes of the Anti-Sexual Harassment Cell**  
**Year: 2018-19**  
**First Meeting**

Date: - 23/09/2018

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2018- 19 held on 23 September 2018 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2018-19 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 21 March 2018 And the house gave confirmation to the minutes.
- ❖ As there is not a single complaint has been logged by any student in the session 2018-19 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
**Prof. S.Y. Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalamb  
Dist. Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanic Trust's  
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**Minutes of the Anti-Sexual Harassment Cell**

**Year: 2018-19**

**Second Meeting**

Date: - 15/01/2019

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2018- 19 held on 15 January 2019 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2018-19 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 23 September 2018. And the house gave confirmation to the minutes.
- ❖ Discussion regarding measures to be taken for prevention and prohibition of any kind of Harassment in the college campus. Anti-Sexual Harassment Cell was suggested to take disciplinary procedures and steps in this regard.
- ❖ Since there is no single matter of complaint from the student and staff side in the last session so it reflects a exploitation, harassment free campus. The college authority and Anti-Sexual Harassment Celle were satisfied.

Since there is no matter to discuss the meeting ended with thanks giving and regard to all the members present.

  
Signature & stamp  
**Prof. S.Y. Wadhive**  
Head  
Department of Home-Economics,  
ndira Mahavidyalaya Kalamb  
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
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## Minutes of the Anti-Sexual Harassment Cell

Year: 2018-2019

### Third Meeting

Date: - 15/03/2019

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2018- 19 held on 15 March 2019 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2018-19 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 15 January 2019 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2018- 19 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.

  
**Prof. S.Y. Lakhdive**  
Head  
Department of Home-Economics  
Indira Mahavidyalaya Kalam  
Dist. Yavatma.