

Date:25/09/2020

NOTICE

All the members of Internal Complaint Committee are requested to remain present for zoom meeting at 2.00 pm on Saturday, 03/10/2020

Agenda of the meeting:

- Welcome all members for new academic year 2020-21
- To Review Annual report of Vishakha Women Welfare Committee/ Internal Complaint Committee for previous Academic year 2019-20
- Activities for this year.
- Addition point or issue if any

K.b. Pawar
Mrs. Khushbu Pawar

Chairperson

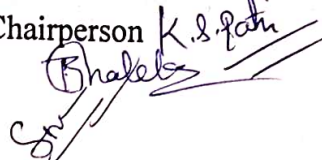




Vishakha Women Welfare Committee

/Internal Complaint Committee(ICC)

Principle
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Ashoka Education Foundation's
Ashoka Center for Business and
Computer Studies, Nashik



Internal Complaint Committee**Minutes of Meeting****Date of Conduction: 03/10/2020****Time: 2:00 to 2:30pm****Venue: Zoom Meeting****Meeting Attended by:**

- Mrs. Khushbu Pawar-Chairperson 
- Mrs. Pratima Jagale 
- Mrs. Sonali Ingle 
- Mr. Rahul Sonawane 
- Mr. Kiran Bhamare 

Agenda Points:


- **Orientation and welcome of Vishakha Women welfare Committee/ICC:** Mrs. Khushbu Pawar welcomed all the members of the Committee and also orient all the members about objectives, functioning of ICC.
- **Activity Conduction:** Committee Decided to conduct 2 activities related to create awareness among employees and students about Gender sensitivity, gender equality, POSE act, Celebration of women's day etc. and she also mention that all the activities are in online mode due to covid 19 pandemic.
- The presiding officer conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every quarter on a regular basis or earlier, if need arise. Meeting ended with vote of thanks by Chairperson.


Mrs. Khushbu Pawar

Chairperson

Vishakha Women Welfare Committee

/Internal Complaint Committee(ICC)


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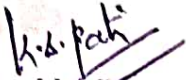
Date:22/02/2021

NOTICE

All the members of Internal complaint committee are requested to remain present for Zoom meeting at 2.00 pm on Thursday, 25/02/2021 .

Agenda of the meeting:

1. Review of Previous Meeting Minutes
2. Updates on Grievances if any
3. Women's Day Celebration
4. Additional issues if any.

**Mrs. Khushbu Pawar****Chairperson****Vishakha Women Welfare Committee****/Internal Complaint Committee(ICC)****PRINCIPAL**
Ashoka Education Foundation's
Ashoka Center for Business and
Computer Studies, Nashik

Internal Complaint Committee Minutes of Meeting

Date of Conduction: 25/02/2022

Time: 2:00 to 2:45pm

Venue: Zoom Meeting

Meeting Attended by:

- Mrs. Khushbu Pawar-Chairperson
- Mrs. Pratima Jagale
- Mrs. Sonali Ingle
- Mr. Rahul Sonawane
- Mr. Kiran Bhamare

K. P. Patil
Pratima Jagale
Sonali Ingle
Rahul Sonawane
Kiran Bhamare

Presenting minutes of meeting of previous meeting

Action taken Report:

- Expert Session Expert Session "Seminar on "Vishakha" Women Welfare : Vishaka Samiti" in online mode and Dr. Asmita Vaidya Principal, Government Law College, Mumbai called as an expert.

Agenda Points:

- **Complaint:** The Committee noted that no complaint of sexual harassment has been received from any employee /Student till date as no students were coming physically in campus and limited faculties are coming to college.
- **Review of the activities planned.:** Activities planned for Women's day Celebration – Session on "Women Sexual Harassment at Workplace"



Internal Complaint Committee

Minutes of Meeting

Date of Conduction: 25/02/2021

Time: 2:00 to 2:45pm

Venue: Zoom Meeting

Meeting Attended by:

- Mrs. Khushbu Pawar-Chairperson *K.s. Pawar*
- Mrs. Pratima Jagale *P. Jagale*
- Mrs. Sonali Ingle *S. Ingle*
- Mr. Rahul Sonawane *R. Sonawane*
- Mr. Kiran Bhamare *K. Bhamare*

Presenting minutes of meeting of previous meeting

Action taken Report:

- Expert Session Expert Session "Seminar on "Vishakha" Women Welfare : VishakaSamiti" in online mode and Dr. Asmita Vaidya Principal, Government Law College, Mumbai called as an expert.

Agenda Points:

- **Complaint:** The Committee noted that no complaint of sexual harassment has been received from any employee /Student till date as no students were coming physically in campus and limited faculties are coming to college.
- **Review of the activities planned.:** Activities planned for Women's day Celebration – Session on "Women Sexual Harassment at Workplace"



Date:30/04/2021

NOTICE

All the members of Internal complaint committee are requested to remain present for Zoom meeting at 3.00 pm on Wednesday, 05/05/2021.

Agenda of the meeting are:

Agenda of the meeting are:

- 1) Review of last MOM
- 2) Annual Report Presentation
- 3) Additional issues if any.

K.S. Pawar
Mrs. Khushbu Pawar

Chairperson

Vishakha Women Welfare Committee

/Internal Complaint Committee(ICC)



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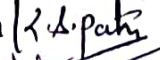
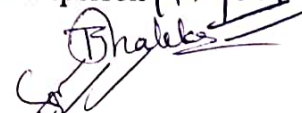



Internal Complaint Committee

Minutes of Meeting

Date of Conduction: 05/05/2021

Time: 3:00 to 3:45 pm

Meeting Attended by:

- Mrs. Khushbu Pawar-Chairperson 
- Mrs. Pratima Jagale 
- Mrs. Sonali Ingle 
- Mr. Rahul Sonawane 
- Mr. Kiran Bhamare 

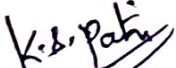
Review of previous meeting minutes of meeting

Action taken Report:

- Women's day celebrated by having an session on "Women Sexual Harassment at Workplace"
By adv. Pallavi Supekar

Agenda Points:

- **Complaint:** The Committee noted that no complaint of sexual harassment has been received from any woman employee as well as from students of any department.
- **Annual Report Preparation:** Mrs. Khushbu Pawar as chairperson prepared Annual report of ICC activities and presented same in meeting
- Meeting ended with vote of thanks by Chairperson.


Mrs. Khushbu Pawar

Chairperson

Vishakha Women Welfare Committee

/Internal Complaint Committee (ICC)




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Annual Report of Internal Complaint Committee (ICC)

for Academic Year 2020-21

ICC has been constituted as per the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' as passed by the Parliament of India to provide protection against sexual harassment of women at workplace and redressal of associated complaints. This committee shall address sexual harassment issues faced by girl students/women staff inside the college premises. The committee is functional with the following members

Sr. No	Name	Designation	Position
1	Mrs.Khusbu Pawar	Assistant Professor	Chairperson& Member
2	Mrs. Pratima Jagale	Assistant Professor	Member
4	Mrs. Mrs. Sonali Ingle	Assistant Professor	Member
5	Mr. Rahul Sonawane	Assistant Professor	Member
6	Mr. Kiran Bhamare	Non-Teaching	Member

Complaint Details:

Sr.No	Number complaint Received	No. of Complaint Dispose off	Number of Complaints pending more than 90 days	Remark
Nil	Nil	Nil	Nil	Nil



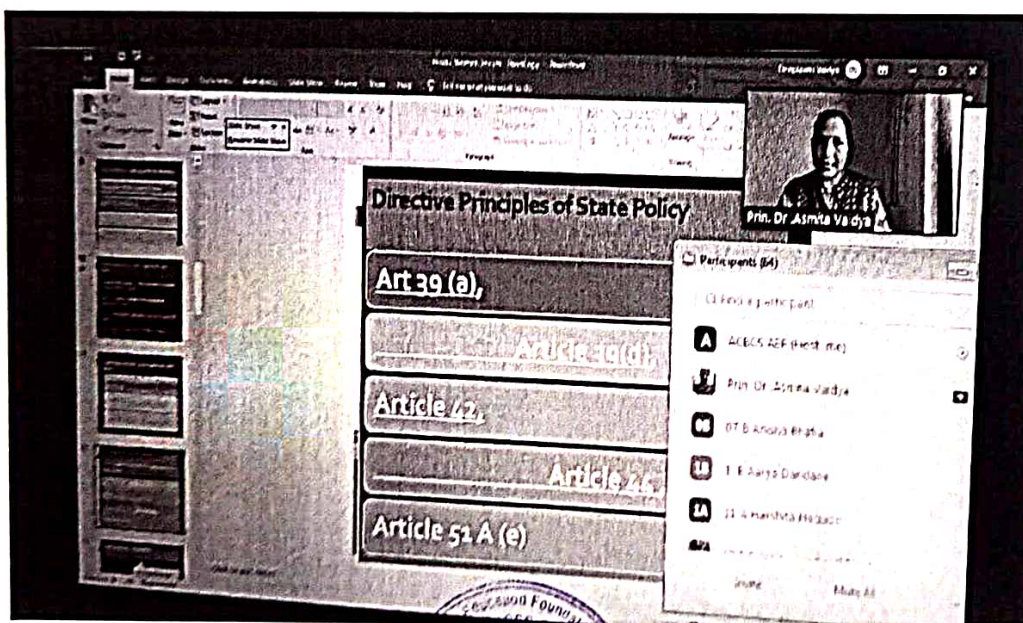
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Details about the activities carried out under ICC:

Sr.No	Activity	Date
1	Expert Session Women Rights”	10 th October 2020
2	Women’s Day- session on “Women sexual harassment at workplace “	8 th March 2021

1. Expert Session “Expert Session Women Rights”

Vishkha Women Welfare Committee successfully conducted a session on Women’s rights and had invited Dr. Asmita Vaidya, Principal of NBT Law College. The expert, Dr. Asmita Vaidya had thrown light on how we as responsible citizens can raise women to achieve and acquire position in every spectrum. This would happen only if we consider ‘Women rights are human rights ‘. It’s important to show fortitude and be empathetic towards what situation a woman is going through. Girls trafficking, sexual harassment, dowry, rape has become headline on a daily basis. However, it’s high time to respond in an effective manner to raise women as human.



2. Women’s Day- session on “Women sexual harassment at workplace “



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A Session on
**WOMEN SEXUAL HARASSMENT
AT WORK PLACE**

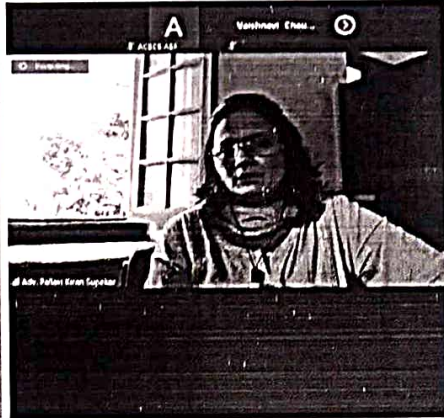
Organized by
Vishakha women welfare committee

Time : 2.00 pm to 3.00 pm
Date : 8th March, 2021

Session Live on Zoom platform
shorturl.at/yJTVO
Meeting ID : 888 07217872
Passcode : dFceE7



Adv. Pallavi K. Supekar
Law instructor,
Maharashtra
Police Academy,
Nashik



Participants (13)

Participant Name	Time
Adv. Pallavi K. Supekar	9:00
Adv. Pallavi K. Supekar	9:00
Adv. Pallavi K. Supekar	9:00
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K.S. Patil

Mrs. Khushbu Pawar
Chairperson
Vishakha Women Welfare Committee
Internal Complaint Committee (ICC)

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