



Women's Education Society's

Smt. Mathubai Garware Kanya Mahavidyalaya, Sangli.

S. T. Stand Road, Sangli 416 416. (Maharashtra)

Tel.: 0233-2332318 BBA/BCA, Fax: 0233-2330293 E-mail : mathubai@yahoo.com, Website: www.mgkanyasangli.edu.in

Since : 1972
(NAAC 'A' Grade)

(Affiliated to Shivaji University, Kolhapur-Code KM77) (Jr. College Index No. 22.08.007)
Smt. Dr. Lata Govind Deshpande MBBS, Chairperson, Women's Education Society, Sangli.

Ref. No.: KM /

Date:

5.1.4

As per the UGC guidelines and the directives of the Supreme Court, the college has an Anti-Ragging Committee and Internal Complaints Committee, which hold meetings at regular intervals. All notices, agenda and minutes for these meetings are herewith attached in the regional language in Marathi




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI.

Women's Education Society's
SMT. MATHUBAI GARWARE KANYA MAHAVIDYALAYA, SANGLI
Internal Complaints committee
2017-2018 to 2020-2021

- I) **Presiding Officer**
Smt. Urmila Narsigrao Kshirsagar
- II) **Faculty Member**
Dr. Nandini Ganpati Kale
Dr. Vinayak Madhukar Honmore
- III) **Non-Teaching Employees**
Smt. Pratibha Madhav Kulkarni
Smt. Bhakti Bhaskar Tamhankar
- IV) **Students**
Miss. Pournima Upalavikar
Miss. Fiza Shaikh
- V) **External Member**
Adv. Smt. S. G. Kunte



S. G. Kunte

Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

Women's Education Society's
SMT. MATHUBAI GARWARE KANYA MAHAVIDYALAYA, SANGLI
Internal Complaints committee
2021-2022

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- II) **Faculty Member**
Dr. Nandini Ganpati Kale
Dr. Vinayak Madhukar Honmore
- III) **Non-Teaching Employees**
Smt. Pratibha Madhav Kulkarni
Smt. Bhakti Bhaskar Tamhankar
- IV) **Students**
Miss. Supriya Waghmode
Miss. Megha Kumbhar
- V) **External Member**
Adv. Smt. Meghana Limaye



Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

Women's Education Society's
SMT. MATHUBAI GARWARE KANYA MAHAVIDYALAYA, SANGLI
Anti Ragging Committee
2017-2018

- President** - Principal Dr. R.G. Kulkarni
Co-ordinator - Dr. N.G. Kale
Member - Dr. M B. Malage
Member - Dr. Nilima Limaye
Student - Miss. Pournima Upalavikar
Student - Miss. Fiza Shaikh



Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

Women's Education Society's
SMT. MATHUBAI GARWARE KANYA MAHAVIDYALAYA, SANGLI
Anti Ragging Committee
2018-2019

- President** - Principal Dr. R.G. Kulkarni
- Co-ordinator** - Dr. N.G. Kale
- Member** - Dr. M B. Malage
- Member** - Dr. Nilima Limaye
- Member** - Smt. Trupti Chavan, P.S.I




Principal,
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Anti Ragging Committee
2019-2020 to 2020-2021

- President** - Principal Dr. R.G. Kulkarni
- Co-ordinator** - Dr. N.G. Kale
- Member** - Dr. M B. Malage
- Member** - Dr. Nilima Limaye
- Member** - Smt. Pradnya Deshmukh




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2021-2022

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- Member** - Adv. Smt. Meghana Limaye
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SANGLI.



"A" Re-accredited
By NAAC (2014)
With CGPA-3.10

SHIVAJI UNIVERSITY, KOLHAPUR - 416 004
Phone : EPABX -2609000 PG Admisstion - 2609112 & 2609189
Fax : +91-231-2601533 & 2692333 Website: www.unishivaji.ac.in

शिवाजी विद्यापीठ, कोल्हापूर ४१६ ००४

फोन : इपीबीएक्स -२६०९००० पी.जी. प्रवेश २६०९१४२ व २६०९४८९

फॅक्स - +९१-२३१-२६९५३३ व २६९२३३ email: pgadmission@unishivaji.ac.in

सं.क :-शिवाजी वि/पदव्युत्तर प्रवेश /एसआरपी 94

दि. २०/०८/२०१५

परिपत्रक

प्रति,

१ मा प्राचार्य
सर्व संलग्नित महाविद्यालये,
मान्यताप्राप्त शैक्षणिक संस्था

२ आधिविभाग प्रमुख
सर्व पदवी / पदव्युत्तर
अधिविभाग
शिवाजी विद्यापीठ कोल्हापूर.

विषय: अॅन्टी रॅगिंग बाबत.....

महोदय / महोदया,

उपरोक्त विषयाच्या संदर्भात आपणास आदेशान्वये कळविण्यात येते की, सर्वोच्च न्यायालयाच्या निर्णयानुसार व युजीसीच्या मार्गदर्शक सुचनेनुसार आपल्या महाविद्यालयातील/अधिविभागातील प्रवेशित विद्यार्थ्यांकडून व त्यांच्या पालकांकडून "अॅन्टीरॅगिंग संदर्भात ऑनलाईन हमीपत्र घेण्याचे आहे. सोबत UGC च्या पत्राची प्रत माहितीकरीता व पुढील कार्यवाहीकरीता जोडलेली आहे.

त्यानुसार सन २०१५-१६ या शैक्षणिक वर्षातील प्रवेशित विद्यार्थी व त्यांच्या पालकांकडून "अॅन्टीरॅगिंग" संदर्भातील Online हमीपत्र भरून घेवून या संदर्भातील केलेली कार्यवाही या कार्यालयास दि. 15/10/2015 पुर्वी कळवावी.

16
~~Ms. S. K. Kulkarni~~
Mrs. N. G. Kale
Anti Ragging file
माहिती कोळंबीगे
24-8-15

आपला विश्वासू

[Signature]
प्रभाषी कुलसचिव

Smt. Mathubai Garware
KANYA MAHAVIDYALAYA
SANGLI
Inward No. KMA/10/15/75
Date 29-AUG-2015



[Signature]
Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI



प्रो. (डॉ.) जसपाल एस. सन्धू

सचिव

Prof. Dr. Jaspal S. Sandhu

MBBS, MS (Ortho), DSM, FAIS, FASM, FAFSM, FFIMC, AMS

Secretary

विश्वविद्यालय अनुदान आयोग

University Grants Commission

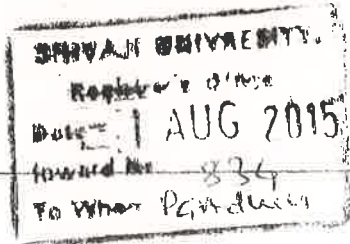
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002

Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23239337, 23236288

Fax: 011-23238858, email: issandhu@ugc.ernet.in



By Speed Post

D.O.No. F. 1-15/2009(ARC) pt-III

17th July, 2015

Sub: Curbing the menace of ragging in Higher Educational Institutions.

Dear Sir/Madam,

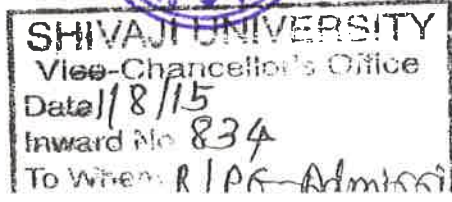
The University Grants Commission has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These Regulations are **mandatory** and all institutions are required to take necessary steps for its implementation in toto including the monitoring mechanisms as per provisions in the above Regulations and ensure its strict compliance. Any violation of these Regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by UGC.

2. All Universities/Institutions are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums; Constitution of anti-ragging committee and anti ragging squad, installing CCTV cameras at vital points, alarm bells etc., regular interaction and counseling with the students, identification of trouble-triggers, mention of Anti-ragging warning in the institution's prospectus and information booklets/brochures shall be ensured. Surprise inspection of hostels, students accommodation, canteens, rest cum recreational rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behavior/incident shall be under taken. The students and the parent/guardian community may also be made aware of the anti-ragging helpline, anti-ragging website, anti-ragging monitoring agency. All Universities/Colleges/Institutions should take necessary steps for its implementation under intimation to the UGC. The Institutions are also requested to take legal action in serious cases, involving local police authorities.



[Signature]
Principal,

S.M.G. Kanya Mahavidyalaya
SANGLI



[Handwritten signatures and notes]
R/P Adm - 31/7/15
R/P Adm - 31/7/15

3. Students in distress due to ragging related incidents can call the National Anti-ragging Helpline **1800-180-5522 (24x7 Toll Free)** or e-mail the Anti-Ragging Helpline at helpline@antiragging.in. For any other information regarding ragging, please visit the UGC website i.e. www.ugc.ac.in & www.antiragging.in and contact UGC monitoring agency i.e. Aman Satya Kachroo Trust on mobile No. 09871170303, 09818400116 (only in case of emergency).

4. All Institutions are requested to ensure strict compliance of anti-ragging measures and intimate the same to Monitoring Agency under intimation to UGC.

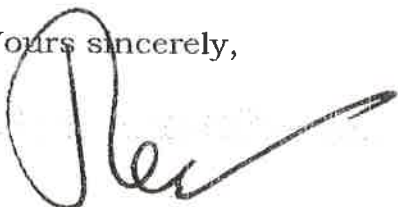
5. You are requested to display Anti Ragging posters as per the enclosed format at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. The size of posters should be 8x6 feet.

6. In compliance of the 2nd Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at www.antiragging.in & www.amanmovement.org

7. This Circular may also be brought to the notice of colleges affiliated to your esteemed University.

With kind regards,

Yours sincerely,



(Jaspal S. Sandhu)

The Vice-Chancellor
Shivaji University
Vidyanagar Kolhapur-416 004
Maharashtra.




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI



SAY NO TO
RAGGING



RAGGING IS A PUNISHABLE OFFENCE!
DON'T INDULGE IN RAGGING.

DON'T BE A MUTE SPECTATOR TO RAGGING.
REPORT RAGGING INCIDENTS IMMEDIATELY.

VISIT UGC WEBSITE

www.ugc.ac.in &

www.antiragging.in TO SEE

UGC ANTI RAGGING
REGULATIONS.



WHAT IS RAGGING?

ANY ACT RESULTING IN:

- ✓ MENTAL/PHYSICAL/SEXUAL ABUSE
- ✓ VERBAL ABUSE
- ✓ INDECENT BEHAVIOR
- ✓ CRIMINAL INTIMIDATION/WRONGFUL RESTRAINT
- ✓ UNDERMINING HUMAN DIGNITY
- ✓ FINANCIAL EXPLOITATION/EXTORTION
- ✓ USE OF FORCE

A STUDENT INDULGING IN RAGGING CAN BE:

- ✓ EXPELLED FROM THE INSTITUTION
- ✓ BANNED FROM THE HOSTEL
- ✓ HIS/HER SCHOLARSHIP CAN BE WITHDRAWN
- ✓ DEBARRED FROM EXAMINATIONS
- ✓ DENIED ADMISSION TO ANY INSTITUTION
- ✓ PROSECUTED FOR CRIMINAL ACTION
- ✓ INSTITUTIONS HAVE BEEN ASKED TO FILE THE FIR WITH LOCAL POLICE AGAINST THOSE WHO RAG/ABET RAGGING.

ARE YOU BEING RAGGED?

Immediately call UGC Anti-Ragging Helpline

1800-180-5522 (24x7 Toll Free)

Or send an e-mail to helpline@antiragging.in



[Signature]
Principal,

S.M.G. Kanya Mahavidyalaya
SANGLI

JOIN HANDS TO MAKE YOUR CAMPUS RAGGING FREE

2017-18

दि. 28/09/17

महाविद्यालयाची अटी वगैरे कमिटीची बैठक आज दि. 28/09/17 रोजी आयोजित करणेत आली. या बैठकीत स्वाक्षीत विषयावर चर्चा करणेत आली.

बैठकीचे विषय -

- 1) मागिलेले बैठकीतील इतिवृत्त वाचून कायम करणे
- 2) अध्यक्षीय परवानगीने येणारे पुनवेळचे विषय.

अध्यक्ष प्राचार्य डॉ. आर. पी. कुलकर्णी

समन्वयक प्रा. पुन. पी. काळे

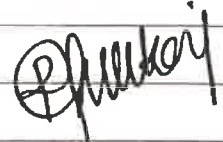
सदस्य डॉ. पुन. पी. माळगे

सदस्य डॉ. सौ. नितीमा लीमये

सदस्य

विद्यार्थिनी प्रतिनिधी - कु. पाणिमा उपळावीकर

विद्यार्थिनी प्रतिनिधी - कु. काजा शेख . F.A. Sheikh.



Principal

नितीमा लीमये



Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

अॅटी रॅगिंग कमिटी
अहवाल २०१७ - २०१८

दि. २८/०९/२०१७ रोजी सकाळी ९ वाजता अॅटी रॅगिंग कमिटीची बैठक झाली. या बैठकीची सुरुवात मागील बैठकीचा वृत्तांत वाचून झाली.

ठराव क्र १ -

विषय - अॅटी रॅगिंग संदर्भात विद्यार्थिनींना मार्गदर्शन करणेबाबत

महाविद्यालयाच्या आवारातच यासारखे प्रकार घडत असतील तर त्याची माहिती प्राध्यापकांना दिली पाहिजे असा विद्यार्थिनींचा समज असलेबाबतचे मत उपस्थित विद्यार्थिनी प्रतिनीधी तसेच सदस्यांनी मांडले. तथापि, अॅटी रॅगिंग सारखे प्रकार हे फक्त महाविद्यालयातच नाही तर खाजगी क्लासच्या आवारात किंवा परगावहून येणा-या विद्यार्थिनीं असतील तर बस किंवा इतर वाहनतळ याठीकाणी सुध्दा असे प्रकार घडू शकतात असे डॉ. निलिमा लिमये यांनी सांगितले. आणि यासाठी शैक्षणिक वर्षाच्या दुस-या सत्रात कनिष्ठ व वरिष्ठ विभागाकडील विद्यार्थिनींना अॅटी रॅगिंग संदर्भात योग्य ते मार्गदर्शन व्हावे यासाठी तज्ञ व्यक्तित्तेचे मार्गदर्शनपर व्याख्यान आयोजित करणेचे ठरले.

सूचक - डॉ. निलिमा लिमये

अनुमोदक - डॉ. आर.जी. कुलकर्णी



Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI.





Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

2017-2018

दि. 09/03/18

महाविद्यालयाची अटी शर्तींग कमिटीची बैठक आज
दि. 09/03/18 रोजी आयोजित करणेत आली. या
बैठकीत स्वागत विषयावर चर्चा करणेत आली.

बैठकीचे विषय -

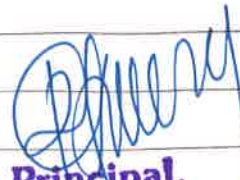
- १) मागील बैठकीचे विलंबित वाचून कायम करणे
- २) अद्यक्षांच्या परवानगीने येणारे ट्रेनवेळचे विषय

अध्यक्षा प्राचार्य डॉ. आर. जी. कुलकर्णी
समन्वयक प्रा. मू. जी. कळे
सदस्य डॉ. मू. जी. माळगे
सदस्य डॉ. सौ. नि. लि. मा. लि. मये
सदस्य श्रीमती लू. ली. चव्हाण, पी. मू. स. आय



म. ल. कळे
नि. लि. मा. लि. मये
Chavhan




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

दि. २८/०९/२०१७ रोजी आयोजित बैठकीचा आढावा वाचून दाखविला व तो सर्वानुमते संमत झाला.

ठराव क्र १ -

विषय - कनिष्ठ विभागाकडील विद्यार्थिनींना मार्गदर्शन देणेबाबत

कनिष्ठ विभागाकडील विद्यार्थिनींना रॅगिंग सारखे प्रकार घडू नयेत तसेच मोबाईलच्या वापराचे दुष्परिणाम याबाबत मार्गदर्शन करणे गरजेचे आहे असे मत मा. प्राचार्यांनी मांडले. सबब, पुढील शैक्षणिक वर्षात इयत्ता ११वी च्या विद्यार्थिनींसाठी वेलकम डे दिवशी मोबाईलचा वापर तसेच महाविद्यालयात इतर अनिष्ट प्रकार घडू नयेत यासाठी तज्ञ व्यक्तीकडून मार्गदर्शन देणेचे ठरले.

सूचक - डॉ. आर.जी. कुलकर्णी

अनुमोदक - डॉ. सौ. निलीमा लिमये

ठराव क्र २ -

विषय - वरिष्ठ विभागाकडील विद्यार्थिनींना मार्गदर्शन देणेबाबत

वरिष्ठ विभागाकडील विद्यार्थिनींना महाविद्यालयाच्या आवारात तसेच इतरत्र रॅगिंग सारखे प्रकार किंवा छेडछाड होत असलेस त्यास प्रतिकार कसा करावा याबाबत मुलींना प्रशिक्षण देणे गरजेचे आहे असे अॅड. एस.जी. कुटे यांनी सांगितले. त्यास अनुसरून पुढील शैक्षणिक वर्षात प्रथम सत्रात विद्यार्थिनींना डि.वाय.एस.पी., सांगली यांचे मार्गदर्शन तसेच निर्भय पथकामधील एखादी तज्ञ व्यक्ती यांचेकडून Self Defence प्रात्यक्षिकाचे आयोजन करणेचे ठरले.

सूचक - अॅड. एस.जी. कुटे

अनुमोदक - डॉ. आर.जी. कुलकर्णी



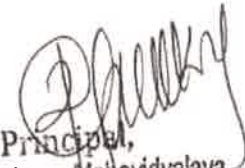
[Signature]
Principal,
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ठराव क ३ -

विद्यार्थिनींनी आपापसामध्ये गप्पागोष्टींमधून या विषयावर चर्चा केल्यास मुलींना यासंदर्भात घडणा-या गंभीर बाबींची जाण होईल. आणि यासाठी एखादया वरिष्ठ विभागाकडील विद्यार्थिनीने कनिष्ठ विभागाकडील विद्यार्थिनींशी असा संवाद साधून विद्यार्थिनींना माहिती देता येईल तसेच एखादी अशी व्यक्ती जी शैक्षणिक, सामाजिक आणि सांस्कृतिकदृष्ट्या मागास असणा-या भागात काम करते व त्या भागातील समाजामध्ये परिवर्तत घडवून आणू शकते अशा व्यक्तीकडून मुलींना काही मार्गदर्शन करता येईल असे मत डॉ. निलिमा लिमये यांनी मांडले. तसेच वरिष्ठ विभागाकडील विद्यार्थिनींसाठी एखादा हॅपी हीप्पो शो चे आयोजन करून त्यामधून मुलींना यासंबंधीची माहिती देता येईल असे डॉ. व्ही.एम. होनमोरे यांनी सांगितले. आणि यापधतीने दोन्ही उपक्रम पुढील शैक्षणिक वर्षात राबविणेचे ठरले.

सूचक - डॉ. व्ही. एम. होनमोरे

अनुमोदक - प्राचार्य डॉ. आर.जी. कुलकर्णी


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2018 - 2019

दि. 20/12/18

महाविद्यालयाची अंती संशोधन समितीची बैठक आज दि. 20/12/18 रोजी आयोजित करणेत आली. या बैठकीत खालील विषयावर चर्चा करणेत आली -

बैठकीचे विषय -

- 1) मागील बैठकीचे अंतिम वक्तूण कायम करणे
- 2) अध्यक्षताच्या परवानगीने येणारे पुनवेळचे विषय

- 1) अध्यक्ष प्राचार्य डॉ. आर. पी. कुलकर्णी
- 2) समन्वयक प्रा. पुनू. जी. फाळे
- 3) सदस्य प्रा. पु. म. बी. माळगे
- 4) सदस्य डॉ. सा. निहिमा हिमये
- 5) सदस्य श्रीमती लक्ष्मी चव्हाण, पी. मू. स. आय



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महाविद्यालयातील अॅटी रॅगिंग समितीची बैठक आज दि. २०/१२/१८ रोजी आयोजित करण्यात आली होती. या बैठकीची सुरुवात मागील बैठकीचा इतिवृत्तांत वाचून झाली. या बैठकीत खालील ठराव करण्यात आले.

ठराव क्र १ -

विषय - वरिष्ठ विभागातील विद्यार्थिनींसाठी मार्गदर्शनपर व्याख्यान आयोजित करणेबाबत

महाविद्यालयातील विद्यार्थिनींमध्ये महिला कायदा विषयाची जागृती करण्यासाठी त्यांना महिलांविषयक कायदे काय आहेत याची माहिती मिळावी म्हणून एखादे व्याख्यान आयोजित करण्यात यावे यासाठी तज्ञ व्यक्तीशी संपर्क साधून त्यांचे व्याख्यान आयोजित करावे असे ठरले.

सूचक - डॉ. मंगल माळगे


अनुमोदक - कु. पोर्णिमा उपळावीकर

ठराव क्र. २

महाविद्यालयाच्या आवारात रॅगिंगसारखे प्रकार घडू नयेत. विद्यार्थिनींना इतरत्र वावरत असताना स्वसंरक्षण करता यावे यासाठी असे प्रात्यक्षिक घेण्यात यावे असे ठरले.

सूचक - डॉ. आर.जी. कुलकर्णी

अनुमोदक - डॉ. नंदिनी काळे


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2018-19

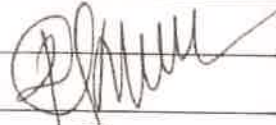
दि. 12-03-19

महाविद्यालयाची अटी शर्तीत कामेची बैठक उपाध्य
दि. 12-03-19 रोजी आयोजित करणेत आली. या बैठकीत
स्वाकार विषयावर चर्चा करणेत आली.

बैठकीचे विषय -

- 1) मागील बैठकीचे अंतिम वाचन कायम करणे
- 2) अध्याक्षाच्या परवानगीने येणारे पुनर्बैठकीचे विषय.

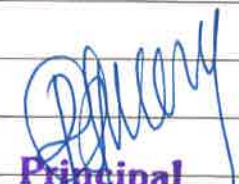
- 1) अध्यक्ष प्राचार्य डॉ. आर. जी. कुलकर्णी
- 2) समन्वयक प्रा. पुन. जी. काळे
- 3) सदस्य प्रा. पुन. जी. माळगे
- 4) सदस्य डॉ. सी. नितीमा लिमये
- 5) सदस्य श्रीमती लक्ष्मी चव्हाण, पी.पू.स. आय.


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जि.म.मि. प्रडा. वेदापुरव

18-03-19



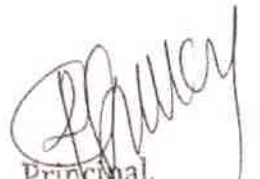

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महाविद्यालयातील अॅटी रॅगिंग समितीची बैठक आज दि. १२/०३/१९ रोजी आयोजित करण्यात आली होती. या बैठकीची सुरुवात मागील बैठकीचा इतिवृत्तांत वाचून झाली. व सभेने त्यास मंजूरी दिली. या बैठकीत खालील ठराव करण्यात आले.

ठराव क्र १ -

मागील बैठकीत एका तज्ञ व्यक्तीचे व्याख्यान आयोजित करण्यात यावे असे ठरविण्यात आले होते याप्रमाणे या सत्रात विद्यार्थिनींना महिलांविषयी असणा-या कायद्यांची माहिती मिळावी म्हणून अॅड. आल्हाद मांजरेकर यांचे व्याख्यान दि. ०६ मार्च २०१९ रोजी आयोजित करण्यात आले.

म्हाविद्यारलय आणि इतरत्र ठिकाणी रॅगिंग सारख्या प्रकाराला विद्यार्थिनींना सामोरे जाताना त्यांना स्वसंरक्षण करता यावे यासाठी जागतिक महिला दिनाचे औचित्य साधून कराटे प्रशिक्षण आणि स्वसंरक्षणाचे प्रात्यक्षिक दाखवणा-या शिबीराचे आयोजन करण्यात आले.


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2019-20

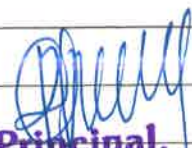
दि. 18-09-19

महाविद्यालयाची अटी व शर्ती कमिटीची बैठक आज
दि. 18-09-19 रोजी आयोजित करणेत आली, या
बैठकीत ववाळील विषयांवर चर्चा करणेत आली.

बैठकीचे विषय -

- 1) मागील बैठकीचे वित्तवृत्त वाचून करणेत
- 2) अध्यापकांच्या परवानगीने आगल्या वेळचे विषय,
- 1) अध्यापक प्राचार्य डॉ. आर. जी. कुलकर्णी
- 2) समन्वयक प्रा. पुन. जी. काळे
- 3) सदस्य प्रा. पुन. जी. हाळगे
- 4) सदस्य डॉ. सो. नितीमा लिनाये
- 5) सदस्य श्रीमती प्रज्ञा देवामुख




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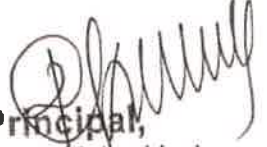
महाविद्यालयातील अॅटी रॅगिंग समितीची बैठक आज दि. १८/०९/२०१९ रोजी आयोजित करण्यात आली होती. या बैठकीची सुरुवात मागील बैठकीचा इतिवृत्तांत वाचून झाली. सभेने त्यास मंजूरी दिली. या बैठकीत खालील ठराव करण्यात आले.

ठराव क्र. १ -

महाविद्यालयातील विद्यार्थिनींच्या प्रबोधनासाठी एखादे मार्गदर्शनपर व्याख्यान आयोजित करण्यात यावे असे आजच्या समितीच्या बैठकीमध्ये झालेल्या चर्चेमध्ये ठरले.

सूचक - डॉ. निलिमा लिमये

अनुमोदक - डॉ. एम.बी. माळगे


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2019-20


दि. 06-01-2020

महाविद्यालयाची अंतिम बैठक आम्ही
दि. 06-01-2020 रोजी आयोजित करणेत आली. या
बैठकीत स्वाक्षरी विषयावर चर्चा करणेत आली.


बैठकीचे विषय -

1) मागील बैठकीचे अतिवृत्त वाचून काम करणे.

- 1) अध्यक्ष प्राचार्य डॉ. आर. पी. कुलकर्णी
- 2) समन्वयक प्रा. पुन. पी. काळे
- 3) सदस्य प्रा. पु. म. जी. माळगे
- 4) सदस्य डॉ. सा. नितीमा डिमये
- 5) सदस्य


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दि. १८/०९/२०१९ रोजी आयोजित बैठकीचा आढावा वाचून दाखविला व तो सर्वानुमते संमत झाला.

विद्यार्थिनींच्या माहितीसाठी तसेच मार्गदर्शनासाठी महाविद्यालयाने व्याख्याने आयोजित केली. यामध्ये श्रीमती प्रज्ञा देशमुख, सहा. पोलीस निरीक्षक, निर्भया पथक, सांगली यांचे 'महिलांवरील अत्याचार आणि कायदेशिर तरतूदी' आणि श्रीमती निशा शिवूरकर यांचे 'स्त्री पुरूष समानता' ही दोन व्याख्याने आयोजित केली.

ठराव क्र. १

आजच्या बैठकीमध्ये महाविद्यालयातील वरिष्ठ विभागाकडील विद्यार्थिनींना स्वसंरक्षणासाठी काही प्रात्यक्षिके शिकविणे गरजेचे आहे असे मत प्राध्यापिका डॉ. एम.बी. माळगे यांनी मांडले. त्यासाठी प्रत्येक शनिवारी प्रत्येकी दोन वर्गातील मुलींना याबाबत माहिती सांगितली जाईल तसेच प्रात्यक्षिके शिकविली जातील असे त्यांनी सांगितले.

सूचक - डॉ. एम. बी. माळगे

अनुमोदक - प्राचार्य डॉ. आर.जी. कुलकर्णी

ठराव क्र. २

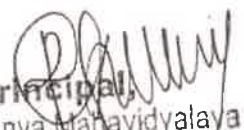
डॉ. निलीमा लिमये यांनी मुलींना प्रात्यक्षिके शिकविणे याबरोबरच महाविद्यालयाच्या आवारातून बाहेर पडल्यानंतर स्वसंरक्षण तसेच इतर काही गोष्टींबाबत विद्यार्थिनींना माहिती असणे गरजेचे आहे असे सुचविले. त्यासाठी त्यांना वहातूकीचे नियम व महिला आरोग्य इत्यादीबाबत माहिती द्यावी असेही त्यांनी सूचविले.

सूचक - डॉ. निलीमा लिमये

अनुमोदक - डॉ. एन.जी. काळे




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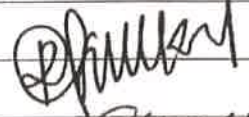
दि. 23/05/2022

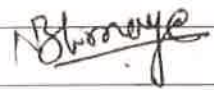
महाविद्यालयाची अटी व शर्ती वृत्तीची बैठक आज दि. 23/05/2022 रोजी आयोजित करण्यात आली. या बैठकीत खासगीत विषयांवर चर्चा करण्यात आली.

बैठकीचे विषय -

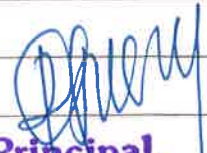
1) मागील बैठकीचे इतिवृत्त वाचून कायम करणे.

- 1) अध्यक्ष प्राचार्य डॉ. आर.जी. कुलकर्णी
- 2) सभामंडळ प्रि. वृन्. जी. काळे
- 3) सदस्य अड. मेळना अ. लि
- 4) सदस्य डॉ. सा. नितीमा लिमये
- 5) सदस्य


Dr. Ar. J. Kulkarni


Dr. S. Nitima Limaye




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

दि. ०६/०१/२०२० रोजी आयोजित बैठकीचा आढावा वाचून दाखविला व तो सर्वानुमते संमत झाला.

शैक्षणिक वर्ष २१-२२ प्रथम सत्रामध्ये महाविद्यालयाने विद्यार्थिनींच्या मार्गदर्शनासाठी श्रीमती मीना सरस्वती शेषू, कार्यवाह, संपदा ग्रामीण महिला संस्था, कोल्हापूर यांचे 'स्त्री-पुरुष समानता, एडस निर्मूलन' या विषयावर व्याख्यान आयोजित केले.

ठराव क्र. १

आजच्या बैठकीमध्ये कनिष्ठ तसेच वरिष्ठ महाविद्यालयातील विद्यार्थिनींना पोक्सो कायदा तसेच मोबाईलचा वापर आणि Social Media चा वापर करित असताना विद्यार्थिनींनी कोणती काळजी घ्यावयाची या विषयावर आधारीत व्याख्यान आयोजित करणेत यावे असे मत डॉ. सौ. निलिमा लिमये यांनी मांडले. आणि त्याप्रमाणे दुस-या सत्रात विद्यार्थिनींसाठी असे व्याख्यान आयोजित करून विद्यार्थिनींना मार्गदर्शन करण्याचे ठरले.

सूचक - डॉ. सौ. निलिमा लिमये

अनुमोदक - डॉ. एन्.जी. काळे

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inclusive growth and development, gender relationships (including the construction of masculinity), social hierarchies and perceived inequities.

A. Short-Term Recommendations

1. Institutional Role in Fostering Inclusion, Belonging and Acceptance of New Students

Our study shows that where the institution takes the responsibility of organizing welcome and orientation programs, it fosters a sense of inclusion and belonging, reassuring new students of their social acceptance into the institution. The role of ragging as a rite of inclusion to foster belonging to the new institution and to forge new bonds must be replaced by other mechanisms that meet the same purpose, are systematic, public, and involve the whole institutional community and not just the students. In particular, teachers, in collaboration with an elected/representative body of students, may play an important part in helping new students settle down by dealing with their anxieties, and making them feel welcome. Other institutional agencies must also be involved at this stage itself. For instance, faculty in charge of Equal Opportunity Cells should also spell out what steps the institution plans to take to reach out to students who need academic and other kinds of support, for example through remedial English courses, academic support for the learning disabled etc. Counselors should be introduced at such sessions and clear instructions should be provided to students on who to contact in case of need for assistance. In fact, some of this information, including on key contact personnel, should be part of an orientation package that students should receive upon their admission to the institution.

The recommendation is therefore for institutions to organize such welcome and orientation programs involving the student as well as the rest of the institutional community. Secondly, these orientation programs must also set out clear messages of acceptable and unacceptable behaviours. This includes zero tolerance to ragging, sexual harassment and discrimination based on caste, religion, ethnicity, etc. It may be desirable for faculty to engage the student community in debate and reflection on these issues, drawing from some of the findings and recommendations of this report as well as the Saksham Report⁵² on sexual harassment.

⁵²University Grants Commission (2013), *Saksham: Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campus* (Saksham Report), New Delhi.



2. Maintenance of Support Systems


Surveillance systems are largely understood to mean CCTV cameras. However, surveillance systems cannot be limited to such impersonal policing. In fact, they are illegal as they intrude upon privacy. Data from other countries shows that they do not decrease the incidence of hazing and violence. While they may act as partial deterrents, i) they cannot be relied for complete coverage; ii) they also induce a sense of complacency in administrators and prevent what needs to be done i.e. building a sense of community. This sort of intervention does not address the root causes of ragging.

'Surveillance' therefore needs to comprise of a human system of guardianship—of wardens, mentors, including senior students to be in regular contact with newcomers and to include them in activities such as games/ sports and extra-curricular, in colleges and in their residential facilities (hostels), where ragging frequently occurs. In contrast to the dominance-submission relationship enforced through the intimidation and fear associated with ragging, newcomers can be exposed to another version of authority— one that is firm, yet fair and caring.

3. Institutional Response to Ragging: Implementation of UGC Protocol and Guidelines:

A disconcerting truth is that no matter what mechanisms one puts in place, instances of ragging will continue to surface now and then. Complete eradication can be the goal but as we have seen in the case of child sexual abuse, putting in CCTV cameras in schools will not prevent a motivated perpetrator from attempting to abuse. Thus, there is a need for institutions to follow a clear protocol of response in instances where ragging does occur. The UGC has a protocol for institutional response to incidents of ragging and can be found on its website. This has been conveyed to all institutions and the anti-ragging committee of the institutions should be familiar with it. Furthermore, institutions should have operationalized the protocol with clear procedures and designated staff/faculty to take action as per guidelines. Thus, students should be made aware of these rules as well as how to file a complaint, who to approach and their contact information, and the procedure that will follow, with assurance of anonymity of complainant.




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Our study showed a reluctance to take action against perpetrators in incidents of ragging for fear of damage to the reputation of institutions. Consequently, the perpetrators themselves are reassured by the culture of impunity that pervades our social lives and feel that they can get away because they have the 'right' social and political contacts and/or because they rely on the institution's concern about its reputation. We feel, on the contrary, it is to the credit of the institution if incidents of ragging are reported and responded to; this indicates not only the anti-ragging position of the institution, and its commitment to maintain this stance, but it is also reassuring to the student community and indeed civil society of the safe and enabling nature of the institution. Further, it counters the cultures of impunity, denial and silence that problems such as ragging and abuse are shrouded in.


4. Widening the Role of the Anti-ragging Cell of UGC

Currently, the primary focus of the anti-ragging cell in the UGC is to deal with the complaints of ragging. The cell should also actively function as a nodal body to disseminate various information/literature pertaining to harmful effects of ragging, ways to curb the practice and improve psychosocial climate in institutions, etc. through booklets, website and audio-visual material. The cell should also conduct seminars, workshops, essay-writing competitions, etc. and engage students, faculty and college management in its endeavor to eradicate ragging.

5. Accountability

While the NAAC (National Assessment and Accreditation Council) takes into account the issue of institutional response to ragging, this is attended to by most institutions in a perfunctory and mechanical manner. In order to instill greater accountability, it is necessary for the NAAC to actually check whether the institutions are fulfilling the conditions required for accreditation. Therefore, in addition to the mandatory form, institutions need to be regularly and systematically visited or inspected by the NAAC to ensure adherence to accreditation guidelines.




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6. Psychosocial Support and Counseling

Psychosocial support and counseling should be offered to victims as well as perpetrators so that the potential for cyclical abuse is neutralized. While it is desirable to have counselors in every college, we recognize that there is a shortage of human resources and skills in this area. Therefore, we recommend that every college identifies a nodal agency offering counseling/training services and nominate one or two faculty volunteers to train at these agencies and, in collaboration with them, offer support to affected students. Also, the UGC should budget for the provision of counselors and should have a list of recognized nodal agencies which can be accessed for counseling services, till such time as these capacities are developed within institutions.

For victims, counseling would need to focus on issues of support, reassurance and safety on the one hand, and on identity, assertiveness and efficacy on the other; for some victims, the impact may be in the nature of trauma in which case, referral systems for more specialized care, must be made accessible. The counselor or mentor may facilitate this process. For perpetrators, counseling requires to focus on sensitization, empathy-building and perspective-taking issues.

Counselors must also extend their roles beyond individual interventions to larger contact and engagement with student communities who face a great many problems such as first-generation literates, rural-urban and inter-state migration. Many of them are unable to deal with the 'freedoms' they are dealing with for the first time, in impersonal institutional spaces. Above all, our young people are not socialized to deal with issues of gender and sexuality. Ragging is a college-related custom that reflects social power dynamics around seniority compounded by compulsions related to gender. Thus, the counselor's community engagement should be in collaboration with existing committees within the institution, such as the gender sensitization committee, to foster a culture of conversations towards an egalitarian ideology formation. This engagement could be in the form of sensitization/training modules on power inequalities, prejudice, discrimination, exclusion, harassment and violence, using creative methods such as drama, art, films and other media. Involving the new students early in this process will foster inclusion and a sense of belongingness in them.




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COMPOSITION OF INTERNAL COMPLAINTS COMMITTEE (ICC)
(nominated by the Executive Authority)

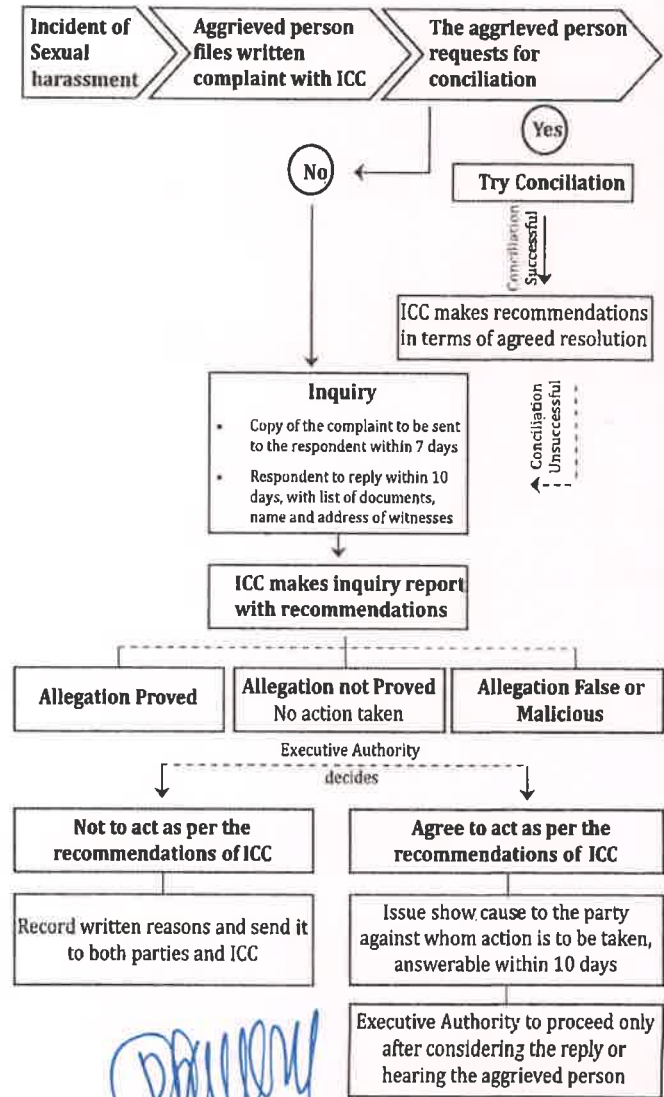


Note

- ✓ 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
- ✓ Every ICC member shall serve the office for 3 years
- ✓ HEI may employ a system whereby 1/3 of the members of ICC may changed every year
- ✓ Member appointed amongst the non-governmental organizations or associations shall be paid fees or allowances for holding the proceedings of the ICC
- ✓ Presiding Officer or any Member of the ICC is subject to removal under circumstances enumerated in Regulation 4(6)



REDRESSAL & INQUIRY PROCEDURE



Timelines

Written complaint to be filed within 3 months from the date of incident or within 3 months from the date of last incident in case of a series of incident

The time limit can be extended for not over 3 months, for which reasons have to be stated in writing by ICC

Inquiry to be completed within 90 days from the date of written complaint

Inquiry report has to be issued within 10 days of completion of the inquiry to both parties and Executive Authority

Executive Authority to act on the ICC recommendation within 30 days of receipt of report, unless an appeal is filed

An appeal against the ICC's recommendation to be filed within 30 days from date of such recommendation by aggrieved person before Executive Authority

[Signature]
Principal,
S.M.G. Kanya Mahavidyalaya
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**Women's Education Society's
Smt.Mathubai Garware Kanya Mahavidyalaya,Sangli.
* Internal Complaints Committee ***

I Presiding Officer

Smt.Urmila Narsing Kshirsagar

II Faculty member

Smt.Nandini Ganpati Kale

Dr.Vinayak Madhukar Honmore

III Non Teaching Employees

Smt.Pratibha Madhav Kulkarni

Smt.Bhakti Bhaskar Tamhankar

IV Students

V External member

Adv.Smt.Kunte S.G.



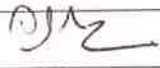
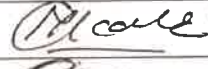

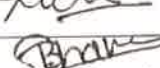
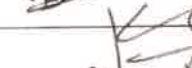
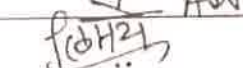
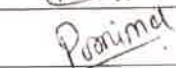
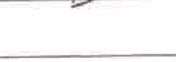


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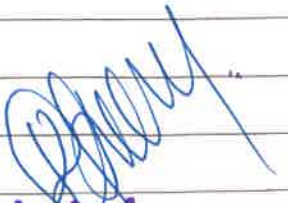
अंतर्गत लष्कार निवारण समिती

दि. - 28/09/2017
वेळ - 9.00

श्रीमती मधुबाई गरवारे कन्या महाविद्यालय, सांगली या महाविद्यालयाची अंतर्गत लष्कार निवारण समितीची बैठक आज दि. 28/09/2017 रोजी घेण्यात आली. या बैठकास स्वागतिक सवस्य उपस्थित होते.

- | | | |
|----|---------------------------|--------------------------------------------------------------------------------------|
| 1) | श्रीमती उर्मिला क्षीरसागर |  |
| 2) | श्रीमती मूनू. जी. काळे |  |
| 3) | डा. व्ही. मूम. टोतमारे |  |
| 4) | श्रीमती जी. मूम. कुलकर्णी |  |
| 5) | श्रीमती बी. बी. ताम्हणकर |  |
| 6) | अॅड. मूम. जी. कुंटे |  |
| 7) | डा. निर्मला भा. लिमये |  |
| 8) | कु. पारिमा उपकाराकर |  |
| 9) | कु. फौजा शेख |  |




Principal,
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दि. २८/०९/२०१७ रोजी सकाळी ९ वाजता अंतर्गत तक्रार समितीची बैठक झाली.

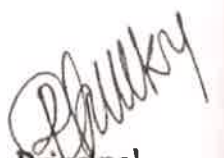
ठराव क्र १ -

विषय - विद्यार्थिनींना रॅगिंगसारख्या प्रकारांबाबत माहिती देणे

अॅटी रॅगिंग सारखे प्रकार हे फक्त महाविद्यालयातच नाही तर खाजगी क्लासच्या आवारात किंवा परगावहून येणा-या विद्यार्थिनीं असतील तर बस किंवा इतर वाहनतळ याठीकाणी सुद्धा असे प्रकार घडू शकतात असे मत सदस्यांनी मांडले. यासाठी शैक्षणिक वर्षाच्या दुस-या सत्रात कनिष्ठ व वरिष्ठ विभागाकडील विद्यार्थिनींना अॅटी रॅगिंग संदर्भात योग्य ते मार्गदर्शन व्हावे तसेच स्वसंरक्षणासाठी काय करावे याबाबतीत एखादया तज्ञ व्यक्तित्चे मार्गदर्शनपर व्याख्यान आयोजित करणेचे ठरले.

सूचक - अॅड. एस.जी. कुंटे

अनुमोदक - डॉ. आर.जी. कुलकर्णी


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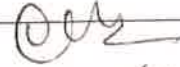
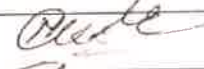
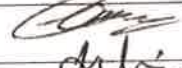
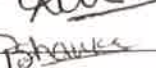
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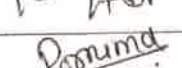
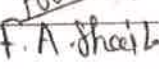
अंतर्गत तक्रार समिती

दि. ०९/०३/१८

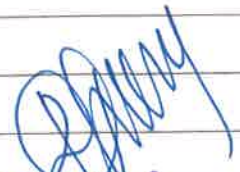
श्रीमती मधुबाई गरवारे कन्या महाविद्यालय सांगली या महाविद्यालयाची अंतर्गत तक्रार समितीची बैठक आज दि. ०९/०३/१८ रोजी घेव्यात आता या बैठकीस स्वातंत्र्य सदस्य उपस्थित होते.

- १) श्रीमती उर्मिला क्षीरसागर
- ३) श्रीमती पुन. जी. फुके
- ३) श्री. व्ही. प्रम. रोनमोरे
- ५) श्रीमती जी. प्रम. कुलकर्णी
- ५) श्रीमती बी. बी. ताम्हणकर
- ६) अॅड. प्रम. जी. फुंटे
- ७) कु. पोगिता अपळवीकर
- ८) कु. फीजा शेख




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दि. २८/०९/२०१७ रोजी आयोजित बैठकीचा आढावा वाचून दाखविला व तो सर्वानुमते संमत झाला.

ठराव क्र १ —

विषय — वरिष्ठ विभागाकडील विद्यार्थिनींना मार्गदर्शन देणेबाबत

वरिष्ठ विभागाकडील विद्यार्थिनींना महाविद्यालयाच्या आवारात तसेच इतरत्र रॅगिंग सारखे प्रकार किंवा छेडछाड होत असलेस त्यास प्रतिकार कसा करावा याबाबत मुलींना प्रशिक्षण देणे गरजेचे आहे असे अॅड. एस.जी. कुटे यांनी सांगितले. त्यास अनुसरून पुढील शैक्षणिक वर्षात प्रथम सत्रात विद्यार्थिनींना डि.वाय.एस.पी., सांगली यांचे मार्गदर्शन तसेच निर्भय पथकामधील एखादी तज्ञ व्यक्ती यांचेकडून Self Defence प्रात्यक्षिकाचे आयोजन करणेचे ठरले.

सूचक — अॅड. एस.जी. कुटे

अनुमोदक — डॉ. आर.जी. कुलकर्णी

ठराव क्र २ —

विद्यार्थिनींनी आपापसामध्ये गप्पागोष्टींमधून या विषयावर चर्चा केल्यास मुलींना यासंदर्भात घडणा—या गंभीर बाबींची जाण होईल. आणि यासाठी एखादया वरिष्ठ विभागाकडील विद्यार्थिनीने कनिष्ठ विभागाकडील विद्यार्थिनींशी असा संवाद साधून विद्यार्थिनींना माहिती देता येईल तसेच एखादी अशी व्यक्ती जी शैक्षणिक, सामाजिक आणि सांस्कृतिकदृष्ट्या मागास असणा—या भागात काम करते व त्या भागातील समाजामध्ये परिवर्तत घडवून आणू शकते अशा व्यक्तीकडून मुलींना काही मार्गदर्शन करता येईल असे मत डॉ. निलिमा लिमये यांनी मांडले. तसेच वरिष्ठ विभागाकडील विद्यार्थिनींसाठी एखादा हॅपी हीप्पो शो चे आयोजन करून त्यामधून मुलींना यासंबंधीची माहिती देता येईल असे डॉ. व्ही.एम. होनमोरे यांनी सांगितले. आणि यापध्दतीने दोन्ही उपक्रम पुढील शैक्षणिक वर्षात राबविणेचे ठरले.

सूचक — डॉ. व्ही. एम. होनमोरे

अनुमोदक — प्राचार्य डॉ. आर.जी. कुलकर्णी



Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

S.M.G. Kanya Mahavidyalaya
SANGLI.

2018-19

अंतर्गत तक्रार समिती

दि. 20/2/18

श्रीमती मधुबाई गखारे कन्या महाविद्यालय सांगली या महाविद्यालयाची अंतर्गत तक्रार समितीची बैठक आज दि 20/2/18 रोजी घेण्यात आली. या बैठकीस खालील सदस्य उपस्थित होते.

- १) श्रीमती उर्मिला क्षीरसागर
- २) श्रीमती मून. जी. काळे
- ३) श्री. व्ही. मूम. होनमोरे
- ४) श्रीमती पी. मूम. कुठकणी
- ५) श्रीमती बी. बी. ताम्हणकर
- ६) अड. मूम. जी. कुंटे
- ७) कु. पौर्णिमा उपकावीकर
- ८) कु. फाया राख

OM

M. K. K.

M. K. K.

M. K. K.

M. K. K.

P. A. S.

F. A. Sheeloh



Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

दि. ०९/०३/१८ रोजी आयोजित बैठकीचा आढावा वाचून दाखविला व तो सर्वानुमते संमत झाला.

ठराव क्र १ -

विषय - वरिष्ठ विभागाच्या विद्यार्थिनींसाठी मार्गदर्शनपर व्याख्यान आयोजित करणेबाबत वरिष्ठ विभागाच्या विद्यार्थिनींसाठी महाविद्यालयाच्या आवारात छेडछाड सारखे प्रकार होत असल्यास त्याला विरोध कसा करावा याबाबत प्रबोधनपर कार्यक्रमाचे आयोजन करणे गरजेचे आहे असे अॅड. एस.जी. कुंटे यांनी सांगितले. त्यानुसार पुढील सत्रात पी.एस.आय. अथवा डी.वाय.एस.पी. यांचे मार्गदर्शनपर व्याख्यान आयोजित करणेचे व विद्यार्थिनींना self defence सारखे प्रात्यक्षिक देण्याचे ठरले.

सूचक - अॅड. एस.जी. कुंटे

अनुमोदक - डॉ. व्ही.एम. होनमोरे

Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI.



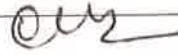
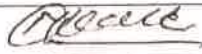
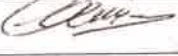

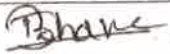

Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

2018-19

अंतर्गत तक्रार समिती

दि. 12-03-19

श्रीमती मधुबाई गरवारे कन्या महाविद्यालय, सांगली या महाविद्यालयाची अंतर्गत तक्रार समितीची बैठक आज दि. 12-03-19 रोजी बघ्यात आली. या बैठकीस खांदील सदस्य उपस्थित होते.

- | | | |
|----|-------------------------------------|---------------------------------------------------------------------------------------|
| १) | श्रीमती उर्मिला खोरसागर |  |
| २) | श्रीमती पुन. जी. काळे |  |
| ३) | श्री. व्ही. प्रम. होनमारे |  |
| ४) | अड. प्रम. जी. कुटे | |
| ५) | श्रीमती पी. प्रम. कुलकर्णी |  |
| ६) | श्रीमती बी. बी. लाम्हेकर |  |
| ७) | कु. पौर्णिमा उपळावीकर लक्ष्मी मुलार |  |
| ८) | कु. फौषा होरव | F.A. Sheeloh |




Principal,
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SANGLI

दि. २०/१२/१८ रोजी आयोजित बैठकीचा आढावा वाचून दाखविला व तो सर्वानुमते संमत झाला.

ठराव क्र १ -

वरिष्ठ विभागाच्या विद्यार्थिनींसाठी स्वसंरक्षणाचे प्रात्यक्षिक शिबीर आयोजित केले. दि. ०८ मार्च २०१९ रोजी आंतरराष्ट्रीय महिला दिनाचे औचित्य साधून सकाळ यिन माध्यम समुहाच्या संयुक्त विद्यमाने कराटे प्रशिक्षण व स्वसंरक्षणाचे प्रात्यक्षिक दाखविणारे शिबीराचे आयोजन करण्यात आले. वरिष्ठ विभागातील विद्यार्थिनींनी कनिष्ठ विभागातील विद्यार्थिनींशी संवाद साधून त्यांच्या समस्या तक्रारी जाणून त्याचे निवारण करण्याचा प्रयत्न करावा असे मत डॉ. निलीमा लिमये यांनी मांडले.

तसेच वरिष्ठ विभागाच्या विद्यार्थिनींना महिलांविषयक विविध कायद्यांचे ज्ञान व्हावे यासाठी अॅड. आल्हाद मांजरेकर यांचे मार्गदर्शनपर व्याख्यान आयोजित केले. त्यांनी विद्यार्थिनींना कायदे समजावून सांगितले.

सूचक - डॉ. व्ही.एम. होनमोरे

अनुमोदक - डॉ. आर.जी. कुलकर्णी



Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI.

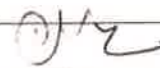
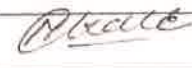

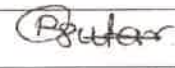
Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

2019-20

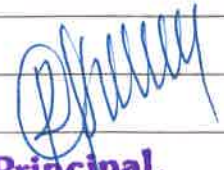
अंतर्गत तक्रार समिती

दि. 18-09-19

श्रीमती मथुबाई गरवारे कन्या महाविद्यालय, सांगली या महाविद्यालयाची अंतर्गत तक्रार समितीची बैठक आज दि. 18-09-19 रोजी घेण्यात आली. या बैठकीस स्वागत सदस्य उपस्थित होते.

- | | | |
|-----|------------------------------------|---------------------------------------------------------------------------------------|
| 01. | श्रीमती उर्मिला हरीसागर |  |
| 02. | श्रीमती पुनू. पी. काळे |  |
| 03. | श्री. व्ही. पुनू. होतमोरे | |
| 04. | अॅड. पुनू. पी. कुंटे |  |
| 05. | श्रीमती पी. पुनू. कुलकर्णी | |
| 06. | श्रीमती व्ही. व्ही. लाम्हाकर | |
| 07. | कु. लक्ष्मी सुतार त्र्यंबुजा सुतार |  |
| 08. | कु. फौज्या शंख | F. A. Shewale |




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

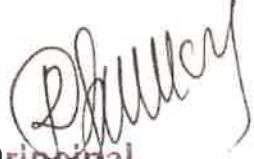
दि. १२/०३/२०१९ रोजी आयोजित बैठकीचा आढावा वाचून दाखविला व तो सर्वानुमते संमत झाला.

ठराव क्र. १

बैठकीमध्ये झालेल्या चर्चेस अनुसरून असे ठरविण्यात आले की, वरिष्ठ विभागाकडील विद्यार्थिनींच्या प्रबोधनासाठी मार्गदर्शनपर व्याख्याने आयोजित करण्यात यावीत.

सूचक — डॉ. व्ही.एम. होनमोरे

अनुमोदक — डॉ. नंदिनी काळे


Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI.




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

2019-20

अंतर्गत लक्रार समिती

दि. 06-01-2020

श्रीमती मधुबाई गरवारे कन्या महाविद्यालय, सांगली या महाविद्यालयाची अंतर्गत लक्रार समितीची बैठक आज दि. 06-01-2020 रोजी घेण्यात आली. या बैठकीस खालील सदस्य उपस्थित होते.

1. श्रीमती अमिता क्षीरसागर
2. श्रीमती पुन. जी. काळे
3. श्री. व्ही. पुम. होनमारे
4. अड. पुस. जी. कुंटे
5. श्रीमती जी. पुम. कुळकर्णी
6. श्रीमती बी. जी. लाम्हाणकर
7. कु. लक्ष्मी सुवास खलुजा सुतार
8. कु. फौया होख



[Signature]
Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

दि. ०६/०१/२०२० रोजी सकाळी १०.०० वाजता अंतर्गत तक्रार निवारण समिती बैठक झाली. या बैठकीची सुरुवात मागील बैठकीचा वृत्तांत वाचून झाली.

विद्यार्थिनींच्या माहितीसाठी तसेच मार्गदर्शनासाठी महाविद्यालयाने व्याख्याने आयोजित केली. यामध्ये श्रीमती प्रज्ञा देशमुख, सहा. पोलीस निरीक्षक, निर्भया पथक, सांगली यांचे 'महिलांवरील अत्याचार आणि कायदेशिर तरतूदी' आणि श्रीमती निशा शिवूरकर यांचे 'स्त्री पुरुष समानता' ही दोन व्याख्याने आयोजित केली.

ठराव क्र. १

आजच्या बैठकीमध्ये महाविद्यालयातील वरिष्ठ विभागाकडील विद्यार्थिनींना स्वसंरक्षणासाठी काही प्रात्यक्षिके शिकविणे गरजेचे आहे आणि त्यासाठी प्रत्येक शनिवारी प्रत्येकी दोन वर्गातील मुलींना याबाबत माहिती सांगितली जाईल तसेच प्रात्यक्षिके शिकविली जातील असे ठरले.

सूचक - डॉ. एन.जी. काळे

अनुमोदक - अॅड. एस.जी. कुंटे

ठराव क्र. २

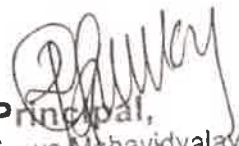
मुलींना स्वसंरक्षणासाठी प्रात्यक्षिके शिकविणे याबरोबरच महाविद्यालयाच्या आवारातून बाहेर पडल्यानंतर स्वसंरक्षण तसेच इतर काही गोष्टींबाबत विद्यार्थिनींना माहिती असणे गरजेचे आहे असे सुचविले. त्यासाठी त्यांना वहातूकीचे नियम व महिला आरोग्य इत्यादीबाबत माहिती द्यावी तसेच याबाबतची चर्चासत्रे आयोजित करावीत असे ठरले.

सूचक - डॉ. एन.जी. काळे

अनुमोदक - डॉ. यू.एन. क्षीरसागर




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI


Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI.



**Women's Education Society's
Smt.Mathubai Garware Kanya Mahavidyalaya, Sangli.**

*** Internal Complaints Committee ***

2021-2022

I Presiding Officer

Smt.Urmila Narsing Kshirsagar

II Faculty member

Smt.Nandini Ganpati Kale

Dr.Vinayak Madhukar Honmore

III Non Teaching Employees

Smt.Pratibha Madhav Kulkarni

Smt.Bhakti Bhaskar Tamhankar

IV Students

Miss. Supriya Waghmode

Miss. Megha Kumbhar

V External member

Adv.Smt.Meghana Limaye

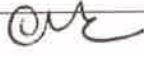
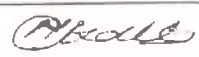


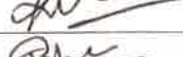





Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

अंतर्गत तक्रार समिती

दि. 23/05/2022

श्रीमती मधुबाई गरवारे कन्या महाविद्यालय, सांगली या महाविद्यालयाची अंतर्गत तक्रार समितीची बैठक आज दि. 23/05/2022 रोजी घेण्यात आली. या बैठकीस खालील सदस्य उपस्थित होते.

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|----|----------------------------|---------------------------------------------------------------------------------------|
| 1. | श्रीमती उर्मिला क्षीरसागर |  |
| 2. | श्रीमती मून. पी. काळे |  |
| 3. | श्री. व्ही. प्रम. रोन्मोरे |  |
| 4. | डॉ. अ. अ. डॉ. मेघना लिमये |  |
| 5. | श्रीमती पी. प्रम. कुलकर्णी |  |
| 6. | श्रीमती बी. बी. ताम्हणकर |  |
| 7. | कु. सुप्रिया वाघमाडे |  |
| 8. | कु. मेघा कुंभार | |




Principal,
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दि. २३/०४/२०२२ रोजी सकाळी ९.०० वाजता अंतर्गत तक्रार निवारण समितीची बैठक झाली. या बैठकीची सुरुवात मागील बैठकीचा वृत्तांत वाचून झाली.


शैक्षणिक वर्ष २१-२२ प्रथम सत्रामध्ये महाविद्यालयाने विद्यार्थिनींच्या मार्गदर्शनासाठी श्रीमती मीना सरस्वती शेषू, कार्यवाह, संपदा ग्रामीण महिला संस्था, कोल्हापूर यांचे 'स्त्री-पुरुष समानता, एडस निर्मूलन' या विषयावर व्याख्यान आयोजित केले.

ठराव क्र. १

आजच्या बैठकीमध्ये कनिष्ठ तसेच वरिष्ठ महाविद्यालयातील विद्यार्थिनींना पोक्सो कायदा तसेच मोबाईलचा वापर आणि Social Media चा वापर करित असताना विद्यार्थिनींनी कोणती काळजी घ्यावयाची या विषयावर आधारीत व्याख्यान आयोजित करणेत यावे असे मत डॉ. सौ. निलिमा लिमये यांनी मांडले. आणि त्याप्रमाणे दुस-या सत्रात विद्यार्थिनींसाठी असे व्याख्यान आयोजित करून विद्यार्थिनींना मार्गदर्शन करण्याचे ठरले.

सूचक - डॉ. सौ. निलिमा लिमये

अनुमोदक - डॉ. यू. एन. क्षीरसागर


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असाधारण

EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:-

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 OF 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace



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Be it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:--

CHAPTER I

PRELIMINARY

Short title,
extent and
commencement

1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions

2. In this Act, unless the context otherwise requires,--

(a) "aggrieved woman" means--

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) "appropriate Government" means--

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means--

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.




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Explanation.— For the purposes of this sub-clause “management” includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) “Internal Committee” means an Internal Complaints Committee constituted under section 4;

(i) “Local Committee” means the Local Complaints Committee constituted under section 6;

(j) “Member” means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) “prescribed” means prescribed by rules made under this Act;

(l) “Presiding Officer” means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) “respondent” means a person against whom the aggrieved woman has made a complaint under section 9;

(n) “sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) “workplace” includes —

(i) 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 Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;



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(vi) a dwelling place or a house;

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of sexual harassment

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:—

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution of Internal Complaints Committee.

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

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 (1):

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 organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the office of the Internal Committee, by the employer, as may be prescribed.



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(5) Where the Presiding Officer or any Member of the Internal Committee,

(a) contravenes the provisions of section 16; 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.

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

Notification of District Officer.

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

Constitution and jurisdiction of Local Complaints Committee

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely: -

Composition, tenure and other terms and conditions of Local Complaints Committee

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge;

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.



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(3) Where the Chairperson or any Member of the Local Complaints Committee ---

(a) contravenes the provisions of section 16; 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) 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 Chairperson 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.

(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

Grants and
audit

8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

Complaint of
sexual
harassment

9. (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

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

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Conciliation

10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:



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Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:

Inquiry into complaint

45 of 1860

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

45 of 1860.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

5 of 1908

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents; and

(c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

CHAPTER V

INQUIRY INTO COMPLAINT

12. (1) During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Committee or the Local Committee, as the case may be, may recommend to the employer to

Action during pendency of inquiry

(a) transfer the aggrieved woman or the respondent to any other workplace; or



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(b) grant leave to the aggrieved woman up to a period of three months; or

(c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be---

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

Punishment
for false or
malicious
complaint and
false evidence

14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed before any action is recommended.




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(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to --

Determination of compensation

(a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;

(b) the loss in the career opportunity due to the incident of sexual harassment;

(c) medical expenses incurred by the victim for physical or psychiatric treatment;

(d) the income and financial status of the respondent;

(e) feasibility of such payment in lump sum or in instalments.

22 of 2005

16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Prohibition of publication or making known contents of complaint and inquiry proceedings

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

Penalty for publication or making known contents of complaint and inquiry proceedings

18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

Appeal

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations

CHAPTER VI

DUTIES OF EMPLOYER


19. Every employer shall --

Duties of employer

(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;





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(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force; 45 of 1860

(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place; 45 of 1860

(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

Duties and powers of District Officer

20. The District Officer shall, -

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

Committee to submit annual report

21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

Employer to include information in annual report

22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

Appropriate Government to monitor implementation and maintain data

23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

Appropriate Government to take measures to publicise the Act

24. The appropriate Government may, subject to the availability of financial and other resources, -

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace.



[Signature]
Principal,
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(b) formulate orientation and training programmes for the members of the Local Complaints Committee.

25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,---

Power to call for information and inspection of records

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. (1) Where the employer fails to---

(a) constitute an Internal Committee under sub-section (1) of section 4;

(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

Penalty for non-compliance with provisions of Act.

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to---

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

Cognizance of offence by courts

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

Act not in derogation of any other law

29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

Power of appropriate Government to make rules

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:--

(a) the fees or allowances to be paid to the Members under sub-section (4) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (1) of section 7;



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- (d) the person who may make complaint under sub-section (2) of section 9;
- (e) the manner of inquiry under sub-section (1) of section 11;
- (f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;
- (g) the relief to be recommended under clause (c) of sub-section (1) of section 12;
- (h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;
- (i) the manner of action to be taken under sub-sections (1) and (2) of section 14;
- (j) the manner of action to be taken under section 17;
- (k) the manner of appeal under sub-section (1) of section 18;
- (l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and
- (m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

Power to
remove
difficulties

30. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.

P.K. MALHOTRA,
Secy. to the Govt. of India

CORRIGENDA

THE PREVENTION OF MONEY-LAUNDERING (AMENDMENT) ACT, 2012

(2 of 2013)

At page 18, in line 2, for "Arts", read "Art".

At page 21, in line 14, for "Protection", read "(Protection)




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CORRIGENDUM

THE UNLAWFUL ACTIVITIES (PREVENTION) AMENDMENT ACT, 2012
(3 of 2013)

At page 6, in line 22, for "clause", read "clause".

CORRIGENDUM

THE BANKING LAWS (AMENDMENT) ACT, 2012
(4 of 2013)

At page 8, in line 29, for 'sections 30', read 'section 30',.

CORRIGENDUM

THE APPROPRIATION ACT, 2013
(9 of 2013)

At page 1, in the marginal heading to section 2, for "4715,54,00,000", read "49715,54,00,000".





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अंतर्गत तक्रार समितीतील चौकशी प्रक्रिया

1. तक्रार प्राप्त होताच अंतर्गत तक्रार समितीची तातडीची बैठक घ्यावी. सर्व सदस्यांस तक्रारीची प्रत उपलब्ध करून द्यावी. काही अपरिहार्य कारणाने तक्रार तीन महिन्यांच्या मुदतीत प्राप्त झाली नसल्यास लैंगिक छळाच्या शेवटच्या घटनेपासून 6 महिन्यांत तक्रार प्राप्त झाल्यास ती स्वीकारण्याचा अधिकार समितीस आहे.
2. तक्रार प्राप्त झाल्यापासून 7 दिवसांत प्रतिवादीस तक्रारीची प्रत दिली जावी. प्रतिवादीचे उत्तर समितीकडे 10 दिवसांत जमा होणे आवश्यक आहे. अशी सूचना नमूद करावी. उत्तर प्राप्त झाल्यानंतर ते तक्रारदारांस पाठवावे.
3. चौकशी प्रक्रिया व्हावी अशी तक्रारदारांची इच्छा असल्यास साक्षीदारांस समितीपुढे हजर रहाण्याची लेखी सूचना पाठवावी. साक्षीदारांचे जबाब समितीपुढे नोंदवून त्यावर साक्षीदारांची तसेच उपस्थित सर्व समिती सदस्यांचो सही प्रत्येक पानावर घ्यावी. तक्रारदारांचे सर्व साक्षीपुरावे नोंदवून झाल्यावर प्रतिवादीचे साक्षीपुरावे नोंदवावे. तक्रारदारांस सामोपचाराने तडजोड हवी झाल्यास तडजोडीचे सर्व मुद्दे नोंदवून सर्व सदस्य व दोन्ही पक्षांच्या सहया घ्याव्या स्वाक्षरी करणा-या सर्वांना तसेच दोन्ही पक्षांना एक एक प्रत द्यावी. एक प्रत समितीच्या रेकॉर्डसाठी राखून ठेवावी व एक प्रत सादर करावी.
4. दोन्ही पक्षांना स्वतःची बाजू मांडण्याची व परस्परांना साक्षीपुराव्यांचे खंडन करण्याची सधी निष्पक्षपातीपणे दिली जाणे आवश्यक आहे. नैसर्गिक न्यायाच्या तत्वाचे चोख पालन होणे आवश्यक आहे.
5. उपलब्ध साक्षी-पुरावे व परिस्थितीचा साकल्याने विचार करता तक्रारदार व प्रतिवादी यापैकी कोणाचे म्हणणे खरे असल्याची शक्यता जास्त आहे. (Preponderance of Probability) ह्या standard of proof नुसार तक्रारीवर निर्णय करावा.
6. अंतर्गत तक्रार समितीने सर्व कामकाज व Record गोपनीय राखण्याची सर्व स्तरदारी घ्यावी. समितीने पुढील Record चोखपणे maintain करावे.
 - तक्रारीची दैनंदिनी - ज्या त्या तारखेस केलेल्या कामकाजाची संक्षिप्त नोंद
 - समितीच्या पत्रव्यवहाराचे आवक जावक रजिस्टर
 - समितीच्या पत्रव्यवहाराची फाईल
 - नोंदवलेल्या ऋबाबांची व कागदोपत्री पुराव्यांची प्रत्येक केससाठी स्वतंत्र फाईल
 - समितीच्या बैठकीच्या हजेरीचे रजिस्टर : सदस्यांच्या नावांच्या नंतर त्या दिवशी बोलविलेल्या साक्षीदारांची नावे नमूद करावी व त्यांच्याही सहया घ्याव्या.
 - झालेल्या कामकाजाचा तपशील. हजेरी व केलेले ठराव सुरस्पष्ट नमूद करणारे बैठकांचे इतिवृत्त नोंदलेले रजिस्टर ज्या त्या दिवशी बैठकीस उपस्थित सदस्यांच्या सहयांसह
 - तक्रारीवरील अहवाल :
 - तक्रारीच्या प्रत्येक मुद्यावर निर्णय विस्ताराने नोंदवावा, त्या निर्णयाच्या पुष्टीसाठी असणा-या साक्षीपुराव्यांचा निर्देश त्या त्या मुद्याचे विवरण करतेवेळी अहवालात आवजून करावा.
 - अहवालात संपूर्ण केसचा गोषवाय, साक्षीपुराव्यांचा तपशील, दोन्ही पक्षांच्या वर्तनाव्दलची निरीक्षण, तक्रारीबाबतचा निर्णय, प्रतिवादी दोषी आढल्यास शिक्षा व भरपाईची रक्कम व अन्य शिफारसी नोंदवण्यात याव्या
 - सर्व जबाब व साक्षीपुरावे परिशिष्टांच्या स्वरूपात अहवालाच्या शेवटी जोडावे. अहवालाच्या प्रत्येक पानावर तसेच परिशिष्टांतील जोडपत्रांच्या प्रत्येक पानावर कमांक घालावे. हयाची अनुक्रमणिका अहवालाच्या सुरवातीस जोडावी.
 - अहवालांच्या प्रत्येक पानावर सर्व सदस्यांच्या सहया घ्याव्या स्वाक्षरी करणा-या सर्वांना तसेच दोन्ही पक्षांना एक एक प्रत द्यावी. एक प्रत समितीच्या रेकॉर्डसाठी राखून ठेवावी व एक प्रत सादर करावी.
7. तक्रार प्राप्त झाल्यापासून 90 दिवसांत अहवाल सादर होणे आवश्यक आहे
8. अहवाल प्राप्त झाल्यापासून 60 दिवसांत संस्थेकडून अहवालावर कार्यवाही होणे आवश्यक आहे




Principal,
S.M.G. Kanya Mahavidyalaya
SANGLI

29-8-18
Workshop at Uni

अंतर्गत तक्रार समितीतील चौकशी प्रक्रिया

U.N. Kshirsagar

1. तक्रार प्राप्त होताच अंतर्गत तक्रार समितीची तातडीची बैठक घ्यावी. सर्व सदस्यांस तक्रारीची प्रत उपलब्ध करून द्यावी. काही अपरिहार्य कारणाने तक्रार तीन महिन्यांच्या मुदतीत प्राप्त झाली नसल्यास लैंगिक छळाच्या शेवटच्या घटनेपासून 6 महिन्यांत तक्रार प्राप्त झाल्यास ती स्वीकारण्याचा अधिकार समितीस आहे.
2. तक्रार प्राप्त झाल्यापासून 7 दिवसांत प्रतिवादीस तक्रारीची प्रत दिली जावी. प्रतिवादीचे उत्तर समितीकडे 10 दिवसात जमा होणे आवश्यक आहे अशी सूचना नमूद करावी. उत्तर प्राप्त झाल्यानंतर ते तक्रारदारांस पाठवावे.
3. चौकशी प्रक्रिया व्हावी अशी तक्रारदारांची इच्छा असल्यास साक्षीदारांस समितीपुढे हजर रहाण्याची लेखी सूचना पाठवावी. साक्षीदारांचे जबाब समितीपुढे नोंदवून त्यावर साक्षीदारांची तसेच उपस्थित सर्व समिती सदस्यांची सही प्रत्येक पानावर घ्यावी. तक्रारदारांचे सर्व साक्षीपुरावे नोंदवून झाल्यावर प्रतिवादीचे साक्षीपुरावे नोंदवावे. तक्रारदारांस सामोपचाराने तडजोड हवी झाल्यास तडजोडीचे सर्व मुद्दे नोंदवून सर्व सदस्य व दोन्ही पक्षांच्या सहया घ्याव्या स्वाक्षरी करणा-या सर्वांना तसेच दोन्ही पक्षांना एक एक प्रत द्यावी. एक प्रत समितीच्या रेकॉर्डसाठी राखून ठेवावी व एक प्रत सादर करावी.
4. दोन्ही पक्षांना स्वतःची बाजू मांडण्याची व परस्परांना साक्षीपुराव्यांचे खंडन करण्याची संधी निष्पक्षपातीपणे दिली जाणे आवश्यक आहे. नैसर्गिक न्यायाच्या तत्वाचे चोख पालन होणे आवश्यक आहे.
5. उपलब्ध साक्षी-पुरावे व परिस्थितीचा साकल्याने विचार करता तक्रारदार व प्रतिवादी यापैकी कोणाचे म्हणणे खरे असल्याची शक्यता जास्त आहे. (Preponderance of Probability) ह्या standard of proof नुसार तक्रारीवर निर्णय करावा.
6. अंतर्गत तक्रार समितीने सर्व कामकाज व Record गोपनीय राखण्याची सर्व खबेरदारी घ्यावी. समितीने पुढील Record चोखपणे maintain करावे.
 - तक्रारीची दैनंदिनी - ज्या त्या तारखेस केलेल्या कामकाजाची संक्षिप्त नोंद
 - समितीच्या पत्रव्यवहाराचे आवक जावक रजिस्टर
 - समितीच्या पत्रव्यवहाराची फाईल
 - नोंदवलेल्या जबाबांची व कागदोपत्री पुराव्यांची प्रत्येक केससाठी स्वतंत्र फाईल
 - समितीच्या बैठकीच्या हजेरीचे रजिस्टर : सदस्यांच्या नावांच्या नंतर त्या दिवशी बोलविलेल्या साक्षीदारांची नावे नमूद करावी व त्यांच्याही सहया घ्याव्या.
 - झालेल्या कामकाजाचा तपशील. हजेरी व केलेले ठराव सुस्पष्ट नमूद करणारे बैठकांचे इतिवृत नोंदलेले रजिस्टर ज्या त्या दिवशी बैठकीस उपस्थित सदस्यांच्या सहयांसह
 - तक्रारीवरील अहवाल :
 - तक्रारीच्या प्रत्येक मुद्यावर निर्णय विस्ताराने नोंदवावा, त्या निर्णयाच्या पुष्टीसाठी असणा-या साक्षीपुराव्यांचा निर्देश त्या त्या मुद्याचे विवरण करतेवेळी अहवालात आवर्जून करावा.
 - अहवालात संपूर्ण केसचा गोषवारा, साक्षीपुराव्यांचा तपशील, दोन्ही पक्षांच्या वर्तनाबद्दलची निरीक्षणे, तक्रारीबाबतचा निर्णय, प्रतिवादी दोषी आढळल्यास शिक्षा व भरपाईची रक्कम व अन्य शिफारसी नोंदवण्यात याव्या.
 - सर्व जबाब व साक्षीपुरावे परिशिष्टांच्या स्वरूपात अहवालाच्या शेवटी जोडावे. अहवालाच्या प्रत्येक पानावर तसेच परिशिष्टांतील जोडपत्रांच्या प्रत्येक पानावर कमांक घालावे. ह्याची अनुक्रमणिका अहवालाच्या सुरवातीस जोडावी.
 - अहवालांच्या प्रत्येक पानावर सर्व सदस्यांच्या सहया घ्याव्या स्वाक्षरी करणा-या सर्वांना तसेच दोन्ही पक्षांना एक एक प्रत द्यावी. एक प्रत समितीच्या रेकॉर्डसाठी राखून ठेवावी व एक प्रत सादर करावी.
7. तक्रार प्राप्त झाल्यापासून 90 दिवसांत अहवाल सादर होणे आवश्यक आहे.
8. अहवाल प्राप्त झाल्यापासून ६० दिवसांत संस्थेकडून अहवालावर कार्यवाही होणे आवश्यक आहे



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लैंगिक छळाच्या तकारीच्या चौकशीच्या प्रात्यक्षिकासाठी-

श्री. चोप्रा हे एका शिक्षणसंस्थेच्या अध्यक्षांचे प्रायव्हेट सेक्रेटरी होते. ताज पॅलेस हॉटेल मध्ये भरलेल्या एका कॉन्फरन्समध्ये वेळी श्री. चोप्रा यांनी मिस एक्स हया क्लर्क-कम-टायपिस्टची लैंगिक छळणूक केली असा आरोप आहे.

मिस एक्स हया स्टेनो नाहीत तरीही त्यांनी अध्यक्षांकडून डिक्टेशन घ्यावे असा आग्रह श्री. चोप्रा यांनी धरला. चोप्रा हे वरिष्ठ असल्याने दडपणामुळे मिस. एक्स डिक्टेशन घेण्यासाठी अध्यक्षांच्या खोलीत गेल्या. अध्यक्ष येण्याची वाट पहात असतानाही श्री. चोप्रा मिस. एक्सच्या अगदी जवळ बसून राहिला आणि मिस एक्सने सांगूनही त्याने अंतर राखले नाही.

अध्यक्षांनी दिलेले डिक्टेशन टाईप करण्यासाठी ताज पॅलेस हॉटेलच्या बेसमेंट मधील विसर्ग सेंटरमध्ये जाणे आवश्यक होते. चोप्रा तेथेही मिस एक्स बरोबर गेला. टायपिंगमध्ये चुका होऊ नयेत म्हणून मदत करतो असे तो म्हणाला. विसर्ग सेंटर मधील एकांताचा गैरफायदा घेत तो मिस एक्सच्या अगदी जवळ बसला व मिस एक्स यांनी हरकत घेतली तरीही त्यांना स्पर्श करत राहिला.

टाईप केलेले मॅटर अध्यक्षांनी तपासून दिल्यावर पुन्हा टाईप करायचे होते. चोप्रा पुन्हा विसर्ग सेंटरमध्ये मिस एक्सबरोबर गेला आणि लगट करत राहिला. त्याने त्याचे "गैरवर्तन थांबवले नाही तर मी येथून निघून जाईन" असे मिस एक्सनी सांगितले तरी त्याच्यावर काहीही परिणाम झाला नाही.

लिफ्टमध्येही त्याने मिस एक्सच्या अंगचटीला जाण्याचा प्रयत्न केला तेव्हा इमर्जन्सी बटन दाबून मिस एक्सने दरवाजा उघडला. दुस-या दिवशी ऑफिसमध्ये मिस एक्सच्या एक ज्येष्ठ सहकारी श्रीमती रमा यांना मिस एक्स खूपच अपसेट आहेत हे जाणवले. त्यांनी विचारणा करताच मिस एक्सला रडू कोसळले. काय घडले ते त्या सांगूही शकत नाहीत असे मिस एक्स यांनी रडत रडत सांगितले. मात्र नंतर मिस एक्स यांनी झालेला सर्व प्रकार अध्यक्षांना निवेदन केला. अध्यक्षांनी अंतर्गत तक्रार समितीच्या प्रिंसायडिंग ऑफिसरना ही माहिती दिली आणि कायदा व युजीसी निर्देशानुसार उचित प्रक्रिया सविनियोजित सांगितले.

(अॅपरेल एक्सपोर्ट प्रमोशन कौन्सिल विरुद्ध श्री. ए.के. चोप्रा हया सुप्रीम कोर्टातील केसचा तपशील प्रात्यक्षिकासाठी थोडा बदलला आहे.)

ही केस तुमच्या कमिटीकडे आली आहे अशी कल्पना करा

1. हया केसबाबत तुम्ही काय काय करायला हवे त्यावर शेवटी अहवाल सादर होईपर्यंतचा रोड मॅप तयार करा.

2. पुढील गोष्टींच्या तपशीलाची कल्पना करा व मुद्दे लिहून काढा.

अ) तकारीचा तपशील

ब) तक्रार प्राप्त झाल्यावर प्रतिवादीने दिलेले उत्तर

क) दोन्ही पक्षांचे साक्षीदार व त्यांची साक्ष

3. हया तकारीबाबतच्या कोणत्याही एका बैठकीबाबत तपशीलाची कल्पना करा व त्यानुसार

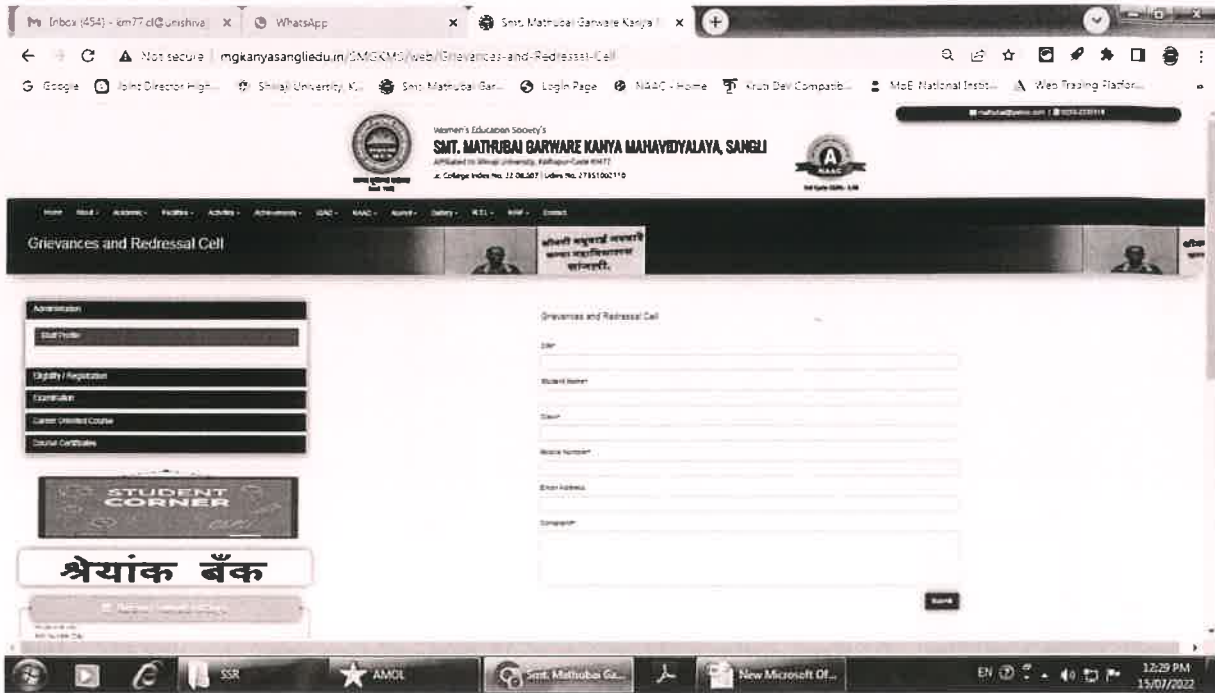
अ) बैठकीच्या विषयपत्रिका नमूद करणारी तपशील सूचना तयार करा.

ब) त्या बैठकीचे सविस्तर इतिवृत्त/कार्यवृत्तांत ठरावांसह लिहून काढा

4. हया तकारीबाबत समितीच्या अहवालाची Outline तयार करा तसेच तकारीवरील निर्णय व शिफारसी नमूद करा




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