

**GOVINDRAO WARJUKAR ARTS & COMMERCE COLLEGE,
NAGBHID**

INTERNAL COMPLAINT COMMITTEE

ANNUAL REPORT (2021-22)

An Internal Complaint Committee was established in the college as per the instructions. The working committee consists of the following officials:

Name	Designation
Dr. Ms. Nikita Mishra	Coordinator
Dr. C.N.Hanwante	Teacher Representative
Dr. Mrs. Vishakha Kayande	Teacher Representative
Smt. Puja Kore	Non-Teaching Staff Representative
Shri. Waman Nihite	Non-Teaching Staff Representative
Adv. Kirti Karkade	NGO Representative

Objectives of Internal Complaints Committee (ICC):

The objectives of the Internal Complaint Committee to prevent Sexual Harassment of Women at the Tirunelveli District Collectorate and the subsequent plan of action are as follows:

1. To form a policy against sexual harassment of women at the District Collectorate
2. To develop a consistent system for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the District Collectorate.
3. To implement the policy in letter and spirit by developing a suitable reporting mechanism for receiving and addressing the complaints
4. To advocate the commitment of the District Collectorate to furnish an environment free of gender discrimination.

Policy Statement

Our college is committed to provide a safe environment for all its employees and associates, free from discrimination on any ground and from harassment at work including sexual harassment. Our college takes steps to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment at workplace. Our college will operate a zero-tolerance policy for any form of sexual harassment in the workplace, and promptly investigate all allegations of sexual harassment. All complaints

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of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making such a complaint. Anyone found to have sexually harassed another, would face disciplinary action.

Making a false complaint of sexual harassment or providing false information regarding complaint will also be treated as a violation of policy.

Responsibilities of the ICC:

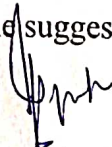
- To disseminate the Vishakha Committee guidelines pertaining to sexual harassment.
- To sensitize the students regarding the sexual harassment of women at Workplace (Prevention, Prohibition and Redressal) Act 2013
- Organize workshops to create awareness about the Act.
- To invite suggestions and complaints in the Suggestion Box installed in the college premises.


Special facilities provided for girls:

- The composition of the ICC Committee is displayed in the visible area.
- For safety and security of girls/women staff CCTV camera are installed in the campus everywhere.
- Meetings with girl students are arranged for their counselling.
- Common room for girls/women staff with separate toilets.
- Vending machine for girls/women staff is installed in girl's common room.

The major items discussed in the meetings were:

- To arrange workshop for students to orient them about the law of prohibition of sexual harassment at work place.
- To sensitize students about gender equity through workshops and guidance sessions.
- If any complaints are received from the students or the teaching and non-teaching staff, the committee will call the meeting and try to redress the complaints.
- To redress the grievances received through suggestion box and also place the suggestions received from the students in the meetings.


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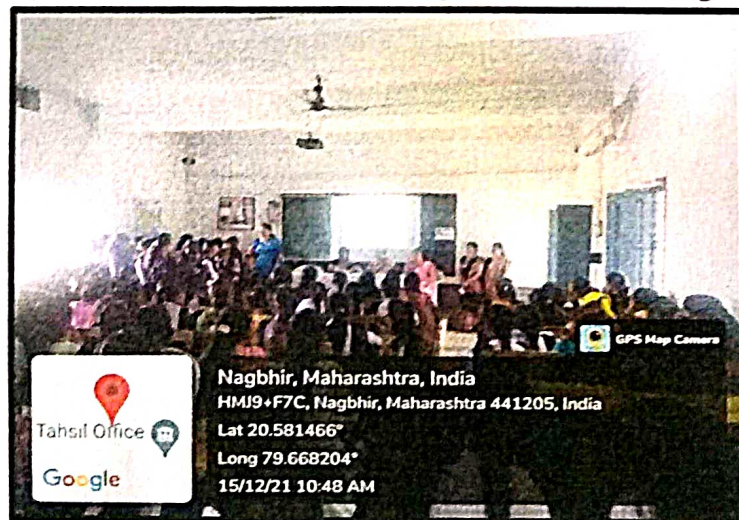

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The activities of the committee during the session were:


- No grievances regarding sexual harassment were reported in the session.
- A guidance session on "Awareness About Sexual Harassment" was arranged on 29th October 2021 was arranged for the girl students. 89 students attended the session.



- A tete-a-tete with the girls was arranged on 15th Dec. 2021. In this meeting the girls were given information about the College Internal Complaint Committee, Woman Study Cell and other facilities in the college like vending machine. The girls shared their experiences of travelling daily from their village to the college and also the problems they face due to less frequency of the ST buses. 178 girls were present in the meeting.




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- A session on “Life Skills” was arranged on 16th March 2022. Dr. C.N. Hanwante, Librarian of the college was the speaker. He is trainer of EOG and Life Skills Counciller. The students were given guidance on “How to choose friends?” 200 students were present in the session.

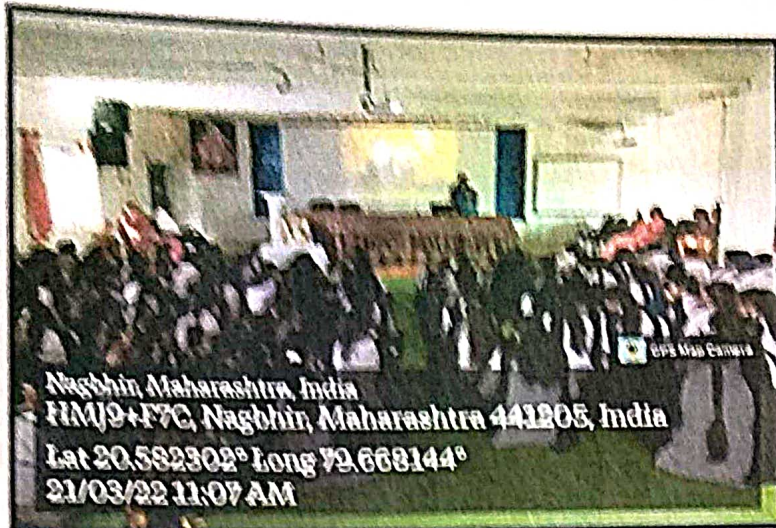


- This age accompanies wide spread of adventure, school drop outs, sexual activeness, early marriage, teenage pregnancy and exposure to peer pressure. There is a dire need to increase awareness about reproductive and sexual health and sexuality among young adults so as to empower them with information to conduct themselves as responsible citizens of the country. So, a three-day camp is conducted in schools, colleges and villages, in various parts of Maharashtra by SEARCH, Gadchiroli.

A three-day workshop “TARUNYBHAAN” (awareness about adolescence) was arranged in our college from 21st to 23rd March 2022 in collaboration with **SEARCH, Gadchiroli**. The sessions have been carefully designed by Dr. Rani Bang, focusing on relation with parents, information on sexual health, talks on the differences between love and infatuation and risks of premarital sexual relations.


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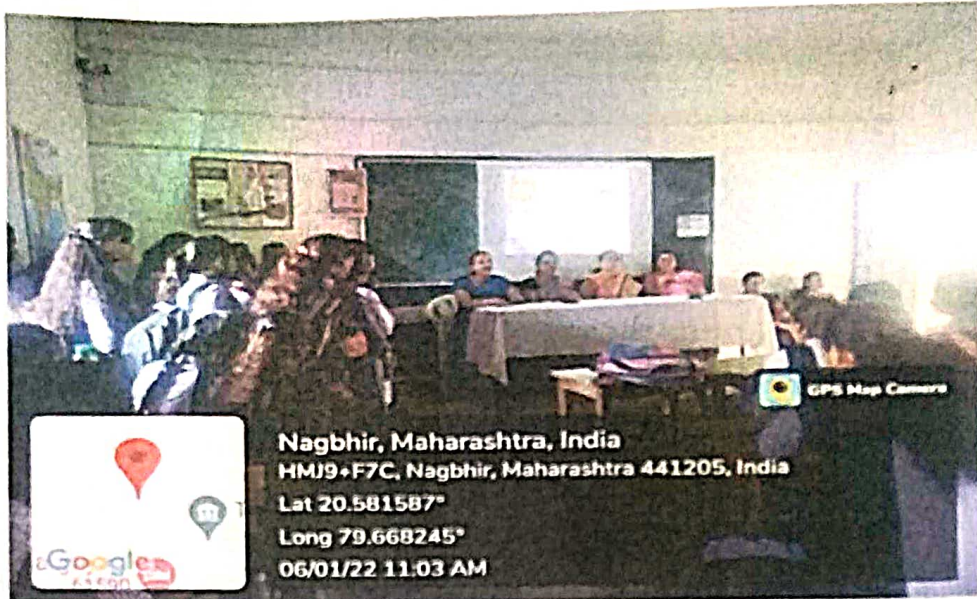
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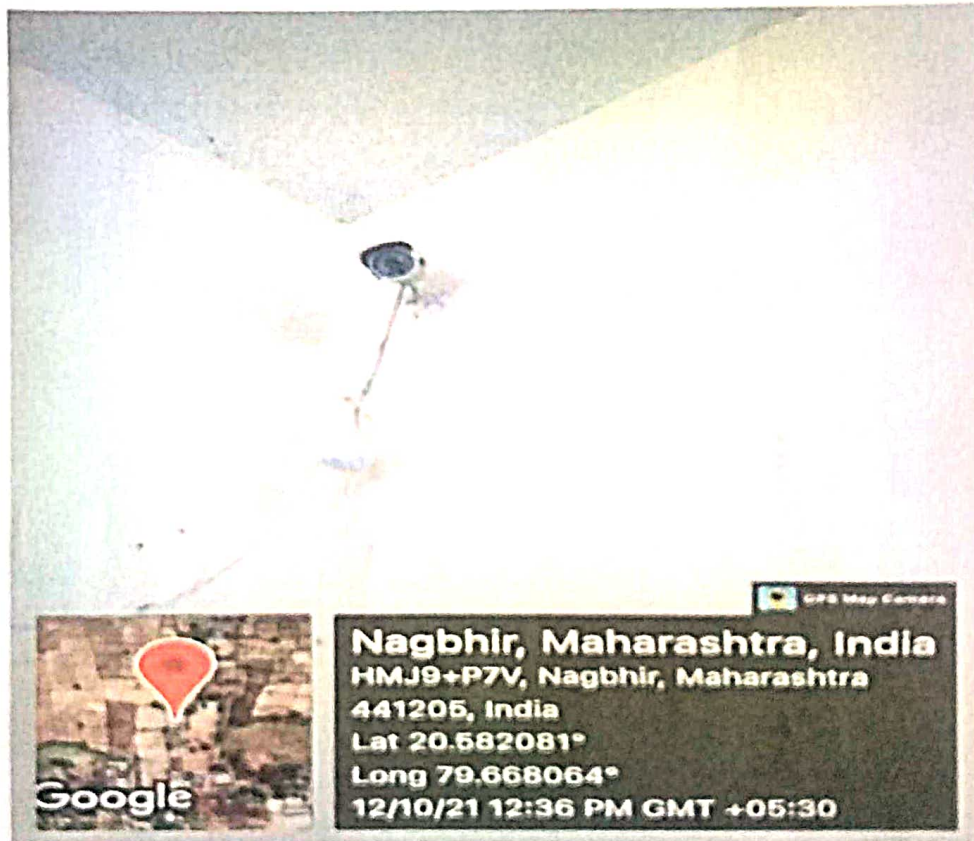
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7.1.1 AWARENESS ABOUT SEXUAL HARASSMENT



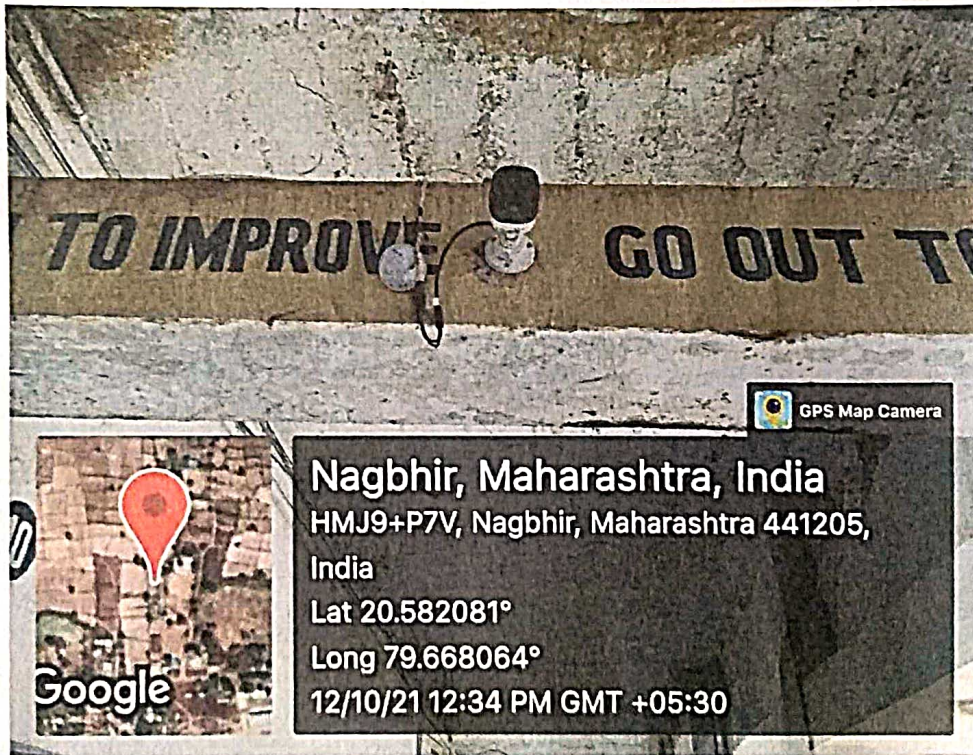
7.1.1 CCTV CAMERA


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7.1.1 CCTV CAMERA FOOTAGE



7.1.1 CCTV CAMERA


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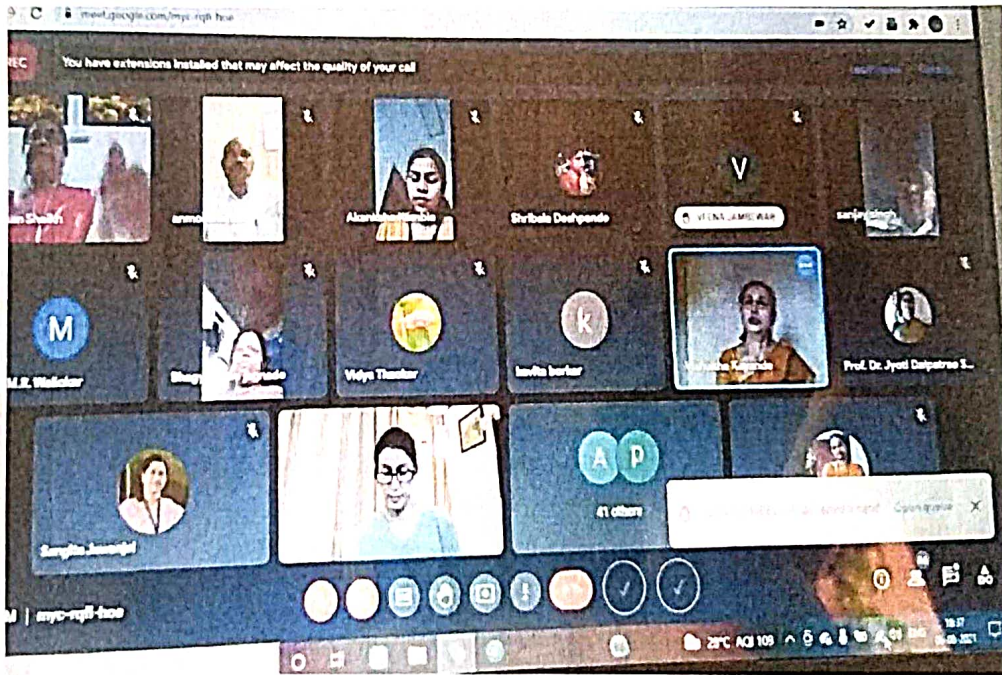
एक मुलगा शिकला तर एका कुटूंबाचा उद्धार होईल,
परंतू एक मुलगी शिकली तर सात पिढ्यांचा उद्धार होईल.

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7.1.1 GENDER EQUALITY SLOGAN



7.1.1 STATE LEVEL SEMINAR ON BREAST FEEDING

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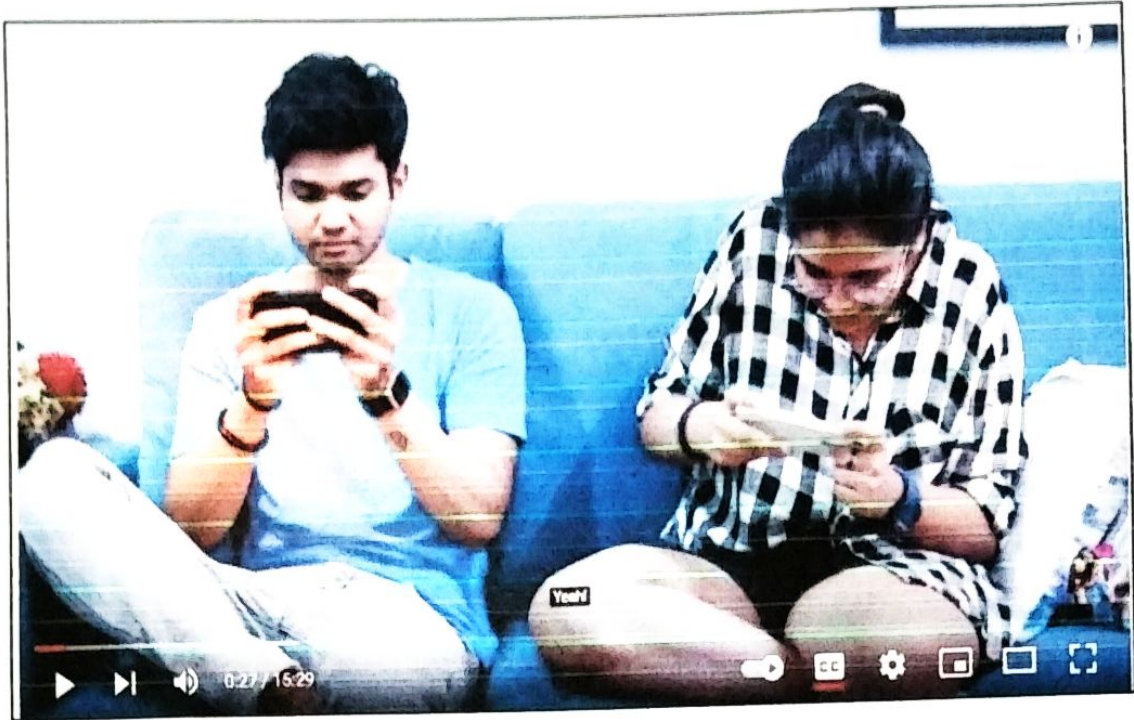
7.1.1 GENDER DISCRIMINATION GUIDANCE SESSION



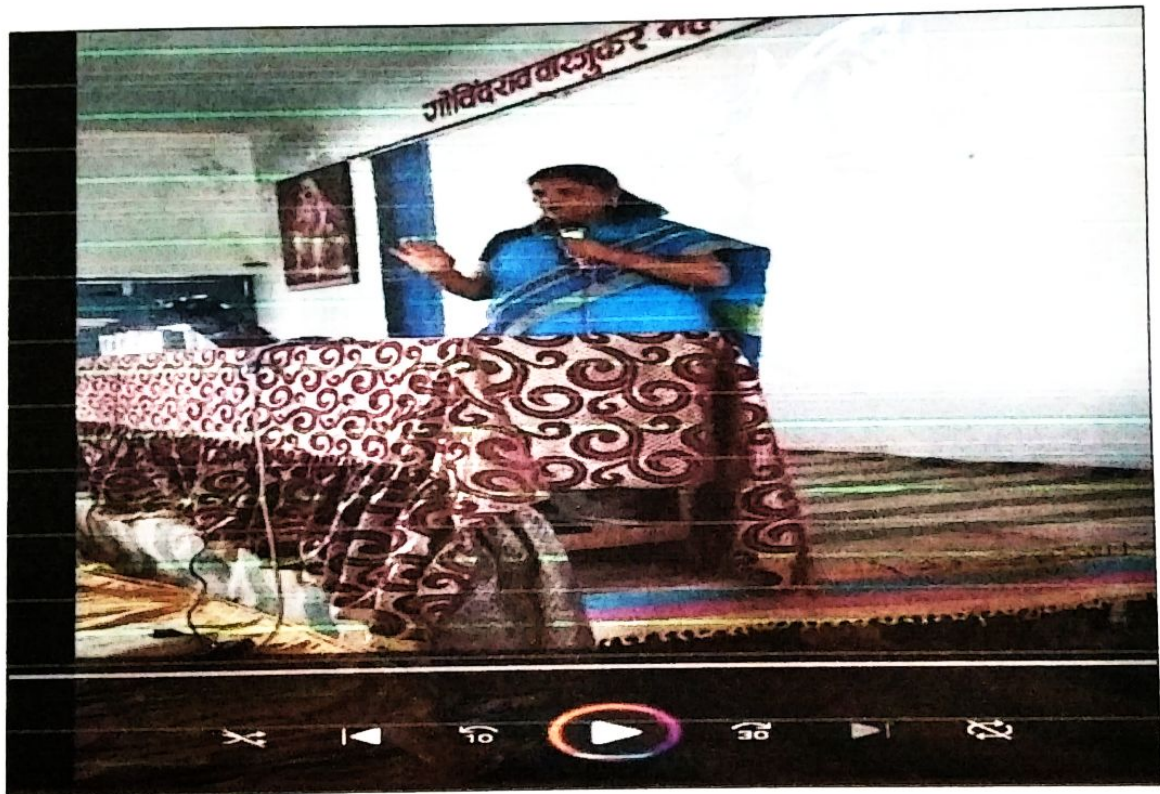
7.1.1 INTERNATIONAL WOMEN DAY PROGRAM, 08/03/2022

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GENDER EQUILITY VEDIO



VEDIO CLIPS ON GENDER EQUILITY PROGRAM


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NOTICE

23/09/2021

All the students, teachers and non-teaching staff should take a note that the 'Internal Complaint Committee' has been reformed. The composition of the committee is as follows:

- ① Dr. Nikita Mishra - Co-ordinator
- ② Dr. C.N. Handale - Teacher Representative
- ③ Dr. Mrs. Vishakha Kayande - Teacher Representative
- ④ Smt. Puja Kore - Non-teaching staff Repre.
- ⑤ Shri. Waman Nihite - Non-teaching staff Repre.
- ⑥ Adv. Kirti Karkade - NGO Representative

The function of the Committee is to redress any complaint pertaining to sexual harassment in the college within the stipulated time. The detailed information about ICC & its functions is uploaded on the college website too.

Nishra

Co-ordinator ICC

ICC NOTIES


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AUTOMATIC VENDING MACHINE



POLICE SARTHI COMPLENT BOX


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GOVINDRAO WARJUKAR ARTS AND COMMERCE COLLEGE, NAGBHID		
INTERNAL COMPLAINT COMMITTEE		
Name	Designation	Contact No.
Dr. Ms. Nikita Mishra	Coordinator	9970406183
Dr. C. N. Hanwante	Teacher Representative	9422999939
Dr. Mrs. Vishakha Kayande	Teacher Representative	9422948124
Smt. Puja Kore	Non-Teaching Staff Representative	8669327803
Shri. Waman Nihite	Non-Teaching Staff Representative	9404121380
Adv. Kirti Karkade	NGO Representative	

For details visit <http://www.gwcollegenagbhid.ac.in/InternalComplaintCommittee.aspx>

GPS Map Camera

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ICC COMMITTEE BOARD

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GIRLS ROOM


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रॅगिंग

सर्वांचा व्यापारधरणा आहे.सामान्य रॅगिंग व शैक्षिक अत्याचार हा दहाव्याक मुळा अगुण परीक्षासाठी वेळाने विद्यार्थी पसुली शिस्त कित्त शैक्षिक अत्याचार प्रकरणाबाबत गुन्हेला अनेक तर त्याला महाविद्यालयात प्रवेश नकारण्यात येईल किंवा प्रवेश दिवसापासूनही असे विद्यार्थ्यास आले की सधरा विद्यार्थी शिस्त कित्त शैक्षिक अत्याचार प्रकरणाबाबत गुन्हेला होत किंवा आहे तर त्याचा सामाजीय विषयांनुसार कारवाई करण्यात येईल



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7.7.1. ANTI RAGGING

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