

स्थापना : २९ जून १९५६

श्री योगेश्वरी शिक्षण संस्था संचलित

योगेश्वरी महाविद्यालय, अंबाजोगाई

ता.अंबाजोगाई ४३१५१७, जि.बीड

डॉ.बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ,

औरंगाबाद - संलग्न

प्रा.डॉ.व्ही.बी.साखरे

प्र.प्राचार्य



Establishment 29 June 1956

Yogeshwari Education Society's

Yogeshwari Mahavidyalaya, Ambajogai

Tq.Ambajogai, 431517. Dist.-Beed

Affiliated to Dr.Babasaheb Ambedkar Marathwada University,

Aurangabad

Prof. Dr. V. B. Sakhare

I/c Principal

NAAC Reaccredited - 'B' Grade

• Phone No. : (02446) 247127 • Email: principalyma@rediffmail.com • Website: www.yogeshwariscience.org

• Recognition of College under Section 2(f) and 12 (B) of the UGC Act 1956 • ISO 21001 : 2018 Certified

O.No. :

Date : / / 20

INTERNAL COMPLAINTS COMMITTEE (ICC)

Sr. No.	Name	Designation	Mobile
1	Dr. B. Y. Keskar	Presiding Officer	9403484396
2	Dr. S. N. Sangekar	Faculty Representative	9764675007
3	Dr. G. D. Suryawanshi	Faculty Representative	9860819610
4	Mr. A. M. Choudhary	Non-teaching Representative	9421906976
5	Ms. K. Y. Rathod	Non- Teaching Representative	9359404980
6	Mr. A. B. Waghmode	Student Representative UG	--
7	Ms. P.R. Ugale	Student Representative PG	--
8	Ms. P.V. Kagne	Student Representative Ph. D.	--
9	Adv. K. J. Virdhe	NGO Representative/Legal Adviser	9960582446



Principal
Yogeshwari Mahavidyalaya
Ambajogai

स्थापना : २९ जून १९५६

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Policy for Anti-Sexual Harassment

- The aim of this policy is prevention, prohibition and redressal of sexual harassment of non-teaching or teaching women employees and student of the College. The Internal Complaints Committee is established in the college as per the norms of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, promulgated by the Government of India in December 2013. However, based on the aforesaid Act and Saksham report of MHRD, a new regulation was propagated by the UGC in 2016 termed University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in Higher Educational Institutions) Regulation, 2015, all educational institutes need to set up an Internal Complaints Committee.
- Hence, the Internal Complaints Committee (ICC) is established in Yogeshwari Mahavidyalaya, Ambajogai under the guidance of Dr. V. S. Hamde, Principal of College. The main aim of the ICC is to look into the complaints of sexual harassment occurred within the College campus and also to generate awareness about the issue. The act has outlined the constitution of the committees, the process to be followed for making a complaint and conducting inquiry into the complaint in a time bound manner.
- **Sexual Harassment:** - An unwanted conduct with sexual undertones, persistent conduct which demeans, humiliates or creates hostile environment is termed as Sexual Harassment and it includes any unwelcome physical, verbal or non-verbal conduct of sexual nature; physical contact and advances.
- **Any one of the following circumstances**, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones: -
 - Implied or explicit promise of preferential treatment as quid pro or quo for sexual favours;
 - Implied or explicit threat about the present or future status of person concerned;
 - Humiliating treatment likely to affect the health, safety, dignity or physical integrity of the person concerned;
 - Creating an intimidating offensive or hostile learning environment;
 - Implied or explicit threat of detrimental treatment in the conduct of work.
- **Function of ICC:** - The Internal Complaints Committee is an educational complaint redressal mechanism for the members of faculty, staff and students of the College and its objectives are:
 - To promote awareness about sexual harassment amongst students of both gender through educational initiatives that encourages and fosters a respectful and safe campus environment.

Handling
Co-ordinator
Internal Quality Assurance Cell
Yogeshwari Mahavidyalaya
Ambajogai



Handwritten signature
Principal
Yogeshwari Mahavidyalaya
Ambajogai

स्थापना : २९ जून १९५६

श्री योगेश्वरी शिक्षण संस्था संचालित

योगेश्वरी महाविद्यालय, अंबाजोगाई

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- To advice complainants of means of resolution as specified by the legislation.
- To ensure fair and timely resolution of sexual harassment complaints.
- To provide a neutral, confidential and supportive environment for teaching and non-teaching women employees and the students on the campus.
- **Procedure:** - Any aggrieved woman or student may make, in writing, a complaint of sexual harassment at workplace to the ICC, within a period of three months from the date of incident. If she is unable to make a complaint in writing, the ICC will render all reasonable assistance to her for making the complaint in writing.
- If the ICC is satisfied that the circumstances were such, which prevented the woman from filing a complaint within a period of three months, it may extend the time limit not exceeding to the three months. The complainant needs to submit six copies of the complaint along with the supporting documents and names and addresses of the witnesses to the ICC. On receipt of the complaint, the Committee will send one of the copies to the respondent within a period of seven working days and ask the respondent to file his reply to the complaint along with his list of documents and names and addresses of witnesses, within a period not exceeding ten working days from the date of receipt of the complaint by him. Legal practitioner is not allowed to represent the case at any stage of the proceedings before the Committee.
- **Punishment:** - If any student is found guilty, the student will be punished based on the severity of the offence. The student's privileges such as access to library, scholarships, allowances, and auditoria, halls of residence, transportation and identity card will be withheld. Also, the student will be suspended or restricted entry in College campus for specific period. Student may also be expelled or denied readmission in the College. Apart from disciplinary action which the ICC recommends to be taken against the guilty employee or student, the law also provides restitution to the aggrieved person for emotional trauma and losses incurred in the form of monetary compensation.
- Also any employee, if found guilty by the ICC shall be punished as per the service rules.

• **Awareness programs of ICC in College:**

For ensuring a safe and sexual harassment free environment in the College, every year the ICC has been organizing an awareness programme for the College students. Through these programmes the students are made aware of the UGC regulation, 2015 regarding sexual harassment and what sexual harassment actually means. They are also instructed to report any misconduct held against them in the College campus to the ICC verbally and in writing too.

However, until this date, no cases of sexual harassment have taken place in the College.

S. N. Bag
Co-ordinator
Internal Quality Assurance Cell
Yogeshwari Mahavidyalaya
Ambajogai











V. B. Sakhare
Principal
Yogeshwari Mahavidyalaya
Ambajogai

Yogeshwari Mahavidyalaya, Ambajogai

Notice


Date: 18/07/2017

Following teaching and Non-teaching staff members are hereby informed that the meeting is to be scheduled on **19/07/2017** at **4 pm** in Principal's office to form Internal Complaints Committee. So, all are requested to attend the meeting without fail.

1. Dr. B.D. Deshmukh (Vice Principal) 
2. Dr. V. S. Hamde (IQAC Coordinator) 
3. Dr. S. D. Ghan 
4. Dr. B. Y. Keskar 
5. Dr. G.D. Suryawanshi 
6. Mrs. K. Y. Rathod 
7. Mr. A. M. Choudhary 
8. Mr. R. M. Salvi 

Agenda of the Meeting

1. To form Internal Complaints Committee.


Principal
Yogeshwari Mahavidyalaya
Ambajogai



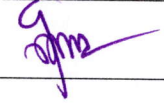

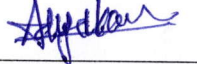
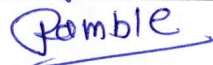
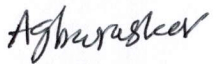
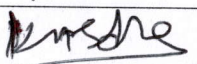
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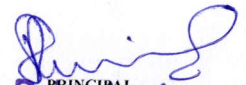
MINUTES OF THE MEETING

Date 19/07/2017

The teaching staff meeting was held in the Principal's office on 19/07/2017 at 4 pm and following issues were discussed.

1. The Internal Complaints Committee was formed to create awareness about harassment at workplace and to resolve the complaints pertaining to it.
2. It is decided that Dr. B. Y. Keskar will be In-charge of the committee and following faculties will be the members. The meeting ended with vote of thanks.

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. B. D. Deshmukh	Faculty Representative	
3	Dr. G. D. Suryawanshi	Faculty Representative	
4	Mr. A. M. Choudhary	Non-teaching Representative	
5	Ms. K. Y. Rathod	Non- Teaching Representative	
6	Mr. A. S. Kadam	Student Representative UG	
7	Ms. R. P. Kamble	Student Representative PG	
8	Ms. A. G. Baraskar	Student Representative Ph. D.	
9	Adv. K. J. Virdhe	NGO Representative/Legal Adviser	


Principal
Yogeshwari Mahavidyalaya
Ambajogai

YogeshwariMahavidyalaya, Ambajogai

Internal Complaints Committee

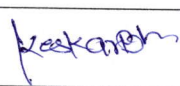
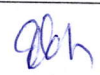
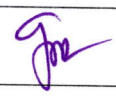
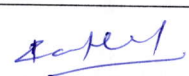
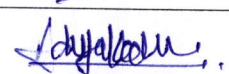
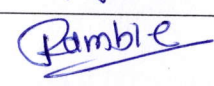
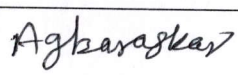
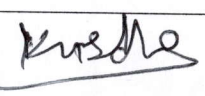
Notice


Date:-31/07/2017

Internal Complaint Committee Meeting will be held on **01/08/2017 at 04:00** p.m. in Library to discuss the following agenda. All the members are requested to attend the meeting.

Agenda of the Meeting-

- 1) To arrange awareness lectures, campaigns and workshops related to create the awareness about anti-sexual harassment laws and acts.
- 2) To confirm the responsibilities of the committee.
- 3) To identify and confirm the speakers for the awareness lectures, campaigns and workshops related to create the awareness about anti-sexual harassment laws and acts.

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1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. B. D. Deshmukh	Faculty Representative	
3	Dr. G. D. Suryawanshi	Faculty Representative	
4	Mr. A. M. Choudhary	Non-teaching Representative	
5	Ms. K. Y. Rathod	Non- Teaching Representative	
6	Mr. A. S. Kadam	Student Representative UG	
7	Ms. R. P. Kamble	Student Representative PG	
8	Ms. A. G. Baraskar	Student Representative Ph. D.	
9	Adv. K. J. Virdhe	NGO Representative/Legal Adviser	


Dr. B. Y. Keskar
Presiding Officer
ICC

YogeshwariMahavidyalaya, Ambajogai

Internal Complaints Committee





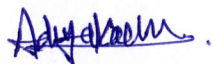
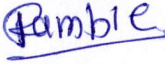
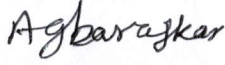
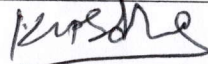
MINUTES OF THE MEETING


Date 01/08/2017

The meeting of the Internal Complaints Committee was held on 01/08/2017 in College Library. All the members of the Internal Complaint Committee attended the meeting. The Chairman of the committee Dr. B. Y. Keskar welcomed the members and read the agenda of the meeting. The discussion on the agenda took place and following decisions were taken.

- It was decided to upload the Handbook on Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013 issued by Ministry of Women and Child Development and composition of Internal Complaints Committee on College website
- It was decided to invite Dr. B. D. Dehmukh, Department of Botany, to give awareness lecture about anti-sexual harassment; provisions and procedure.
- It was decided to carry out all the activities with common responsibility of all the committee members without distributing the responsibilities among the members.

The meeting ended with vote of thanks.

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. B. D. Deshmukh	Faculty Representative	
3	Dr. G. D. Suryawanshi	Faculty Representative	
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Dr. B. Y. Keskar
Presiding Officer
ICC

Yogeshwari Mahavidyalaya, Ambajogai


Internal Complaints Committee

ACTION TAKEN REPORT

Date: 05/08/2017

Action Taken Report for the meeting of the Internal Complaints Committee held on **01/08/2017** at College Library. As per the discussions held and the approved minutes in the said meeting action was taken as under:

- The Handbook on Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013 issued by Ministry of Women and Child Development and the composition of the Internal Complaints Committee is uploaded on College website.
- It is unanimously decided that the awareness program will be conducted on 10.08.2017 by the ICC. The guest Dr. B. D. Dehsmukh, Department of Botany, has been contacted and the date for the lecture is communicated to her.
- The activities of Internal Complaints Committee are being done with common responsibility.


Dr. B. Y. Keskar
Presiding Officer
ICC

Yogeshwari Mahavidyalaya, Ambajogai

Internal Complaints Committee



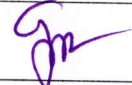
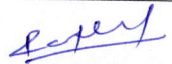

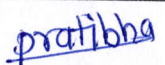
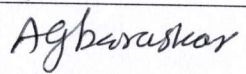
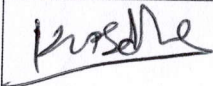
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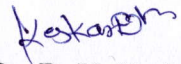
Date:-08/08/2018

This is to inform all the members of the internal Complaints Committee to attend the meeting on 09/08/2018 at 4:00 pm in College Library. The Agenda of the meeting is attached herewith.

Agenda

1. To read and confirm the minutes of the previous meeting
2. Awareness programmes about ICC
3. AOB

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
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3	Dr. G. D. Suryawanshi	Faculty Representative	
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Dr. B. Y. Keskar
Presiding Officer
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Yogeshwari Mahavidyalaya, Ambajogai

Internal Complaints Committee



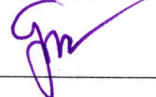
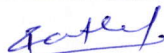
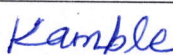
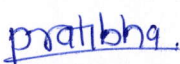
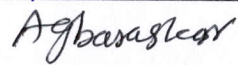
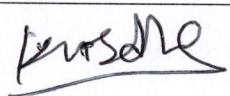
MINUTES OF THE MEETING

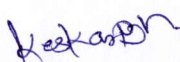
Date 09/08/2018

The meeting was conducted at 4:00 pm on in College Library. Following members were present and the following points were discussed in meeting.

1. Previous meeting minutes were read by the committee Head Dr. B. Y. Keskar.
2. It was decided to organize Orientation Program for the students in December 2018.
3. It was also decided that in concern with value of subject the speaker will be lawyer. All members will help in organizing the programme.

The meeting ended with vote of thanks.

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. B. D. Deshmukh	Faculty Representative	
3	Dr. G. D. Suryawanshi	Faculty Representative	
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8	Ms. A. G. Baraskar	Student Representative Ph. D.	
9	Adv. K. J. Virdhe	NGO Representative/Legal Adviser	


Dr. B. Y. Keskar
Presiding Officer
ICC

YogeshwariMahavidyalaya, Ambajogai


Internal Complaints Committee

ACTION TAKEN REPORT

Date: 12/08/2018

Action Taken Report for the meeting of the Internal Complaints Committee held **on 09/08/2018** at College Library. As per the discussions held and the approved minutes in the said meeting action was taken as under:

- The discussion held in the meeting was communicated to the Principal for further process to conduct such type of event in the College.
- The students and staff are notified to attend the programme to be scheduled.


Dr. B. Y. Kesar
Presiding Officer
ICC

YogeshwariMahavidyalaya, Ambajogai

Internal Complaints Committee

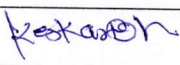
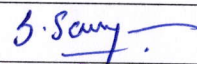
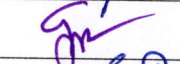
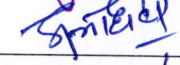
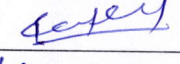
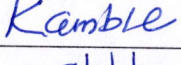
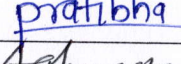
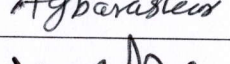

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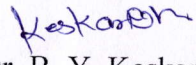
Date: 18/08/2019

All the members of the "Internal Complaints Committee" are hereby, informed that the meeting regarding protection and prevention of persons from sexual harassment in the college for the academic year 2019-20, will be held on **20.08.2019** at 4.30 PM, in the office of the Principal. You are therefore, requested to kindly make it convenient to attend the meeting with your valuable suggestions.

AGENDA OF THE MEETING,

- To read the minutes of the previous meeting of the Internal Complaints Committee.
- Discussion on the Hon'ble Supreme Court Judgment to protect the interest of the Women Employees and Students in the work place.
- To organize awareness programs for students about the importance of justice, humanity and dignity at working place.
- Any other point to be discussed with the permission of the President of the meeting
- Vote of thanks.

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. S. N. Sangekar	Faculty Representative	
3	Dr. G. D. Suryawanshi	Faculty Representative	
4	Mr. A. M. Choudhary	Non-teaching Representative	
5	Ms. K. Y. Rathod	Non- Teaching Representative	
6	Mr. S. G. Kamble	Student Representative UG	
7	Ms. P. V. Sonwane	Student Representative PG	
8	Ms. A. G. Baraskar	Student Representative Ph. D.	
9	Adv. K. J. Virdhe	NGO Representative/Legal Adviser	


Dr. B. Y. Keskar
Presiding Officer
ICC

Yogeshwari Mahavidyalaya, Ambajogai

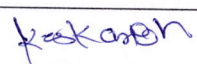
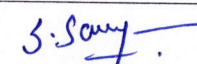


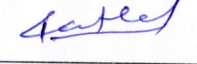
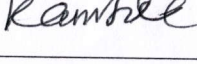
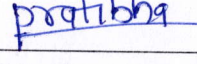
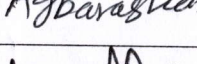
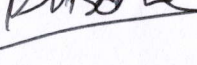
Internal Complaints Committee


MINUTES OF THE MEETING

Date 20.08.2019

The following meeting of the Internal Complaints Committee for the academic year 2019-20 was held on **20.08.2019 at 2.30 PM** in the office of the Principal. The meeting was chaired by the Principal, Dr. U. D. Joshi. The following agenda items were discussed during the meeting and it was unanimously resolved to implement them in the interest of the Women Employees and Students of the College.

- In the meeting, it was discussed to implement the judgment of the Supreme Court to protect the interest of the women employee and students at working place.
- The members of the meeting suggested to create awareness among the employees and students about the Act of Protection and Prevention of persons from sexual harassment at workplace.
- It was decided to invite Dr. B. Y. Keskar, Presiding officer of ICC of the college to deliver a lecture about awareness regarding Internal Complaints Committee.
- Under the observation of the Principal it was discussed to take necessary action against the students, if any who violate the rules and regulations of the institution.

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. S. N. Sangekar	Faculty Representative	
3	Dr. G. D. Suryawanshi	Faculty Representative	
4	Mr. A. M. Choudhary	Non-teaching Representative	
5	Ms. K. Y. Rathod	Non- Teaching Representative	
6	Mr. S. G. Kamble	Student Representative UG	
7	Ms. P. V. Sonwane	Student Representative PG	
8	Ms. A. G. Baraskar	Student Representative Ph. D.	
9	Adv. K. J. Virdhe	NGO Representative/Legal Adviser	


Dr. B. Y. Keskar
Presiding Officer
ICC

YogeshwariMahavidyalaya, Ambajogai


Internal Complaints Committee

ACTION TAKEN REPORT

Date: 24/08/2019

Action Taken Report for the meeting of the Internal Complaints Committee held **on 26/08/2019** at College Library. As per the discussions held and the approved minutes in the said meeting action was taken as under:

- The discussion held in the meeting was communicated to the students regarding organise such type activity in the college campus in future.
- The students and staff are notified to attend the programme to be scheduled in future.


Dr. B. Y. Keskar
Presiding Officer
ICC

Yogeshwari Mahavidyalaya, Ambajogai

Internal Complaints Committee



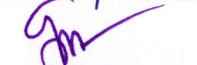
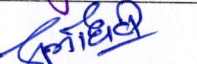
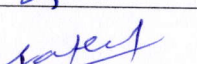
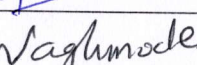

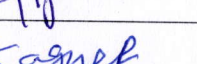
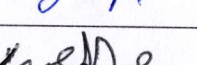
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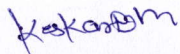
Date: - 08.11.2021

This is to inform all the members of the internal complaint committee meeting will be held on **10.11.2021** at **03:00** pm in Principal's office, to discuss the following agenda. All the members requested to attend the meeting.

AGENDA

1. To review the functioning of the Committee.
2. To organize awareness programs for students about the importance of justice, humanity and dignity at workplace.
3. To discuss about the key responsibilities of the ICC for the year 2021-22.

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. S. N. Sangekar	Faculty Representative	
3	Dr. G. D. Suryawanshi	Faculty Representative	
4	Mr. A. M. Choudhary	Non-teaching Representative	
5	Ms. K. Y. Rathod	Non- Teaching Representative	
6	Mr. A. B. Waghmode	Student Representative UG	
7	Mr. P. R. Ugale	Student Representative PG	
8	Ms. P. V. Kagne	Student Representative Ph. D.	
9	Adv. K. J. Virdhe	NGO Representative/Legal Adviser	


Dr. B. Y. Keskar
Presiding Officer
ICC

Yogeshwari Mahavidyalaya, Ambajogai

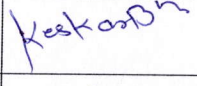
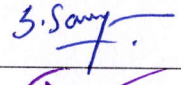
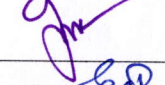
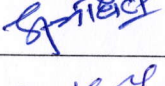
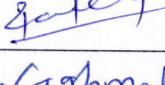
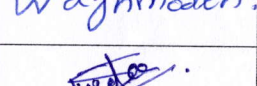
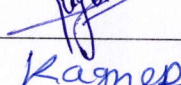
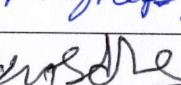
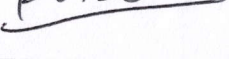
Internal Complaints Committee

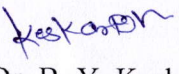
MINUTES OF THE MEETING

Date: 10.11.2021

The meeting of the internal complaint committee was held on 10.11.2021 at 03:00 pm at Principal's office. All the members of the Internal Complaint Committee attended the meeting and had detailed discussions on the activities to be carried out for the academic year 2021-2022 particularly with offline mode of teaching learning and communication with students and fellow colleagues. The following are the recommendations of the Committee:

- The Internal Complaints Committee discussed about the key responsibilities of the ICC be thoroughly prepared. To know the Act, Policy and/or relevant Service Rules.
- It was unanimously decided that Principal Dr. R. D. Joshi will deliver an awareness lecture to students regarding anti-sexual harassment laws and punishments.
- The meeting ended with vote of thanks.

Sr. No.	Name	Designation	Signature
1	Dr. B. Y. Keskar	Presiding Officer	
2	Dr. S. N. Sangekar	Faculty Representative	
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Dr. B. Y. Keskar
Presiding Officer
ICC

YogeshwariMahavidyalaya, Ambajogai


Internal Complaints Committee

ACTION TAKEN REPORT

Date: 13/11/2021

Action Taken Report for the meeting of the Internal Complaints Committee held **on 10/11/2021** in College Library. As per the discussions held and the approved minutes in the said meeting action was taken as under:

- The discussion held in the meeting and date to be finalized i.e. 24.11.2021 was communicated to the Principal for attend the event in the College in future.
- The students and staff are notified to attend the programme to be scheduled.


Dr. B. Y. Keskar
Presiding Officer
ICC