




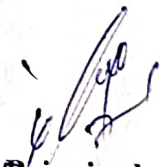
Jijamata Mahavidyalaya, Buldhana
Internal Complaints Committee (ICC)
Action Plan 2022-23



1. To invite women achievers for sharing their knowledge and experiences from different fields to motivate the girl students and women.
2. To organize events, workshops, webinar and programmes and Gender sensitization and women empowerments.
3. To celebrate International Women's Day.
4. To celebrate Birth Anniversaries of Rashtramata Jijabai and Savitribai Fule.
5. To open complaint drop box for girls grievances.
6. To counseling the students of all streams for avoid stress, bothered situations.
7. To discuss on Social issues of girls of the campus.
8. To aware girl students about foeticide rate in surrounding society to stop and say no to foeticide.

for 

Prof. Shalini S. Nimje
Presiding Officer
Internal Complaints Committee


Principal
Jijamata Mahavidyalaya
Buldhana

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year 2022-2023

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7.1.1 Specific facilities provided for women in terms of

A. Safety and security

i. College Entrance:



ii. Campus is safe with Fencing and Compound wall





iii. CCTV Cameras in campus

- The College has adequate measures for security for students on the campus.
- In College campus, classrooms, office, library and laboratories are under the surveillance of CCTV cameras.





iv. Fire Extinguisher



v. Complaints Boxes –ICC



श्री शिवाजी शिक्षण संस्था, अमरावती द्वारा संचालित
जिजामाता महाविद्यालय, बुलडाणा
अंतर्गत
तक्रार निवारण समिती
Internal Complaint Committee

नाव	पद	संपर्क
प्रा.सौ.शाहिनी सं.निमजे	पिठासीन अधिकारी	8208407039
प्रा. मिलिंद डी.जाधव	सदस्य	8275028079
प्रा.डॉ.सौ.वंदना आर.काकडे	सदस्य	8999265718
प्रा.डॉ.भरत जाधव	सदस्य	9022731309
प्रा.डॉ.ए.एस.पाटील	सदस्य	9922517303
प्रा.सुबोध विचोले	सदस्य	9421394023
प्रा.डॉ.राजश्री येवले	सदस्य	9112490903
प्रा.शाहिणा पठाण (सा.कार्यकर्ता)	सदस्य	9422626096
पी.पी.उमाळे (कार्यलय अधिकारी)	सदस्य	7020195237
श्रीमती भोंडे	सदस्य	9527677276
कु.सांची संजय समदूर	विद्यार्थीनी प्रतिनिधी	8379944725
कु.अपूर्वा पालकर	विद्यार्थीनी प्रतिनिधी	9370291488

ICC Complaint Box

GPS Map Camera

Buldana, Maharashtra, India
Chaitanyawadi, Buldana, SH-176, Malkapur
Buldana Chikhli Jalna Road, Buldhana, MH SH 176,
Chaitanyawadi, Buldana, Maharashtra 443001, India
Lat 20.52657°
Long 76.184937°
05/03/23 11:09 AM GMT +05:30

vi. Display for Women Helpline



vii. Ragging is strictly Prohibited in college Premises



B. Counseling

The College shows utmost concern towards the security of girl students likewise necessary steps are taken to ensure proper and timely counseling about health, mental stress, career advice and family concerns. Mentors and Counselors have been nominated among the teaching faculty to solve different issues of the girl students.

Objectives:

- i. To provide counseling to girl students about psychological, mental or emotional issues.
- ii. To provide educational and career related counseling.
- iii. To help women become self-aware and reach their highest potential while dealing with anxiety and stress.





C. Common Rooms

The Girls Common Room has been provided with vending machine, Rest room, Discussion table, Dressing room. There are Ladies Common rooms equipped with seating arrangement and dressing table with mirror for the benefit of girl students. For proper maintenance and supervision Girls Common Room Committee is established.

Sr. No.	Name	Designation
1	Dr. Vandana Kakde	Convener
2	Prof. S. S. Nimje	Member
3	Dr. R. M. Yewale	Member
4	Ku. Sarita Bhakre	Member



D. Day Care Center for Young Children: Facility provided by ICC during university examination.

E. Any other relevant information

Promotion of Gender Equity

1. Gender Audit of the Institution 2022-2023



JIJAMATA MAHAVIDYALAYA, BULDHANA

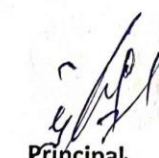
Gender Audit of the Institution

Academic Session 2022-2023



Name of Program	Female	Male	Total	Female %
Total Students (UG)	340	376	716	47.48%
Total Students (PG)	146	98	244	59.83%
NCC	40	92	132	30.30%
NSS	75	75	150	50%

0


Principal
Principal
Jijamata Mahavidyalaya
Buldana

2. Policy Document for Internal Complaints Committee



Shri Shivaji Education Society, Amravati's
JJAMATA MAHAVIDYALAYA, BULDHANA
CHIKHLI ROAD, BULDHANA -443001
NAAC Reaccredited 'B' (CGPA 2.88 | 2013-18
Website: www.jmvbuldhana.ac.in
E-mail : principaljmvbuldhana@gmail.com



Dr. Panjabrao Deshmukh
Founder President

Hon'ble Shri Harshvardhan P. Deshmukh
President
Shri Shivaji Education Society, Amravati



Capt. Dr. Prashant P. Kothe
Principal
Mobile No. 9822461416

Internal Complaint Committee (ICC) Policy Document

The Internal Complaints Committee (ICC) is established in Jijamata Mahavidyalaya, Buldhana, under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises students a Presiding Officer, two or three faculty members from each faculty, and one outside member from a non-governmental organization or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

Objective of Internal Complaints Committee:

- To provide a safe and secure work environment to every female worker and girls students
- To take consistent action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace
- To make recommendations to the management to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- To forceful implementation of the policies relating to the prevention of sexual harassment
- Strive to resolve complaints by the aggrieved complainant, and henceforth, recommend actions to be taken by the employer.

ICC, Jijamata Mahavidyalaya, Buldhana, deals with cases of sexual harassment of the students or employees in the college and provides mechanism of dispute redressal. Its promoters the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently works towards providing a secure environment to students, teaching and non-teaching staff. Complaint boxes have been placed in the college premises.



Sexual Harassment defined as:

“An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:

- Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- Demand or request for sexual favors
- Making sexually colored remarks
- Physical contact and advances
- Showing pornography”.

Internal Complaints Committee Composition:

(2021-22)

Sr. No.	Name	Designation
1.	Prof. Shalini S. Nimje	Presiding Officer
2.	Dr. M. D. Jadhao	Member
3.	Dr. Vandana R. Kakde	Member
4.	Dr. B. S. Jadhao	Member
5.	Dr. A. S. Patil	Member
6.	Prof. S. N. Chinchole	Member
7.	Dr. Rajashri Yewale	Member
8.	Prof. Shahina Pathan (Social Worker)	Member
9.	Shri. P. P. Umale (Office Sup.)	Member
10.	Smt. Deubai Bhonde	Member
11.	Ku. Sanchi Sanjay Sandur	Student Representative
12.	Ku. Apurva Anil Palkar	Student Representative



Functions of the Internal Complaints Committee:

The Internal Complaints Committee once constituted, plays a pivotal role in the effective implementation of the provisions at the workplace. A general list of duties of the Committee is enumerated as follows:

- Implementation of the Anti-Sexual Harassment Policy at the workplace
- Submit an Annual Report (Including details like the number of case files at their disposal, etc.)
- Bring about awareness about what comprises 'sexual harassment' at the workplace by way of workshops, posters, documents, notices, seminars, etc.
- Publicize the policy framework effectively
- Provide the victims with a safe and accessible mechanism of complaint
- Initiation of inquiry at the earliest
- Redress the complaints in a judicious manner
- Provide interim relief to the complainant
- Provide an opportunity for conciliation wherever possible
- Stick to the principles of natural justice at all stages of the proceedings
- Whenever required, forward the complaint to the police
- Submit the inquiry report along with recommendations
- Maintain confidentiality in regard to the proceedings taking place before the Committee

Timeline of the Complaint:

- Submission of Complaint-Within 3 months of the last incident
- Notice to the Respondent-Within 7 days of receiving a copy of the complaint
- Completion of Inquiry-Within 90 days
- Submission of Report-Within 10 days of completion of the inquiry
- Implementation of Recommendations-Within 60 days
- Appeal-Within 90 days of the recommendations

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation or sexual assault at all levels. If a student, faculty member or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident, and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaints Committee shall render all reasonable assistance to the person for making the complaint in writing. For the



reasons accorded in the writing, the ICC could extend the time limit by a period not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co-students, a psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

The complainant may contact the committee members through the given e-mail ID or phone numbers.

Email ID: iccjmvbuldhana@gmail.com

(UGC Regulations of Sexual Harassment Act):

https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf




Principal
Jijamata Mahavidyalaya
Buldana

3. Working Rules for ICC



Shri Shivaji Education Society, Amravati
Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (ICC)



Working Rules for ICC

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules framed there under, the Institute hereby adopts the following procedure for determining complaints filed to the Internal Complaints Committee (ICC) constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, though, in individual complaints, for reasons to be stated in writing, the ICC reserves the right to make exceptions to the procedure stated hereunder.

1. Any aggrieved woman may make, in writing, a complaint of sexual harassment at work place to the ICC, 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. Six copies of a written complaint should be submitted to the Committee or any of its members along with list of witnesses and supporting documents. Additional documents and list of witnesses can be submitted to ICC at a later stage during the proceeding.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any other member of the ICC shall render all reasonable assistance to the woman for making the complaint in writing.

Provided further that the ICC for the reasons to be recorded in writing, can 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 mentioned period.

2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other committee members at the earliest and not later than 3 days and a meeting should be called for discussing the matter.

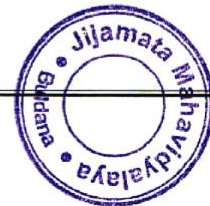
3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institute that no action is required to be taken in the matter.



4. Notice shall be issued to the respondent within 7 working days of receipt of the complaint and 10 working days shall be given for submission of reply (along with the list of witnesses and documents.)
5. The Committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.
6. The Committee may, before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.
7. No monetary settlement shall be made as the basis of conciliation. Where a settlement has been arrived at, the ICC shall record the settlement so arrived and forward the same to the employer for necessary compliance.
8. The Committee shall provide the copies of the settlement as recorded under (7) to the aggrieved woman and the respondent. Where a settlement is arrived at, no further inquiry shall be conducted by the ICC.
9. If conciliation is found to be not feasible, notice will be issued to both parties for hearing.
10. The Committee may direct the Registrar to ensure the safety and protection of the aggrieved woman if and when required.
11. As an interim measure, ICC may recommend
 - a) The transfer of the aggrieved woman or the respondent to another section or Department as deemed fit by the Committee.
 - b) Grant leave to the aggrieved woman up to a period of three months or
 - c) Restrain the respondent from exercising any administrative authority or supervision or academic evaluation of the aggrieved woman.
 - d) Grant such other relief to the aggrieved woman as the case may require.

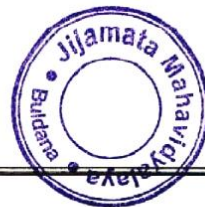


12. The Committee shall proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent considering sexual harassment as misconduct.
13. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in writing of the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day-to-day basis, to be decided by ICC.
14. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting and defending her/his case.
15. The Committee may at any time during the enquiry proceedings; preclude the face-to-face examination of the respondent and the aggrieved woman and/or their witnesses keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.
16. The Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.
17. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witnesses for the purpose of supplementary testimony and/or clarifications.
18. The Committee shall have the power to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.
19. The past sexual history of the aggrieved woman shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
20. The Committee shall have the right to terminate the enquiry proceedings and to give an ex-parte decision on the complaint, should the respondent fail, without valid ground, to be present for three consecutive hearings convened by the Presiding Officer.
21. The aggrieved woman and the respondent, or any one person on her/his behalf, shall have the right to examine written transcripts of the recordings with the exclusion of witnesses' names



and identities. Any person nominated by the aggrieved woman and/or the respondent on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff. No person who has been found guilty of sexual harassment shall be accepted as a nominee. The aggrieved woman/respondent should inform the Presiding Officer specifically if they wish to exercise this right. The Presiding Officer shall allow access to such documents on a specific date to be intimated at least two days in advance to each of the parties concerned. At no point in time, however, can the concerned parties take these documents outside the office.

22. The aggrieved woman and the respondent shall be responsible for presenting their witnesses before the Committee. However, if the Committee is convinced that the absence of either of the parties to the disputes is on valid grounds, the Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.
23. All proceedings of the ICC shall be recorded in writing. The record of the proceedings and the statement of witnesses shall be endorsed by the persons concerned as well as the committee members present in token of authenticity thereof. In case the minutes cannot be reduced in writing the same day, as audio recording of the proceedings may be made, and the written proceedings will be authenticated on a next available opportunity.
24. If the aggrieved woman desires to tender any documents by way of evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the aggrieved woman.
25. In the event the Committee thinks that supplementary testimony is required, the Presiding Officer shall forward to the persons concerned a summary of the proceedings and allow for a time period of seven days submitting such testimony, in person or in writing, to the Committee.
26. The aggrieved woman and the respondent shall have the right of cross-examination of all witnesses. However, such cross-examination shall be conducted in the form of written questions and responses via the Committee only. **The respondent shall have no right to directly cross-examine the aggrieved woman or her witnesses.**




27. The respondent/aggrieved woman may submit to the Committee, a written list of questions that he/she desires to pose to the aggrieved woman/witness. The Committee (ICC) shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, slanderous, derogatory or gender-insensitive.
28. Amicus Curie can be called for helping the committee if and when required.
29. After concluding its investigation, the Committee shall submit a detailed reasoned report to the Institute.
30. If the Committee finds no merit in the allegations, it shall report to the Institute.
31. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:
- a. A written apology
 - b. Warning
 - c. Reprimand or censure
 - d. Withholding of promotion
 - e. Withholding of pay rise or increments
 - f. Undergoing a counseling session
 - g. Carrying out of community service
 - h. Terminating the respondent from service
 - i. Any other punishment according to the service rules applicable to the respondent
32. When the Committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved women or any other person making the complaint has made the complaint knowing it to be false or the aggrieved women or any other person making the complaint has produced any forged or misleading document, it may recommend to the Institute to take action against such falsification.



33. Nothing precludes the Institute authority from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the inquiry proceedings or even after the communication of the findings to appropriate Institute authorities.
34. If the allegation(s) is/are proved against the respondent, the Committee may direct the Institute to ensure the payment of compensation to the aggrieved woman by the respondent. The determination of compensation to the aggrieved woman shall be decided based on the following facts:
- i. The mental trauma, pain, suffering and emotional distress caused to the aggrieved woman.
 - ii. The loss of career opportunity due to the incident of sexual harassment.
 - iii. Medical expenses incurred by the victim for physical or psychiatric treatment
 - iv. The income and financial status of the respondent
 - v. Feasibility of such payment in lump sum or in installments
35. The Institute authorities will file a compliance report to the Committee within 30 days of issuance of such recommendation.
36. ICC shall have the necessary powers to take suo motu notice of incidents of sexual harassment and/or gender injustice in the Institute campus and act against the same in such manner as it deems appropriate.
37. The identity of the aggrieved woman, respondent, witnesses and proceedings of the Committee and its recommendations and the action taken by the Institute shall not be published, communicated or made known to the public, press or media in any manner and it will be outside the purview of the Right to Information Act, 2005.
38. No legal practitioner will be allowed to represent either the aggrieved woman or the respondent in proceedings before the Complaints Committee.
39. The Committee has the powers of a civil court in the following cases
- i. Summoning and enforcing the attendance of any person related to the incident.
 - ii. Requiring the discovery and production of any documents
 - iii. Any other matter relating to the incident as decided by the Committee from time to time.
40. The aggrieved woman or respondent may prefer an appeal to the competent authority.




Principal
Jijamata Mahavidyalaya
Buldana

4. Composition of Internal Complaints Committee




Jijamata Mahavidyalaya, Buldhana
Internal Complaints Committee (ICC)
Composition of Internal Complaints Committee
2022-2023



The composition of Internal Complaints Committee of the college is made with a view to provide protection against discrimination and sexual harassment of women at work place and for the prevention and Redressal of complaints of sexual harassment and for matters connected there with or incidental there to, the internal complaints committee comprising of the following members has been constituted in Jijamata Mahavidyalaya Buldhana Dist, Buldhana for a period of year 2022-2023.

Sr. No.	Name	Designation
1	Prof. Mrs. Shalini S. Nimje	Presiding officer
2	Prof. Milind D. Jadhav	Member
3	Prof. Dr. C. Vandana R. Kakde	Member
4	Prof. Dr. Bharat Jadhav	Member
5	Prof. Dr. A. S. Patil	Member
6	Prof. Subodh Chinchole	Member
7	Prof. Dr. Rajshri Yewale	Member
8	Prof. Shahina Pathan (Social Worker)	Member
9	Shri. P.P. Umale (Office Superintendent)	Member
10	Smt. Bonde	Member
11	Ku. Sanchi Sanjay Samdoor	Student representatives
12	Ku. Apoorva Palkar	Student representatives


Principal
Principal
Jijamata Mahavidyalaya
Buldana

5. Internal Complaints Committee Annual Report 2022-2023

Annual Report Academic year 2022-23 Internal complaint committee

It gives me an immense pleasure to submit brief summary of activities carries out by Internal complaint committee at Jijamata mahavidyalay Buldana in academic year 2022-23 under the dynamic leadership of Cap. Dr. P. P. Kothe Principal Jijamata mahavidyalay Buldana. Internal complaint committee of Jijamata mahavidyalay Buldana established on 27/08/2002. Prof. S. S. Nimje, Presiding officer of this committee from 2018 till today. The members of this committee are as follows Following activities of ICC are given below

1. 03/01/2023- Birth anniversary of Krantijyoti Savitribai Fuley was successfully celebrated on 03/01/2023 under the dynamic leadership of Cap. Dr. P. P. Kothe. Most of the staff members, ICC members and students were present for this program

2. 08/03/2023- On the occasion of International women's day , Lecture was organized by ICC under the leadership of Dr. P. P. Kothe Principal JMV Buldana

. Prof. S. SNimje Convener of this program . Adv. Varsha V. Palkar, Resource of this program. Topic- Women's rights and Protection acts. Most of the professors and students were present for this program

3.13/04/2023- . One day State level Workshop was organized by Internal complaint committee ,IQAC and Woman Empowerment Cell on "Female Foeticide is a special problem" Dr. P. P. Kothe. Principal of Jijamata mahavidyalay Buldana, President of this program. Dr. V. R. Kakde HOD, Department of Zoology ,JMV Buldana and Prof. Subodh Chinchole , IQAC Co-ordinator,JMV.Buldana, .Chief Guests of this program First Resource person - Adv. Varsha V. Palkar, juvenile justice board, Member of Bench of Magistrate Buldana. Second Resource person- Mrs. Valshali D. Tayade ,Vidharbha Sahitya Sanghya Buldana. Prof. S. S. Nimje was Convener of this program. Most of the students and professors were participated in this program and Lastly Dr. Rajeshri Yevale was given by vote of thanks.

23/04/2023- Complaint drop box was opened by Prof. S. S. Nimje under the dynamic leadership of Honourable Dr. P. P. Kothe Principal,Jijamata Mahavidyalay Buldana. Members checked and noted that no complaints of girls have been received.

**JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2022-2023)**

Topics as per the given Agenda

MINUTES OF THE MEETING

2. The proceedings of the previous meeting of ICC held on 17/05/2022.
are hereby confirmed unanimously.
- 2 Complaint box opened by presiding officer & members cheked and noted


CO-ORDINATOR
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-23)

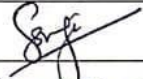
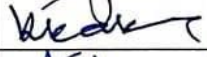

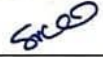
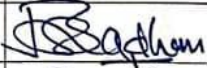
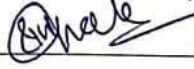
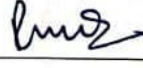
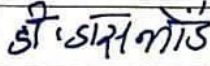
Notice

Date: 19/09/2022

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 20/09/2022 at 11:40 AM in the ICC office to consider the Agenda given below.

Agenda

- 1.To confirm the proceeding of the last meeting.
- 2.Discussion on Birth Anniversary of Kranti Jyoti Savitribai Phule on 03rd January, 2023.
- 3.Discussion on foeticide rate in society.
- 4.To discuss the women empowerment and enlighten the girls of college.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.V.R.Kakde	Member	
03.	Dr. A. S. Patil	Member	
04.	Prof. S. N. Chinchole	Member	
05.	Prof. M. D. Jadhao	Member	
06.	Prof Dr.B.S.Jadhao	Member	
07.	Pro Dr.R.M.Yewale	Member	
08.	Prof Shahina Pathan	Member (NGO)	
09.	Mr.P.P.Umale	Member	
10.	Ku.Apurva Palkar	Member	
11.	Ku.Sanchi Samdur	Member	
12.	Smt. D. S.Bhonde	Member	

**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-2023)**

Minutes of the meeting


1.The proceeding of the previous meeting held on 20/09/2022

are hereby confirmed unanimously.

2.ICC committee decided to discuss foeticide rate in surrounding society.


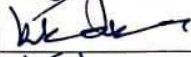
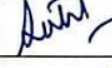

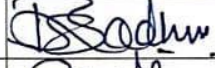
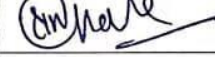

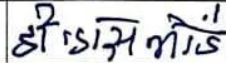
3.ICC committee decided to celebrate International women's day on 08/03/2023


CO-ORDINATOR
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-2023)

Following members were present for the ICC meeting conducted on 20/09/2022.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.V.R.Kakde	Member	
03.	Dr. A. S. Patil	Member	
04.	Prof. S. N. Chinchole	Member	
05.	Prof. M. D. Jadhao	Member	.
06.	Prof Dr.B.S.Jadhao	Member	
07.	Pro Dr.R.M.Yewale	Member	
08.	Prof Shahina Pathan	Member (NGO)	
09.	Mr.P.P.Umale	Member	
10.	Ku.Apurva Palkar	Member	
11.	Ku.Sanchi Samdur	Member	
12.	Smt. D. S.Bhonde	Member	

**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-2023)**

Minutes of the meeting

1.The proceeding of the previous meeting held on 16/07/2022

are hereby confirmed unanimously.

2.ICC committee decided to celebrate Kranti Jyoti Savitribai Phule birth anniversary programme on 3-1-2023

3.ICC committee decided to discuss foeticide rate in surrounding society.

4.ICC committee is decided to opening complaint drop box


CO-ORDINATOR
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-23)





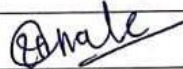
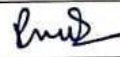
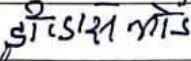
Notice

Date: 06/03/2023


All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 07/03/2023 at 1-00 PM in the ICC office to consider the Agenda given below.


Agenda

1. To confirm the proceeding of the last meeting.
2. To celebrate International women's day

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.V.R.Kakde	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof. M. D. Jadhao	Member	
05.	Prof Dr.B.S.Jadhao	Member	
06.	Dr.A.S.Patil	Member	
07.	Pro Dr.R.M.Yewale	Member	
08.	Prof Shahina Pathan	Member (NGO)	
09.	Mr.P.P.Umale	Member	
10.	Ku.Apurva Palkar	Member	
11.	Ku.Sanchi Samdur	Member	
12.	Smt. D. S.Bhonde	Member	


CO-ORDINATOR
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana



Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-2023)

Minutes of the meeting





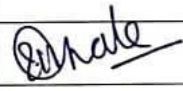

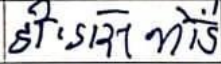
1. The proceeding of the previous meeting held on 07/03/2023 are hereby confirmed unanimously.
2. ICC committee decided to discuss foeticide rate in surrounding society.
3. Complaint Box was opened on 24/04/2023 by the presiding officer & member,s checked
4. ICC committee decided to organize one day state level work shop on 13/04/2023 at 01.00 PM


CO-ORDINATOR
Presiding Officer
ICC
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR. P. P. KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-2023)

Following members were present for the ICC meeting conducted on 07/03/2023

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.V.R.Kakde	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof. M. D. Jadhao	Member	
05.	Prof Dr.B.S.Jadhao	Member	
06.	Dr.A.S.Patil	Member	
07.	Pro Dr.R.M.Yewale	Member	
08.	Prof Shahina Pathan	Member (NGO)	
09.	Mr.P.P.Umale	Member	
10.	Ku.Apurva Palkar	Member	
11.	Ku.Sanchi Samdur	Member	
12.	Smt. D. S.Bhonde	Member	


CO-ORDINATOR
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-23)




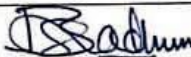
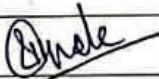
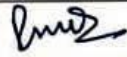
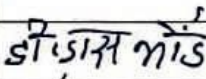
Notice

Date: 27/03/2023

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 29/03/2023 at 11-30 AM in the ICC office to consider the Agenda given below.

Agenda

1. To confirm the proceeding of the last meeting.
2. To discuss opening of complaint drop-box.
3. Organization of one day state level work shop.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.V.R.Kakde	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof. M. D. Jadhao	Member	
05.	Prof Dr.B.S.Jadhao	Member	
06.	Dr.A.S.Patil	Member	
07.	Pro Dr.R.M.Yewale	Member	
08.	Prof Shahina Pathan	Member (NGO)	
09.	Mr.P.P.Umale	Member	
10.	Ku.Apurva Palkar	Member	
11.	Ku.Sanchi Samdur	Member	
12.	Smt. D. S.Bhonde	Member	


CO-ORDINATOR
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

* Jijamata Mahavidyalaya, Buldhana

Internal Complaint Committee

Notice

Meeting of Internal complaint committee will be held on २९/०३/२०२३ at ११.३० am in Principal's cabin. All members of this committee are requested to attend.

Yours truly

Prof S S Nimje





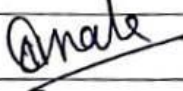
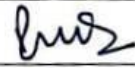
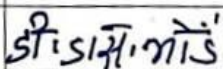
SSN
Coordinator
I.Q.A.C.
Jijamata Mahavidyalaya
Buldhana 443001

[Signature]
Principal
Jijamata Mahavidyalaya
Buldhana




Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-2023)

Following members were present for the ICC meeting conducted on 29/03/2023

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.V.R.Kakde	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof. M. D. Jadhao	Member	
05.	Prof Dr.B.S.Jadhao	Member	
06.	Dr.A.S.Patil	Member	
07.	Pro Dr.R.M.Yewale	Member	
08.	Prof Shahina Pathan	Member (NGO)	
09.	Mr.P.P.Umale	Member	
10.	Ku.Apurva Palkar	Member	
11.	Ku.Sanchi Samdur	Member	
12.	Smt. D. S.Bhonde	Member	


CO-ORDINATOR
ICC


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana



Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2022-2023)

ATR

1. Complaint drop box was opened on 24/04/2023 by the Presiding officer and members, checked and noted that no complaint of girls has been received.
2. Birth Anniversary of Kranti Jyoti Savitribai Phule was celebrated on 03/1/2023
3. International Women's day was successfully conducted on 08/03/2023
4. One day state level work shop was successfully conducted on 13/04/2023


CO-ORDINATOR
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
DR.P.P.KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

6. One Day Lecture on Women's Right and Protection Acts 08/03/2023



Shri Shivaji Education Society, Amravati
Jijamata Mahavidyalaya, Buldana.
Internal Complaint Committee

REPORT

ON

Women Empowerment

Topic- Women's Rights and Protection Acts

08/03/2023

organized by Internal Complaints Committee

In Collaboration With IQAC And WECeLL

On the occasion of International women's day, one day Lecture was organize by ICC on 08/03/2023 on Women's Rights and Protection Acts

Prof. S. S. Nimje ICC Convener delivered introductory speech. and She said that there is need of drastic change in mentality of society for solving Discrimination against Male-Female. Most of the students and professors were participated in this lecture.

Dr. V. R. Kakde Co-Convener of internal complaints committee asserted that Sanskaar ksham Samajh is the need of the education era. Adv. Varsha V. Palker Juvenile Justice board, Member of Bench of Magistrate Buldana, elaborated different aspects of the act. She said this act will help women to get the justice. The chairperson of this program Cap. Dr. P. P. Kothe, Principal of Jijamata mahavidyalay Buldana, said that this law has strengthen the women and rendered a message that, A women should combat fearlessly in any difficult situation or incident. Most of the students and staff participated in this program. Ku. Gawali was Anchor of this Programm and vote of thanks was given by Dr. Rajashri Yewale .


Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana
Prof-S.S.Nimje




Prof-S.N.Chihole
Coordintor
I.Q.A.C.
ijamata Mahavidyalaya
Bulda 443001



Dr.P.P.Kothe
Principal
Jijamata Mahavidyalaya
Buldana

27/23, 12:27 PM

WhatsApp

जामाता महाविद्यालयातील सर्व प्राध्यापक बंधु भगिनींना सुचित करण्यात येते की, अंतर्गत तक्रार निवारण कक्ष, महिला सबलीकरण कक्ष, व अंतर्गत गुणवत्ता हमी कक्ष यांच्या संयुक्त विद्यमाने आज 8 मार्च 2023, बुधवार रोजी ठिक 3 वाजता जागतिक महिला दिनानिमित्त व्याख्यानाचे आयोजन करण्यात आले आहे. तरी सर्वांनी उपस्थित रहावे.

अध्यक्ष- प्राचार्य प्रशांत पी. कोठे
जिजामाता महाविद्यालय बुलढाणा.
प्रमुख पाहुणे- अॅड. वर्षा पालकर
महिला व बाल विकास विभाग बुलढाणा.

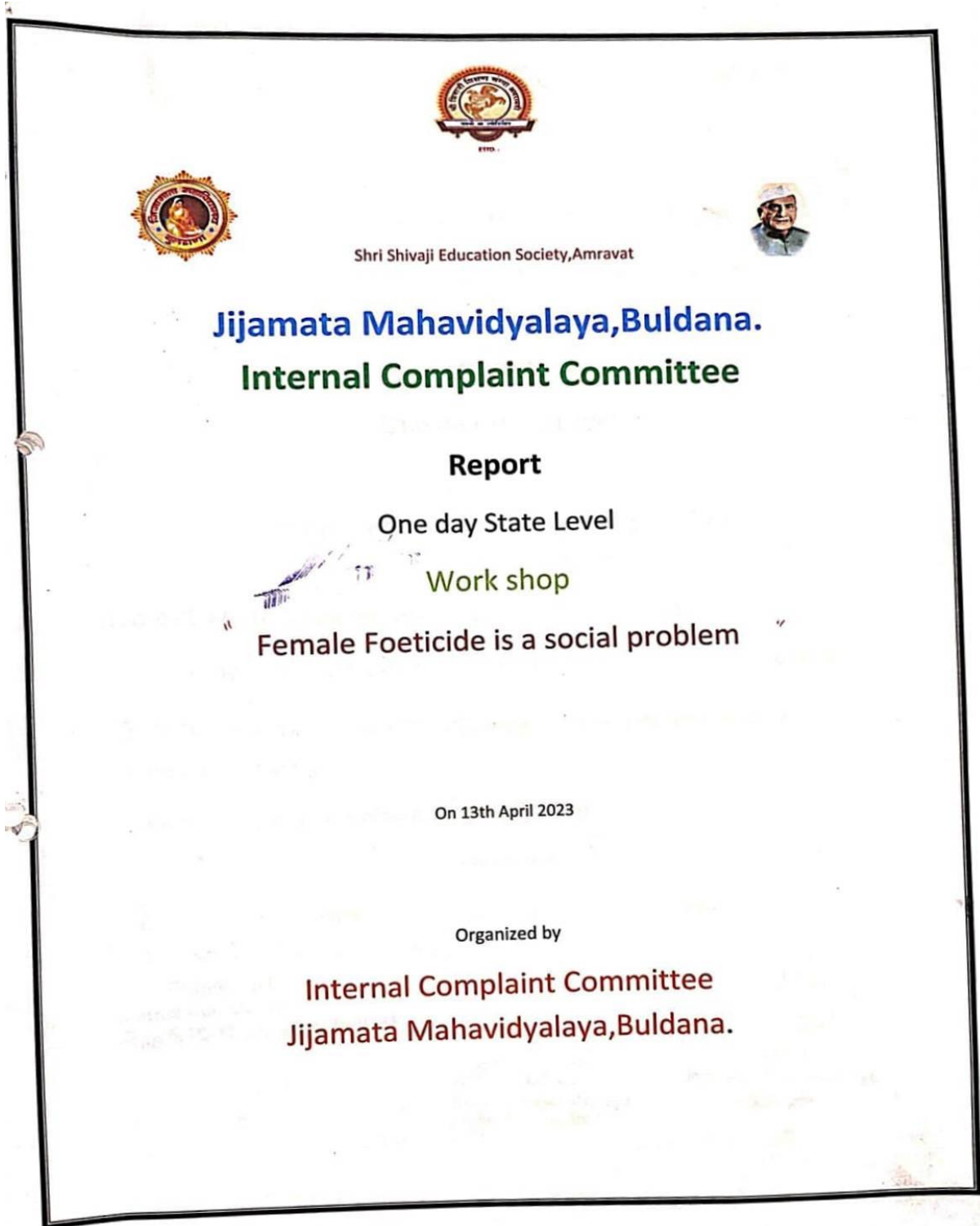

Presiding Officer
Internal Committee
Jijamata Mahavidyalaya
Buldana


Coordinator
I.Q.A.C.
Jijamata Mahavidyalaya
Buld. - 443001


Principal
Jijamata Mahavidyalaya
Buldana



7. One Day State Level Workshop on Female Foeticide is Social Problem





Shri Shivaji Education Society, Amravat



Jijamata Mahavidyalaya, Buldana.

Internal Complaint Committee

Activity Report

2022-23

One day State Level

Work shop

Female Foeticide is a social problem

DATE : 13/04/2023

Objective-To know the laws to prevent female infanticide

To know the protection of women and empowerment of women

Outcomes-women participants aware about prevent female infanticide legal right

Women are conscious about empowerment

Organized by

Internal Complaint Committee

Jijamata Mahavidyalaya, Buldana.


Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana
Prof. S.S.Nimje


Coordinator
I.Q.A.C.
Jijamata Mahavidyalaya
Bulda... 443001


Principal
Jijamata Mahavidyalaya
Buldana

**Jijamata Mahavidyalaya, Buldana.
Internal Complaint Committee**

Schedule

- 1.00 pm : Welcome of Dignitaries and participants
1.05 pm : Introductory speech Prof. S S Nimje Convener
1.15 pm : Introduction of Resource person, Dr V. R. Kakde, HOD, Department of Zoology
1.20pm : Session I : First Resource Person, Adv. Varsha V. Palkar , Juvenile Justice board. Bench of Magistrate Buldana
2.00pm : Session II : Second Resource Person, Vaishali D. Tayade. Vidarbh Sahitya Sangh(member) Buldana
2.40 pm: President ial adress: Cap. Dr. P. P. Kothe. Principal Jijamata mahavidyalay Buldana
3.00 pm : Vote of thanks. : Dr Rajashree Yewale


Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana
Prof-S.S.Nimje


Prof-S.N.Chinchole
Coordinitor
I.Q.A.C.
jijamata Mahavidyalaya
Buld. 443001


Dr.P.P.Kothe
Principal
Jijamata Mahavidyalaya
Buldana



Shri Shivaji Education Society, Amravati
Jijamata Mahavidyalaya, Buldana.
Internal Complaint Committee

REPORT ON

State level One day Work shop
on " Female Foeticide is a Social problem "

Organized by Internal complaint Committee

in collaboration with IQAC and WE cell

Date-13/04/2023

State level one day work shop on " Female Foeticide is a social problem "was organized by ICC in collaboration with IQAC and WE cell, Shri Shivaji Education Society, Amravati's Jijamata mahavidyalay Buldana on 13/04/2023 . 50 participants participated in this program. Prof S. S. Nimje, ICC Presiding officer delivered introductory address., of the discussion session Femicide. Femicide and violence against women is a matter of concern and the issue should be discussed. The Chairperson of the workshop; Honourable Cap. Dr P. P. Kothe, Principal of Jijamata mahavidyalay Buldana , thought that training and value education are important to eliminate gender inequality and thus create a good environment in the society. Co-convener of ICC Dr. V. R. Kakde expressed the views, women have to prove themselves to get equal opportunities and equal states.

First Resource person Adv. Varsha V. Palkar, Juvenile justice Board, member of Bench of Magistrate Buldana, in detail information was given on the laws on being aware and resisting injustice and should use laws to empower women and prevent female in Fanticide.

Second Resource person, Vaishali. D. Tayade , Member of Vidarbh Sahitya Sangh Buldana, promotes women empowerment and women should use their female power positively. Dr.B.S.Jadhao, Prof.S.N.Chinchole, were participated in this program and Finally, vote of thanks was given by Dr. Rajashri Yewale .


Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana
Prof.S.N.Chinhole


Dr:P.P.Kothe
Principal
Jijamata Mahavidyalaya
Buldana


Coordinotor
I.Q.A.C.
Jijamata Mahavidyalaya
Buld. 443001

List of Participant

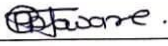
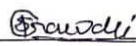
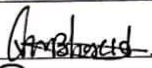
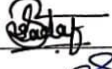
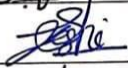


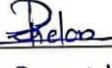
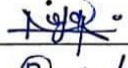
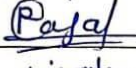
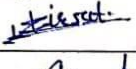
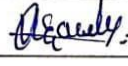
Jijamata Mahavidyalaya, Buldana

Workshop

Organized by ICC

Attendance Sheet

Date : 13/04/2023

Sr. No	Name of Students	Signature
1.	Arajita Ramchandrar Jawane (1 st Year)	
2.	Smushti Dilip Gawali	
3.	Sakshi Ramesh Kholgade	S. R. Kholgade
4.	Rutuja Ninaji Shimbre.	R. N. Shimbre.
5.	Vaishnavi Mohan Bhorad	
6.	Sadaf Aasif Sayed	
7.	Samruddhi Sunil Joshi	
8.	Vijaya Sunil Sawale	
9.	Sawati namdev pawar	
10.	punam samadhan shelar.	
11.	Ankita Sunil Kharat	A. S. Kharat
12.	Nigar Firdous M. Munir	
13.	Payal Anant Bhakare	
14]	Shivkanya Ka Sirsat	
15)	Vaishnavi Vitthal Sawale	

16	Prochi Shivaji Jadhav	Shivaji
17	Beachi Shivaji Jadhav	Jadhav.
18	Sakshi Subesh Dhandar	<u>Dhandar</u>
19	Rushikesh - S. Rathod	<u>Rathod</u>
20	Anujising Rajput	Rajput.
21	Vaishnavi. S. Yande	V.S.Yande
22	Manish. B. Ambhore	Ambhore
23	Teupiti G. Mhaske	Mhaske
24	Vaishnavi. B. Sawaale	<u>Sawaale</u>
25	Neha T. Dhoran	<u>Dhoran</u>
26	Megha L. Sarkate	<u>Sarkate</u>
27	Vaishnavi R. Pise	<u>Pise</u>
28	Swaraj. R. Pawar	<u>Pawar</u>
29	Rahul. K. Rokade	<u>Rokade</u>
30	Kundan. C. More	<u>More</u>
31	Pawan Gulve	
32	Ahmad yasin SK.M kaw	<u>Kaw</u>
33	Syed Rehan	<u>Rehan</u>
34	Abhay V. Rathod	<u>Rathod</u>
35	Om. R. Wadai	<u>Wadai</u>
36	Archana R. Kharde	<u>Kharde</u>
37	Rituja A. Barote	<u>Barote</u>

- 38 - Arvind Santosh Chavan - Aravind
- 39 Keshav Tatyaarav Charhan - Keshav
- 40 sumit sheshrao suradkar - Suf.
- 41 Poonam Pokushottam Vapre - Pooj.
- 42 Vaishnavi banjay yande V.S. Yande
- 43
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Sufi
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


Sufi
Coordinator
I.Q.A.C.
Jijamata Mahavidyalaya
Buld. 443001

Sufi
Principal
Jijamata Mahavidyalaya
Buldana



Photographs of Activity





Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya, Buldana
Chikhli Road, Buldana 443001 (Maharashtra)
www.jmvbuldana.org

State Level One day Seminar on : Women Empowerment

Organized by
Internal Complaints Committee (ICC)
in collaboration with **IQAC & W.E. Cell**


Topic : Female Foeticide is a social problem.

Date :- 13th April 2023 Time : 1.00 pm
Adv. Varsha V. Palkar
Resource Person (Juvenile Justice Board, Buldana)

Cap. Dr. P. P. Kothe **Prof. S. S. Nimje** **Prof. S. N. Chinchole** **Dr. V. R. Kakade**
Principal Presiding Officer (ICC) IQAC Co-ordinator Co-Convenor


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Coordinator
I.Q.A.C.
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Buld. 443001


Principal
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Buldana


8. Composition of Women Empowerment Cell 2022-2023



Jijamata Mahavidyalaya, Buldhana
Internal Complaints Committee (ICC)
Composition of Women Empowerment Cell
2022-2023



Sr. No.	Name	Designation	Position
1	Dr. Prashant P. Kothe	Principal	Chair Person
2	Prof. Subodh Chinchole	Associate Professor	Nodal Officer
3	Prof. Dr. C. Vandana R. Kakde	Professor	Convener
4	Prof. Mrs. Shalini S. Nimje	Associate Professor	Member
5	Prof. Dr. Rajshri Yewale	Assistant Professor	Member
6	Prof. Madhuri Punse	Jr. College Teacher	Member
7	Prof. Mrunalini Sapkal	Jr. College Teacher	Member
8	Prof. Kiran Sapkal	Jr. College Teacher	Member
9	Prof. Sarita Bhakare	Jr. College Teacher	Member
10	Smt. Deubai Bhonde	Peon	Member
11	Ku. Sanchi Samdur	Student Representative	Member
12	Ku. Shrusti Gawali	Student Representative	Member


Principal
Jijamata Mahavidyalaya
Buldhana

9. Women Empowerment Cell & it's Objective

Women Empowerment cell of Jijamata Mahavidyalaya, Buldhana established in 2005- 2006. Prof. Nalini Ambare was the convener of this cell. Dr. Mrs. V.R. Kakde acts as a convener of this cell from 2007 till today. On 06/07/2021 Women Empowerment cell of Jijamata Mahavidyalaya, Buldana for academic year was constituted and Dr. Mrs. Vandana Kakde was reappointed as convener of this cell.

Objective:

- To organize activities related to Women empowerment.
- To organize health awareness programme campaign for solving discrimination against male-female, debates, conferences, birth anniversaries and death anniversaries of various dynamic personalities like Jijamata, Savitribai Phule to motivate girl students.