



Dr. J. J. Magdum Trust's

**Dr. J. J. Magdum College of Engineering, Jaysingpur**

(An Autonomous Institute)

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## **Sexual Harassment Prevention /ICC Cell Policies**

Sexual harassment prevention cell at an institute level typically implements policies focused on creating a safe environment by defining what constitutes sexual harassment, establishing clear reporting procedures, investigating complaints promptly, taking disciplinary action against perpetrators, and actively promoting awareness and sensitization programs for all staff and students through workshops and training sessions; all while upholding confidentiality and supporting victims throughout the process. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act).

### **Key aspects of such policies include:**

#### **Definition of Sexual Harassment:**

A clear and comprehensive definition outlining various forms of sexual harassment, including verbal, physical, and non-verbal behaviors, to ensure understanding across the institute.

#### **Internal Complaints Committee (ICC):**

Establishing a dedicated committee with diverse representation (faculty, staff, students) to handle complaints, conduct investigations, and recommend appropriate actions.

#### **Reporting Mechanism:**

Clear guidelines for reporting complaints, including designated points of contact, methods of reporting (written, verbal), and provisions for anonymous reporting if needed.

#### **Confidentiality:**

Strict protocols to maintain the privacy of complainants and accused individuals throughout the investigation process.

#### **Investigation Procedure:**

A structured process for investigating complaints, including: Promptly informing the complainant and accused of the complaint. Gathering evidence, interviewing witnesses, and allowing both parties to present their side. Reaching a decision based on the evidence and taking appropriate disciplinary actions.

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Dr. J. J. Magdum College of Engineering,  
Jaysingpur - 416101.


Sexual Harassment Prevention cell/  
Vishakha Committee/Internal Complaint Committee

Year: 2021-22

Type of Nomination	Sr.No	Name	Designation in the committee	Contact no.	Mail ID
Teacher	1	Prof. Mrs. Phutane M.U.(JJA/COE)	Presiding Officer/Head	7793974410	manisha.phutane@jja.coe.in
	2	Prof. Shinde B.H.	Member-Secretary	9421175789	balbhan.shinde@jja.coe.in
Social Service	3	Mrs. Nilam Mangays	Member	9421209421	nilammangays@gmail.com
	4	Adv. Hema Botangale	Member	9423275898	hbotangalepremlata@gmail.com
Staff	5	Mrs. H.S. Swami	Member	8896893901	hemlata.swami@jja.coe.in
	6	Mrs. S.S. Sawant	Member	9923179116	supriyasawant@gmail.com
Student	7	Ms. Sutar Nikita(T.Y.-E &TC)	Member	9503206582	nikitasutar22@gmail.com
	8	Ms. Ashwini Oavas(T.Y.-IT)	Member	9145108710	ashwinigvs07@gmail.com
	9	Ms. Vaingade Varsha(T.Y.-Mech.)	Member	7822853889	vaingadevarshas214@gmail.com

Certified, as above on 18<sup>th</sup> October, 2021 subject to changes, if any.

Prof. Shinde B.H.  
Member-Secretary

  
Prof. Mrs. Phutane M.U.  
Presiding Officer/Head



Dr. J. J. Magdum Trust's (No. E/902)

**Dr. J. J. Magdum College of Engineering, Jaysingpur**

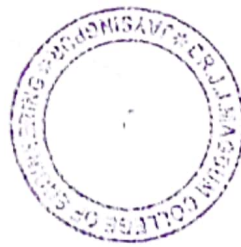
**Circular**

Meeting of following college members of Sexual Harassment Prevention cell will be conducted on 24<sup>th</sup> Nov 2021 at 1.00 pm at Design lab in Electronics department. All should attend it without fail.

*Phutane*

Prof. Mrs. Phutane M.U.  
(Presiding Officer/Head)

Sr.No.	Name	Designation in the committee	Sign.
1	Prof. Shinde B.N.	Member-Secretary	<i>Shinde</i>
2	Mrs. H.S.Swami	Member	<i>H.S.Swami</i>
3	Mrs. S.S.Sawant	Member	<i>S.S.Sawant</i>
4	Ms. Sutar Nikita (T.Y.-E &TC)	Student Member	<i>Sutar</i>
5	Ms. Ashwini Gavas (T.Y.-IT)	Student Member	<i>Ashwini</i>
6	Ms. Waingade Varsha (T.Y.-Mech.)	Student Member	<i>Waingade</i>



*Patil*

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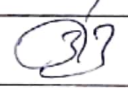


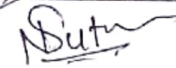
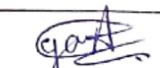
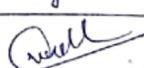
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### Minutes of Meeting

Meeting of college members of Sexual Harassment Prevention cell was conducted on 24<sup>th</sup> Nov 2021 at 1.00 pm at Design lab in Electronics department. Following are the activities and points discussed during meeting.

1. All girl students, ladies staff and faculty member should know the information about the committee. For the same either common /separate meeting will be conducted in the month of December.
2. To make aware about Sexual Harassment Prevention lecture will be arranged. Resource person will one of the external member of committee/from outside.
3. Workshop will be arranged for self defense of girl students.
4. Budget for carrying the above activities will be Rs.15000/-.

  
Prof. Mrs. Phutane M.U.  
(Presiding Officer/Head)

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