



Dr. J. J. Magdum Trust's

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

(An Autonomous Institute)

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.

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



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

Sexual Harassment Prevention cell/ Vishakha Committee

Year: 2022-23

Office Order


Ref.No:-JJMCOE/vishakha/2022-23/129

The Sexual Harassment Prevention cell/ Vishakha Committee for AY 2022-23 is constituted as below and following faculty ,staff members and students are informed to note it and act accordingly.

Sr.No	Name	Category of Nomination	Status of Nomination	Contact no.	Mail ID	Sign
1	Dr.Mrs.D.A.Nikam	Teacher	Presiding Officer/Head	9763998242	deepali.nikam@jjmcoe.ac.in	
2	Mrs. Nilam Ramesh Mangave	Social Service	Member	9421200421	nilammangave@gmail.com	
3	Adv. Hema Botangale		Member	9423275808	botangalepremlata@gmail.com	
4	Mrs. P. P. Magdum	Staff	Member	9028077521	pratiksha.magdum@jjmcoe.ac.in	
5	Mrs. V. A. Patil		Member	9975031658	veena.patil@jjmcoe.ac.in	
6	Ms. Amruta Patil TY CSE	Students	Member	9049309063	Amrutavpatil1906@gmail.com	
7	Ms.Juveriya Rafik Mujawar TY Civil		Member	8485816517	juvimujawarafik@gmail.com	
8	Ms.Anna Raju Bandi TY IT		Member	9511880641	Anabandi2002@gmail.com	
9	Prof. Shinde B.N.	Teacher	Member-Secretary	9421175569	balbhim.shinde@jjmcoe.ac.in	


Head,

Sexual Harassment Prevention cell/ Vishakha Committee


Dean,
Students



संस्थेचे नांव

Sexual Harassment Prevention Cell
(Internal Complaint Committee)

मिटींग नोटीस बुक

सभा नं.

01.

संस्थेच्या समितीची सभा दि. 09/12/2022

वार रोजी सकाळी / दुपारी /

सायंकाळी / रात्री 3:00 वाजता Meeting Hall या ठिकाणी खालील कामांचा

विचार करण्याकरिता भरणार आहे. तरी कृपया सदर सभेस हजर रहावे, अशी विनंती आहे.

* सभेपुढील कामे *

१. मागील सभेचा वृत्तांत वाचून कायम करणे.

२. To welcome the committee members.

३. To confirm the proceedings of last meeting.

४. To discuss the procedure of Sexual Harassment Prevention.

५. To discuss about plan for awareness camp, like Counseling session, self defense training, etc.

६. Any other subject with prior permission of the chair.

७. Vote of thanks to the chair.

१०.

मा. अध्यक्षांच्या परवानगीने आयत्यावेळी येणाऱ्या कामांचा विचार करणे.

येणेप्रमाणे असे तारीख :

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विटणीसEkom
सभापती

सूचना : सभेस हजर असलेल्या सभासदांची नावे गरजेप्रमाणे व जसरीप्रमाणे स्वतंत्र कागदावर लिहून ती या कामकाजास जोडावीत.

१) सभेचा प्रकार Yearly ३) सभेची तारीख : 09/12/2022 ५) सभेचे ठिकाण Central Meeting Hall

२) सभेचा क्रमांक 01 ४) सभेची वेळ : 3.00pm

६) सभेस कोणी सन्माननीय गृहस्थ अथवा अधिकारी हजर असल्यास त्यांची (हुद्दयासह) नावे _____

सभेचे अध्यक्ष - मान्यवर Dr. Mrs. S.B. Patil (I/C Principal)

विषय नं.	ठराव नंबर	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव	शेरे व तारखेसह ठरावाची अंमलबजाव
		Sexual Harassment Prevention meeting was held on Friday, 9 th Dec 2022 at 3:00pm in central Meeting Hall of the College, following are the minutes of meeting —	
	①	To Welcome the Committee members — At the outset, Dean-students Prof. P.P. Patil welcomed the committee members.	
	②	To confirm the proceedings of last meeting dated 13/12/2021 — Dr. Mrs. D.A. Nikam, Presiding officer/Head of Padout- the minutes of ^{previous} meeting for confirmation. After this confirmation, she narrated what is the sexual harassment and what are the punishments to be imposed.	
	③	Regarding the procedure of sexual harassment prevention cell / Internal Complaint Committee in the college — Dr. D.A. Nikam informed that till date, there is no any case of sexual harassment.	

3) सभेस हजर असलेल्या सभासदांची नावे व सही

क्र.	नांव	सही	नं.	नांव	सही
1	Dr. Mrs. D.A. Nikam		११		
2	Mrs. Nilam Ramesh Mangate		१२		
3	Adv. Botangle		१३		
4	Mrs. P.P. Magdum		१४		
5	Mrs. V.S. Patil		१५		
6	Mr. Harshal Chandoba		१६		
7	Ms. Juvaniya Ratik Mujawar		१७		
8	Ms. Anna Raju Bandi		१८		
9	Prof. B.N. Shinde		१९		
10	Prof. S.S. Karadge		२०		

विषय नं.	ठराम नंबर	सभेसुद्धे विचारकारिता आलेले विषय आणि ठराव	श्री व कार्यसह सभासदांची अमलबजावणी
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Dr. Mrs. D.A. Nikam explained that for the prevention of sexual harassment, awareness campaign for the stakeholders, workshop & self defense training is planned to be arranged. She advised the girl students to communicate to their parents & faculty, if any sort of incident occurs & suggested to conduct meeting immediately if appropriate action to be taken as per the act of prohibition of sexual harassment - in educational institute to the concerned authorities (Act, 2013 [No. 14 of 2013]). Co-ordinator is directed to committee meetings frequently and discuss day to day situations in the campus and inform the same to the higher authorities.

Proposed by - Adv. Hima Botangle
 Seconded by - Prof. B.N. Shinde

④ Regarding awareness amongst girls and women employees - Mrs. Neelam Mangave (social worker & committee member) asked girl students and women employees

सूचना : सभेस हजर असलेल्या सभासदांची नावे गरजेप्रमाणे व जरूरीप्रमाणे स्वतंत्र कागदावर लिहून ती या कामकाजास जोडावीत.

१) सभेचा प्रकार _____ ३) सभेची तारीख : _____ ५) सभेचे ठिकाण _____

२) सभेचा क्रमांक _____ ४) सभेची वेळ : _____

६) सभेस कोणी सन्माननीय गृहस्थ अथवा अधिकारी हजर असल्यास त्यांची (हुद्दयासह) नावे _____

सभेचे अध्यक्ष - मान्यवर _____

विषय नं.	ठराव नंबर	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव	शेरे व तारखेसह ठरावाची अंमलबजाव
		<p>about awareness about the sexual harassment (if any) and subsequent punishments discussed with the committee members which will help to prohibit unwanted incidents in & out the campus.</p> <p>Proposed by - Mrs. Neelam Mangave Secoded by - Dr. Mrs. D. A. Nikam</p>	
		<p>⑤ Regarding strict monitoring of discipline in campus -</p> <p>It is decided to monitor the wearing of uniforms & identity cards of all the students so that any outside if entering in the campus will be identified. This should be checked at the entry gate & in campus randomly. Visitors passes should be provided to the visitors at the entry gate. students feel that more security guards should be appointed in the college campus.</p> <p>proposed by - Mrs. V. S. Patil</p>	

