



## **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.

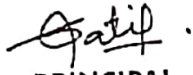
DR. J. J. MAGDUM TRUST'S  
Dr. J. J. Magdum College of Engineering

2023-24

## Sexual Harassment Prevention Cell/Vishaka

Sr. No.	Name	Category of Nomination	Status of Nomination	Contact no.	Mail ID
01	Dr Mrs.D.A.Nikam	Teacher	Presiding Officer/Head	9763998242	deepali.nikam@jjmcoe.ac.in
02	Mrs. Nilam Ramesh Mangave	Social Service	Member	9421200421	nilammangave@gmail.com
03	Adv. Premlata Botangale		Member	9423275808	botangalepremlata@gmail.com
04	Mrs. P. P. Magdum	Staff	Member	9028077521	pratiksha.magdum@jjmcoe.ac.in
05	Mrs. V. S. Patil		Member	9975031658	veena.patil@jjmcoe.ac.in
06	Mr. Balaji Jare	Students	Member	9552777566	balaji.jare@jjmcoe.ac.in
07	Ms. Juveriya Rafik Mujawar B.Tech Civil		Member	8485816517	juvimujawarafik@gmail.com
08	Ms. Anna Raju Bandi B.Tech IT	Teacher	Member	9511880641	anabandi2002@gmail.com
09	Prof. B.N. Shinde		Member-Secretary	9421175569	balbhim.shinde@jjmcoe.ac.in
10	Prof. S. S. Karadge		Member	8983626193	supriya.karadge@jjmcoe.ac.in



  
**PRINCIPAL,**  
 Dr. J. J. Magdum College of  
 Engineering, Jaysingpur- 416 10

2023-24

संस्थेचे नांव

Sexual Harassment Prevention Cell  
(Internal Complaint Committee)

मिटींग नोटीस बुक

सभा नं.

01.

संस्थेच्या समितीची सभा दि. 07/08/2023 — सोम वार रोजी सकाळी / दुपारी / सायंकाळी / रात्री 10:30 वाजता Principal Cabin 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.

2. To welcome the Committee members.

3. To confirm the proceedings of last meeting.

4. To discuss the procedure of Sexual Harassment Prevention Cell.

5. To discuss about plan for awareness camp.

6. like Counseling session, selfdefense camp etc.

7. Any other subject with prior permission of chair.

8. Vote of thanks to chair.

90.

मा. अध्यक्षान्च्या परवानगीने आयत्यावेळी येणाऱ्या कामांचा विचार करणे.

येणेप्रमाणे असे तारीख :

चिटणीस

सभापती





नांव Dr. J. Magdum college of Engg., Jaysingpur  
Harassment Prevention cell (ICC)

सभेचे

हजर असलेल्या सभामंडाची नावे गरजेप्रमाणे व जसरीप्रमाणे स्वतः कागदावर लिहून ती या कामकाजाम जोडावीत

कार Yearly ३) सभेची तारीख : 07/08/2023 ५) सभेचे ठिकाण P.

मांक 01 ४) सभेची वेळ : 10:30 am

सो सन्माननीय गृहस्थ अथवा अधिकारी हजर असल्यास त्यांची (हद्दयासह) नावे

1 - मान्यवर Dr. Mrs S B. Patil (J/c Principal)

टागव नंबर सभेपुढे विचाराकरिता आलेले विषय आणि ठराव

Harassment Prevention meeting was held on 07 August 2023 at 10:30am in Principal cabin of college, following are the minutes of meeting.

① To Welcome the Committee members  
At the outset, Dr. Mrs D. A. Nikam the Committee members.

② To confirm the proceedings of last dated 9/12/2022 -  
Dr Mrs D A Nikam, Presiding officer read out the minutes of previous for confirmation.

After this, she narrated What is Sexual Harassment & what are the punishment to be imposed.

③ Regarding the procedure of Sexual Harassment Prevention cell / Internal Complaint in the college -  
Dr. Mrs. D. A. Nikam informed



नांव	सही	नं.	नांव	सही
Mrs. S. B. Patil		११	Prof. B. N. Shinde	
P. P. Patil		१२	Prof. S. S. Karadge	
Mrs. D. A. Nikam		१३		
Premalata J. Botangle		१४		
Nilam R. Mangave		१५		
P. P. Magdum		१६		
S. V. S. Patil		१७		
Balaji Jore		१८		
Suveriya Mujawar		१९		
Ana R. Bandi		२०		

ठराव नंबर	सभेपुढे विचाराकर्मात आलेले विषय आणि ठराव	जे व तासंसाह ठरावाची अंमलबजावणी
	<p>till date, there is no any case of sexual harassment.</p> <p>Dr. Mrs. D. A. Nikam explained that for awareness sessions for stakeholders, self-defense training is planned to be arranged. She advised the girl students to communicate to their parents &amp; faculty members if such incident happens. Also suggested meeting immediately &amp; 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]].</p> <p>Coordinator is directed to committee members frequently &amp; discuss day today situations in the campus and inform same to higher authorities.</p> <p>Proposed by :- Adv. Premalata Botangle                      seconded by :- Prof. P. P. Patil</p>	

चे नांव \_\_\_\_\_

भेस हजर असलेल्या सभासदांची नावे गरजेप्रमाणे व जरूरीप्रमाणे स्वतंत्र कागदावर लिहून ती या कामकाजास जोडा

प्रकार \_\_\_\_\_ ३) सभेची तारीख : \_\_\_\_\_ ५) सभेचे ठिकाण \_\_\_\_\_

क्रमांक \_\_\_\_\_ ४) सभेची वेळ : \_\_\_\_\_

कोणी सन्माननीय गृहस्थ अथवा अधिकारी हजर असल्यास त्यांची (हुद्दयासह) नावे \_\_\_\_\_

यक्ष - मान्यवर \_\_\_\_\_

ठराव  
नंबर

सभेपुढे विचाराकरिता आलेले विषय आणि ठराव

④ Regarding awareness amongst girls  
Ladies employees -

Adv. Premlata Botangle madam (Ad  
Committee member) asked girl stu  
and ladies employees about aware  
about sexual harassment (if an  
subsequent punishment discusse  
committee members which will  
prohibit unwanted incidents in &  
the college campus.

Proposed by - Adv. Premlata  
seconded by - Prof. S.S.

⑤ Regarding strict monitoring of disp  
campus -

To identify outside memb  
is decided to monitor wearing of  
& I-cards of all the students  
Also randomly I-cards are ch  
by faculty & staff members.

Proposed by - Mrs. P. P. RPA

Secured by - Prof. P. N. Shinde

Meeting

ended by vote of the committee  
Prof. S. S. Karadge madam

*J. J.*  
PRINCIPAL

Dr. J. J. Modyum College of  
Engineering Jaysingpur-41510