



## **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.MagdumTrust's

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

An Autonomous Institute

## Internal Complaint Committee ( I.C.C.) / Sexual Harassment Prevention Cell / Vishaka Cell (2024-25)

Sr. No.	Name	Category of Nomination	Status of Nomination	Contact no.	Mail ID
1.	Dr. G. V. Mulgund	Principal		7588839791	principal@jjmcoe.ac.in
2.	Dr. Smt. S.M.Attar	Teacher Category	Presiding Officer/Head	9579709900	swaleha.attar@jjmcoe.ac.in
3.	Mrs. Nilam Ramesh Mangave	Social Service	Member	9421200421	nilammangave@gmail.com
4.	Adv. Jyotasna Uday Kulkarni		Member	9403235375	jukulkarni29@rediffmail.com
5.	Mr. Shivajirao Gaikwad	PI, Shirol Police Station	Member	8408866689	
6.	Dr. Atul Ghodake	Non-Govt. Organization	Member	9423857433	dratulghodake.2008@gmail.com
7.	Mrs. P. P. Magdum	Non Teaching Staff	Member	9028077521	pratiksha.magdum@jjmcoe.ac.in
8.	Ms. V. S. Patil		Member	9975031658	veena.patil@jjmcoe.ac.in
9.	Ms. Sanjana Kagwade (B.Tech. CSE)	Student Category	Member	8468897716	sanjanakagwade2403@gmail.com
10.	Ms. Kanishka Patel (TY IT)		Member	9960861308	
11.	Ms. Shraddha Tate (B.Tech. ETC)		Member		
12.	Prof. S. S. Karadge	Teacher Category	Member	8983626193	supriya.karadge@jjmcoe.ac.in
13.	Prof. B.N. Shinde		Member-Secretary	9421175569	balbhim.shinde@jjmcoe.ac.in



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

Approved by A.I.C.T.E., New Delhi | Recognized by Govt. of Maharashtra (DTE) | Affiliated to Shivaji University, Kolhapur

**NAAC 'A' Grade Institution & ISO 21001: 2018 Certified**

Gat. No. 289 (314/330), Shirol-Wadi Road, (Agarbhag), JAYSINGPUR - 416 101.

Tal. Shirol, Dist. Kolhapur (MS) Tel. No. (02322) 221123, Toll Free No. 1600 103 2133

Email : campusdirector@jjmcoe.ac.in / principal@jjmcoe.ac.in / registrar@jjmcoe.ac.in | Website : www.jjmcoe.ac.in

संस्थेचे नांव Dr. J. J. Magdum College of Engg. Jaysingpur  
Internal Complaint Committee (ICC)

मिटींग नोटीस बुक

सभा नं.

संस्थेच्या समितीची सभा दि. 04/02/2025 Tuesday वार रोजी सकाळी / दुपारी / सायंकाळी / रात्री 11:30 वाजता Boardroom 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 the last meeting.

४.

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

६.

७. To discuss about the plan for awareness Campaign like Counselling session, Self-defense training etc.

८.

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

१०.

- Vote of thanks.

मा. अध्यक्षच्या परवानगीने आयत्यावेळी येणाऱ्या कामांचा विचार करणे.

येणेप्रमाणे असे तारीख :

  
विलणीस

  
सभापती

दि. 04/02/2025 रोजी होणारी भिटींगची नोटीस पोहचल्याच्या सहा

सदस्याचे नांव

सही

Dr. S. M. Attar



Mrs. Jyotsna Kulkarni

J. U. Kulkarni

Mrs. Neelam Mangave

Prof. B. N. Shinde

3/1

Prof. S. S. Karadge

S. S. Karadge

Mrs. Veena Patil

V. Patil

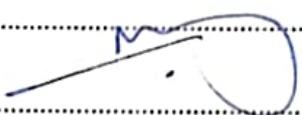
Mrs. P. P. Magdum

P. P. Magdum

Ms. Sanjana Kagwade

Ms. Shradha Tathe

Ms. Kanishka Patel.



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

१) सभेचा प्रकार Yearly ३) सभेची तारीख : 04/02/2025 ५) सभेचे ठिकाण Boardroom

२) सभेचा क्रमांक 01 ४) सभेची वेळ : 11.30 am.

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

सभेचे अध्यक्ष - मान्यवर Dr. G.V. Mulgund (Principal)

विषय नं.	ठराव नंबर	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव	शेरे व नामांकित ठरावाची अंमलबजावणी
		<p>Sexual Harassment Prevention meeting was held on 04/02/2025 at 11:30 am at Boardroom.</p> <p>Following are the minutes of meeting.</p> <p>① To welcome the committee members - At the outset, Dr. S.M. Attar, Head ICC cell, welcomed all the committee members.</p> <p>② To confirm the proceedings of last meeting dated 07/08/2024 - Dr. S.M. Attar, Presiding officer/Head read out the minutes of previous meeting for confirmation. After that Dean, Students Welfare, Prof. P.P. Patil explained in detail about what exactly is sexual Harassment and what are the punishment to be imposed. He also clarified the role of this (ICC) committee at college level.</p>	

- ③ Regarding the procedure of Sexual Harassment Prevention Cell / Internal Complaint Committee in the college.
- Dr. S. M. Attar informed that till date, there is not a single case found of sexual Harassment.
- Dr. S. M. Attar explained that for the prevention of sexual Harassment and safety for girls, various sessions for the stakeholders, workshop, self-defense training, has been planned to be arranged. She advised the girl students to inform their parents and teachers if any kind of such incident happens with them.
- Also suggested to conduct meeting immediately & 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))

Coordinator is directing to the committee members frequently & discuss day to day situations in the campus and inform same to the higher authorities of the college.

Proposed by - Adv. Jyotsna Kulkarni  
Seconded by - Prof. P. P. Patil

④ Regarding awareness amongst girls and Ladies employees -

Adv. Jyotsna Kulkarni madam (Advocate and committee member) asked girl students and ladies employees about the laws related to sexual Harassment Prevention and also discussed about the subsequent punishment related that she also mentioned that this will help to prohibit unwanted incidents in & outside of the college campus.

Proposed by - Adv. Jyotsna Kulkarni  
Seconded by - Prof. S. S. Karadga

⑤ Regarding the impact of social media on students life, Mrs Neelam Mangrulkar, a writer and social worker gave a direction to the girl students about boys & girls issues. Today's social media is not safe / proper for girls. Every girl should be alert if any incident is happening to her.

- Proposed by - Mrs. Mangrulkar  
Seconded by - Mrs. V.

⑥ Regarding strict monitoring of mobile phones in campus -

It is decided to monitor the wear and tear of cards & uniforms of all the students so that the outsiders will not be able to identify them.

Proposed by - Mrs. P.  
Seconded by - Prof. B.

⑦ Meeting ended by vote of thanks  
Prof. B.N. Shinde.