

ASMs

College Of Commerce Science & Information Technology

**Anti-Sexual Harassment Cell for Women**

(Academic Year: 2023---2024)

**NOTICE**

**21<sup>st</sup> Aug 2023**

All the committee members are hereby informed that committee meeting will be held on 23<sup>rd</sup> Aug 2023 at 2:00 pm in Mini Auditorieum. All members are requested to attend the same.

Secretary

Sr. No.	Member Name	Designation	Member Type
1	Dr. Lalit Kanore	Chairman	Chairperson
2	Mrs. Savitri Mandhare	Member	In-Charge
3	Mrs. Sarita Goyal	Member	Co-Ordinator (IQAC)
4	Mrs. Jyoti Tope	Member	Member
5	Mrs. Gayatri Wani	Member	Member
6	Mrs. Madhuri Dhavan	Member	Member

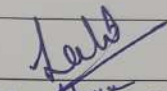
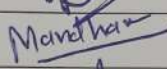
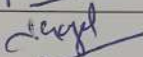



PROCEEDINGS THE MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 23<sup>rd</sup> July 2022 AT 2:00 PM IN THE MINI AUDITORIEUM OF COLLEGE OF COMMERCE SCIENCE & INFORMATION TECHNOLOGY PIMRI PUNE 41108

Date: 23<sup>rd</sup> Aug 2023

Time: 2:00 pm

Place: Mini Auditorium

**Members present at the meeting**

Sr. No.	Member Name	Designation	Sign
1	Dr. Lalit Kanore	Chairman	
2	Mrs. Savitri Mandhare	Member	
3	Mrs. Sarita Goyal	Member	
4	Mrs. Jyoti Tope	Member	
5	Mrs. Gayatri Wani	Member	
6	Mrs. Madhuri Dhavan	Member	

**Agenda**

To be Launch awareness campaign on anti-sexual harassment.

**Minutes**

1. Mrs. Savitri Mandhare welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.
3. All the members decided to
  - Make an action plan for the year 2023-2024 to ensure safety of the girl students in the college campus,
  - Make them aware about the functions and guidelines of the anti-sexual harassment cell for women,
  - aware them about the procedure to make complaints if they have any problem regarding sexual harassment,
  - Issue a notification to all the teaching and non-teaching staff to be alert to keep check on the incidents of sexual harassment of girl students in the college campus,
  - Increase collaboration among teachers, students and parents for the safety of the girl students.

4. The meeting was concluded with the vote of thanks to the chair.

Secretary

Principal

ASMs

College Of Commerce Science & Information Technology

**Anti-Sexual Harassment Cell for Women**

(Academic Year: 2023---2024)

**NOTICE**

27<sup>th</sup> Jan 2024

All the committee members are hereby informed that committee meeting will be held on **29<sup>th</sup> Jan 2024** at 2:00 pm in Mini Auditorieum. All members are requested to attend the same.

Secretary

Sr. No.	Member Name	Designation	Member Type
1	Dr. Lalit Kanore	Chairman	Chairperson
2	Mrs. Savitri Mandhare	Member	In-Charge
3	Mrs. Sarita Goyal	Member	Co-Ordinator (IQAC)
4	Mrs. Jyoti Tope	Member	Member
5	Mrs. Gayatri Wani	Member	Member
6	Mrs. Madhuri Dhavan	Member	Member

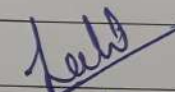
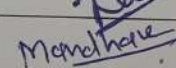
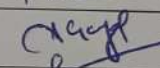
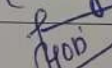


PROCEEDINGS THE MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 29<sup>th</sup>  
Jan 2024 AT 2:00 PM IN THE MINI AUDITORIEUM OF COLLEGE OF COMMERCE SCIENCE &  
INFORMATION TECHNOLOGY PIMRI PUNE 41108

Date: 29<sup>th</sup> Jan 2024

Time: 2:00 pm

Place: Mini Auditorium

**Members present at the meeting**

Sr. No.	Member Name	Designation	Sign
1	Dr. Lalit Kanore	Chairman	
2	Mrs. Savitri Mandhare	Member	
3	Mrs. Sarita Goyal	Member	
4	Mrs. Jyoti Tope	Member	
5	Mrs. Gayatri Wani	Member	
6	Mrs. Madhuri Dhavan	Member	

**Agenda:**

To launch an awareness campaign on anti-sexual harassment.

**Minutes**

1. Mrs. Savitri Mandhare welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.
3. The committee noted that no complaint of sexual harassment has been received from any girl student,
4. The meeting was concluded with the vote of thanks to the chair.

# Anti-Sexual Harassment Cell

## ANNUAL REPORT 2023-2024

The Prevention Sexual Harassment cell is committed to

- Observing the law on Sexual Harassment.
- Sensitizing the community on gender issues.
- Assisting internal Complaint Committee.
- Addressing complaints from victims.

The Cell will provide assistance to the Faculty/Colleges for taking preventive steps in the matter of gender discrimination and sexual harassment. The Principal will be the Chairman of the Cell and may appoint members of the cell. The College has established a special Cell for the prevention of sexual harassment to ensure the safety of women. The cell attends to any complaint from the women students in the campus, especially to issues regarding women harassment. Appropriate and prompt actions are ensured to complainants approaching the cell. The female students, faculty and staff are advised to approach the Cell in case of any issues of harassment.

### Objectives

- To develop guidelines and norms for a policy against sexual harassment
- To develop principles and procedures for combating sexual harassment
- To create a secure physical and social environment which will deter acts of sexual harassment

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India which came into force from 09 December 2013. This is an Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental there to. This will contribute to realization of their right to gender equality, life and liberty and equality in working conditions everywhere. The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth. Under the Act, which also covers students in schools and colleges as well as patients in hospitals, employers and local authorities will have to set up grievance committees to investigate all complaints.

Under this act, the word work place includes organizations, department, office, branch unit etc. in the public and private sector, organized and unorganized, hospitals, nursing homes, educational institutions, sports institutes, stadiums, sports complex and any place visited by the employee during the course of employment including the transportation.

## Anti-Sexual Harassment Cell

This Cell is functional with the principal as the head, four faculty members coordinators and one student coordinator. Anti sexual harassment cell aims to deal with cases of discrimination and sexual harassment against women and provide a support system to the victimized and terminate the harassment. It also aims to promote awareness about sexual harassment through educational programs that support and nurture a courteous and secure campus environment.

### Different methods for registering of Complains

- Complaint boxes were installed in which the students can drop their complaints with or without revealing their identity.
- Complaints can be directly reported to the cell coordinators through class teachers or through anti sexual harassment cell student coordinator.

### Committee Members 2023-2024

1. Dr. Lalit Kanore (Principal)
2. Prof. Sarita Goyal (Vice-Principal)
3. Prof. Savitri Mandhare (Director Of Phy. Education)
4. Prof. Jyoti Tope Co-Ordinator BBA(CA)
5. Prof. Gayatri Wani (Asst. Professor Computer Department)

## Report 2023-2024

### Anti sexual Harassment Cell

Anti sexual harassment cell aims to deal with cases of discrimination and sexual harassment against women and provide a support system to the victimized and terminate the harassment. It also aims to promote awareness about sexual harassment through educational programs that support and nurture a courteous and secure campus environment.

The formal Inauguration of the anti-sexual harassment cell was done by Principal Dr. Lalit Kanore. During the inauguration, he emphasized the significance of the cell in a women's only college. An orientation program was arranged by Prof. Savitri Mandhare, the Anti-sexual harassment cell coordinator, for the students to give awareness about the functioning of the cell and the need to raise voices against sexual harassment. Student volunteers were selected for the smooth functioning of the cell.

A complaint box was installed to collect the complaints from the students and they were asked to write down their complaints in the complaint box if they are afraid to reveal their identity. The students were given awareness classes through class teachers to raise their voices against sexual harassment. Complaints were compiled and given to Pimpri police station and they helped to resolve the complaints given.

Mandhare



Lalit  
**Principal**

College of Commerce, Science &  
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Pimpri, Pune - 411 018.