



Tabulated List of Awareness Activities

INTERNAL COMPLAINT COMMITTEE			
Sr. No.	Date	Title of Activity	No. of Participants
1	08/09/2018	Empowerment through Awareness: Combating Sexual Harassment in the Workplace	42
2	21/09/2019	Respect in the Workplace: Promoting a Culture Free from Harassment	43
3	04/09/2021	Zero Tolerance: Policies and Practices against Sexual Harassment	43
4	24/09/2022	Creating Safe Spaces: Understanding and Preventing Sexual Harassment	42
GRIEVANCES REDRESSAL CELL			
5	06/12/2018	Campus Harmony Initiative	43
6	12-10-2019	Student Voice Advocate	43
7	08/12/2021	Grievance Resolution Campaign	41
8	09/12/2022	Fairness First Program	40
ANTI-RAGGING COMMITTEE			
9	10-12-2018	Safe Campus Initiative	40
10	18/10/2019	Respect and Unity Campaign	43
11	29/12/2021	Zero Tolerance against Ragging	41
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Grievances Redressal Policies Including Zero Tolerance

The University Grants Commission (UGC) in India has issued detailed guidelines to address grievances in higher education institutions, incorporating a zero-tolerance policy towards discrimination, harassment, and other forms of misconduct. These guidelines aim to establish a fair, transparent, and efficient grievance redressal mechanism. Here are the key aspects of these guidelines:

1. Grievance Redressal Cell (GRC) Establishment

- **Mandatory GRC:** Every higher education institution must set up a Grievance Redressal Cell to handle complaints from students, faculty, and staff.
- **Composition:** The GRC should include senior faculty members, administrative staff, and possibly student representatives.

2. Zero Tolerance Policy

- **Scope:** The zero-tolerance policy covers discrimination, harassment, ragging, and any form of physical or mental abuse.
- **Immediate Action:** Institutions are required to take immediate and stringent action against any reported incidents falling under this policy.
- **Awareness:** Regular awareness programs must be conducted to inform students and staff about the zero-tolerance policy.

3. Appointment of Ombudsperson

- **Independent Authority:** An Ombudsperson must be appointed at the university level to ensure impartial handling of grievances.
- **Qualifications:** The Ombudsperson should have extensive experience in administration and grievance redressal.

4. Grievance Filing Procedures

- **Accessible Channels:** Institutions must provide multiple channels, including online portals, for filing grievances.
- **Acknowledgment:** Complaints should be acknowledged promptly, and the complainant should be kept informed about the status of their complaint.




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5. Time-bound Resolution

- **30-day Resolution:** Grievances should generally be resolved within 30 days.
- **Extended Timeline:** In complex cases requiring detailed investigation, the resolution period can be extended to 60 days, but this must be communicated to the complainant.

6. Transparency and Accountability

- **Public Reporting:** Institutions must maintain transparency in the grievance redressal process and publish periodic reports on grievances received and resolved.
- **UGC Monitoring:** Regular reports must be submitted to the UGC for monitoring compliance.

7. Training and Capacity Building

- **Training Programs:** Regular training sessions should be conducted for GRC members and other relevant staff.
- **Awareness Campaigns:** Awareness campaigns about the grievance redressal mechanisms and zero-tolerance policy must be regularly conducted.

8. Confidentiality and Protection

- **Confidential Handling:** The confidentiality of the complainant must be maintained to protect them from any form of retaliation.
- **Secure Documentation:** Detailed records of grievances and resolutions must be securely documented.

9. Feedback and Continuous Improvement

- **Collecting Feedback:** Institutions should collect feedback from complainants about the grievance redressal process.
- **Process Review:** Regular reviews and updates of the grievance redressal mechanisms should be conducted to improve effectiveness.

10. Appeal Mechanism

- **Right to Appeal:** Complainants have the right to appeal if they are dissatisfied with the resolution provided by the GRC.
- **Appeal Authority:** Appeals should be directed to higher authorities within the institution or the Ombudsperson.




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11. Zero Tolerance towards Ragging

- **Anti-Ragging Measures:** Strict measures must be in place to prevent and address ragging incidents.
- **Immediate Disciplinary Action:** Any incidents of ragging must be dealt with immediately and harshly, in line with the zero-tolerance policy.

12. Sexual Harassment Redressal

- **Internal Complaints Committee (ICC):** Institutions must have an ICC as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
- **Support and Protection:** Provide support to victims and ensure a safe environment for all students and staff.
- These guidelines are designed to create a supportive and responsive environment in higher education institutions, ensuring that grievances are addressed promptly, fairly, and transparently, with a strong stance against any form of misconduct.




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GRIEVANCES REDRESSAL CELL GUIDELINES

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Grievance Redressal Cell

Introduction: The purpose of Grievance Redressal Cell is to maintain a congenial, academic and working environment for the students of Arts, Commerce and Science College Kharepatan. Any student can approach the Grievance Redressal Cell and submit his/her Grievance in writing to the coordinator students Grievance Redressal Cell of Arts, Commerce and Science College Kharepatan

Vision: The objective of the Grievances Redressal Cell is to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious.

Mission: The Grievance Redressal Cell (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. The students can state their grievance regarding any academic and non- academic matter within the campus through the online and grievance/ suggestion box.

Objectives: The objectives of the Grievance Redressal Cell are as follows:

- To ensure a fair, impartial and consistent mechanism for redressal of various issues faced by the students.
- To develop an organizational framework to resolve Grievances of Students.
- To development a responsive and accountable attitude among all students, thereby maintaining a harmonious atmosphere on the college campus.
- To ensure that grievances are resolved promptly, neutrally, with sensitivity and in complete confidentiality.
- To provide the Students access to immediate, hassle free recourse to have their Grievances redressed.




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Functions:

- To receive the application in writing from the students at the individual level through suggestion boxes placed in the college premises.
- To scrutinize the received applications and hear the students in person if needed.
- To provide oral advice to the students whenever oral advice is sufficient to resolve the grievances.
- To settle the disputes in satisfactory manner and report them to the Principal.
- To submit the general report of grievances to the principal for suitable actions.

Policies:

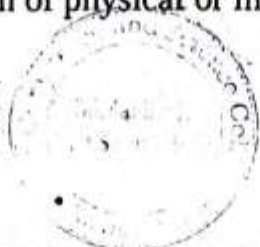
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- **Immediate Action:** Institutions are required to take immediate and stringent action against any reported incidents falling under this policy.
- **Awareness:** Regular awareness programs must be conducted to inform students and staff about the zero-tolerance policy.

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Report of the Awareness Activity

1	Academic Year	:	2018-19
2	Organized By	:	Grievance Redressal Committee of Arts and Commerce College, Kharepatan
3	Title of the Activity	:	"Campus Harmony Initiative"
4	Date	:	06/12/2018
5	Name of the Resource Person	:	Miss. Nikita Gade
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On December 6, 2018, the Grievance Redressal Committee of Arts & Commerce College Kharepatan organized a one-day awareness program on grievance redressal mechanism at the Chandrakant Parisa Raibagkar Multipurpose Hall. The subject was "Campus Harmony Initiative". The guest speaker was Miss. Nikita Gade. The program commenced at 10:00 AM with the traditional Deep Prajwalan ceremony. Principal Dr. A. D. Kamble chaired the event, while Asst. Prof. Tanaji Godade introduced the guest speaker. Miss. Nikita Gade then delivered an informative session on sexual harassment, providing students with valuable insights on legal aspects, preventive measures, and available support systems. The program concluded at 11:30 AM with a vote of thanks given by Asst. Prof. Rashmi Desai.




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Miss. Nikita Gade while guiding students




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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Grievances Redressal Cell



Date: 06/12/2018

Time: 10.00 am to 11.30 am.

Name of the Activity: "Campus Harmony Initiative"

Sr. No.	Student's Name	Class	Sign.
1	Dhanita Prakash Kotavadekar	F.Y.B.com.	D Kotavadekar
2	Yogesh Babaji Haryar	F.Y.B.com	Y Haryar
3	Sonali Akaram Sawant	F.Y.B.com	S.S. Sawant
4	Roshan Narayan Zagade	F.Y.B.com	R Zagade
5	Vinay Vijay Sawant	F.Y.B.com	V Sawant
6	Prathmesh Rajendra Shetye	F.Y.B.com	P Shetye
7	Prathmesh Ratanu Shirsawadekar	F.Y.B.com	P Shirsawadekar
8	Sanket Dault Sbrap	F.Y.B.com	S Sbrap
9	Diksha Dilip Tambe	F.Y.B.com	D Tambe
10	Prathmesh Sakharam Sorap	F.Y.B.com	P Sorap
11	Ajit Aant Teli	F.Y.B.com	A Teli
12	Deewand Aant Tilakdhar	F.Y.B.com	D Tilakdhar
13	Mohit Sandip Thukral	F.Y.B.com	M Thukral
14	Sudarshan Suresh Rambade	F.Y.B.com	S.S. Rambade
15	Varsha Chandrakant Rane	F.Y.B.com	V Rane
16	Krutika Dhruv Shelar	F.Y.B.com	K Shelar
17	Titendra Sadashiv Dawade	F.Y.B.com	T Dawade
18	Aniket Aant Dhurmak	F.Y.B.com	A Dhurmak
19	Shubham Kishor Sawant	F.Y.B.com	S Sawant
20	Sayali Sanjay Sawant	F.Y.B.com	S Sawant
21	Smeeta Suresh Misulkar	F.Y.B.A	S Misulkar
22	Sumedh Vijay Kamble	F.Y.B.A	S Kamble
23	Abhijit Ashok Kamble	F.Y.B.A	A Kamble
24	Prashant Ramesh Thosar	F.Y.B.A	P Thosar
25	Jyoti Aant Karde	F.Y.B.A	J Karde

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26	Subhashini	Suresh	Marathe	F. Y. B. A.	<u>S. Marathe</u>
27	Priyanka	Diwakar	Marathe	F. Y. B. A.	<u>P. Marathe</u>
28	Shital	Suresh	Pahyan	F. Y. B. A.	<u>Shital</u>
29	Sujay	Damodar	Pahyan	F. Y. B. A.	<u>S. Pahyan</u>
30	Soeta	Santosh	More	F. Y. B. A.	<u>S. More</u>
31	Damini	Dilip	More	F. Y. B. A.	<u>D. More</u>
32	Yogesh	Ashok	Ingale	F. Y. B. A.	<u>Y. Ingale</u>
33	Sankeet	Ashok	Pawar	F. Y. B. A.	<u>S. A. Pawar</u>
34	Babaji	Chandrakant	Gonule	F. Y. B. A.	<u>B. C. Gonule</u>
35	Ankush	Chandrakant	Gonule	F. Y. B. A.	<u>A. Gonule</u>
36	Liladhar	Ankush	Ingale	F. Y. B. A.	<u>L. Ingale</u>
37	Roshan	Rajaram	Shengale	F. Y. B. A.	<u>R. R. Shengale</u>
38	Dipak	Jayvant	Phatak	F. Y. B. A.	<u>D. Phatak</u>
39	Hanumanant	Govind	Kanade	F. Y. B. A.	<u>H. Kanade</u>
40	Devindra	Vasant	Mandavkar	F. Y. B. A.	<u>D. Mandavkar</u>
41	Namdev	Rajaram	Shinde	F. Y. B. A.	<u>N. Shinde</u>
42	Tushar	Chandrakant	Gosavi	F. Y. B. A.	<u>T. Gosavi</u>
43	Vaibhav	Subhas	Thakur	F. Y. B. A.	<u>V. Thakur</u>
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Principal
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Arts, Commerce & Science College, Kharepatan
A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg

Report of the Awareness Activity

1	Academic Year	:	2019-20
2	Organized By	:	Grievance Redressal Committee of Arts, Commerce and Science College, Kharepatan
3	Title of the Activity	:	"Student Voice Advocate"
4	Date	:	10/12/2019
5	Name of the Resource Person	:	Mr. Ajit Gidale
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On December 10, 2019, the Grievance Redressal Committee of Arts, Commerce and Science College, Kharepatan organized one-day awareness program, titled "Student Voice Advocate". The event took place at the Chandrakant Parisa Raibagkar Multipurpose Hall. The guest speaker for the event was Mr. Ajit Gidale. The program officially began at 10:30 AM with a traditional Deep Prajwalan ceremony, symbolizing the dispelling of ignorance through knowledge. Principal Dr. A. D. Kamble, who chaired the event, emphasized the importance of such awareness programs in creating a safe and supportive environment for all students and staff. Asst. Prof. Vaseem Sayyed introduced the guest speaker, Mr. Ajit Gidale. Mr. Ajit Gidale's session provided invaluable insights into the subject of Grievances redressal mechanism. His address was both informative and engaging. The session concluded with a vote of thanks from Asst. Prof. Tanaji Godade, acknowledging Mr. Gidale's contributions and the participants' involvement. The program concluded at 11:30 AM, leaving students better informed and more empowered to promote a culture of respect and safety in their future workplaces.




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Mr. Ajit Gidale while guiding the students




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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Grievances Redressal Cell



Date: 10/12/2019

Time: 10.30 am to 11.30 am.

Name of the Activity: "Student Voice Advocate"

Sr. No.	Student's Name	Class	Sign.
1	Prathmesh Rtow Shirawadekar	S.Y.B.com	P Shirwad
2	Prathmesh Rajendra Shetye	S.Y.B.com	P Shetye
3	Vinay Vijay Sawant	S.Y.B.com	V Sawant
4	Roshan Narayan Zogade	S.Y.B.com	R Zogade
5	Sonali Akaram Sawant	S.Y.B.com	S Sawant
6	Yogesh Babaji Haryan	S.Y.B.com	Y Haryan
7	Dhanita Prakash Kotavadekar	S.Y.B.com	D Kotavadekar
8	Vinay Gajan Adavilkar	F.Y.BA	V Adavilkar
9	Sushant Mahendra Rodi	F.Y.B.SC	S Rodi
10	Sneha Mahendra Rodi	F.Y.B.SC	S Rodi
11	Pallavi Shirkrisha Zadge	F.Y.B.SC	P Zadge
12	Sudhakar Suresh Satam	F.Y.B.SC	S.S. Satam
13	Shraddha Sanjay Kamble	F.Y.B.SC	S.S. Kamble
14	Aniket Dharmaraj Kamble	F.Y.B.SC	A Kamble
15	Surav Chandrakant Kamble	F.Y.B.SC	S Kamble
16	Rameeza Irshad Malpekar	F.Y.B.SC	R Malpekar
17	Prachi Ashok Mosamkar	F.Y.B.SC	P Mosamkar
18	Asmita Jairam Gurav	F.Y.B.SC	A Gurav
19	Prakash Shivaji Gurav	F.Y.B.SC	P Gurav
20	Almas Liyakat Mujawar	F.Y.B.SC	A Mujawar
21	Omkar Anil Iswalkar	F.Y.B.SC	O Iswalkar
22	Grishma Shriram Dirit	F.Y.B.SC	G Dirit
23	Divya Dipak Dhumale	F.Y.B.SC	D Dhumale
24	Sadaf Abbas Mukadam	F.Y.B.SC	S Mukadam
25	Simaran Kuttubuddin Nakhenkar	F.Y.B.SC	S.K. Nakhenkar

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26	Vinay Rajendra Advilkar	F.Y.BA	Vadilkar
27	Yogesh Ashok Ingle	S.Y.BA	YIngle
28	Damini Dilip More	S.Y.BA	More
29	Sweta Santosh More	S.Y.BA	More
30	Sanjay Damedra Pahgan	S.Y.BA	Pahgan
31	Shild Suresh Shrungare	S.Y.BA	Shital
32	Priyanka Diwakar Masurkar	S.Y.BA	P.Masurkar
33	Suhasini Suresh Marathe	S.Y.BA	Marathe
34	Joyti Aant Kanade	S.Y.BA	J.A. Kanade
35	Prashant Ramesh Thosar	S.Y.BA	Thosar
36	Abhijit Ashok Kamble	S.Y.BA	Kamble
37	Sumedh Vijay Kamble	S.Y.BA	S.V. Kamble
38	Smeeela suresh masurkar	S.Y.BA	S.Masurkar
39	Dewanand Aant Tizlotkar	S.Y.B.com	Tizlotkar
40	Ajit Anant Teli	S.Y.B.com	Teli
41	Diksha Dilip Tambe	S.Y.B.com	Tambe
42	Saket Dault Shivgan	S.Y.B.com	Shivgan
43	Prathmesh Sakharan Sorap	S.Y.B.com	Sorap
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[Signature]
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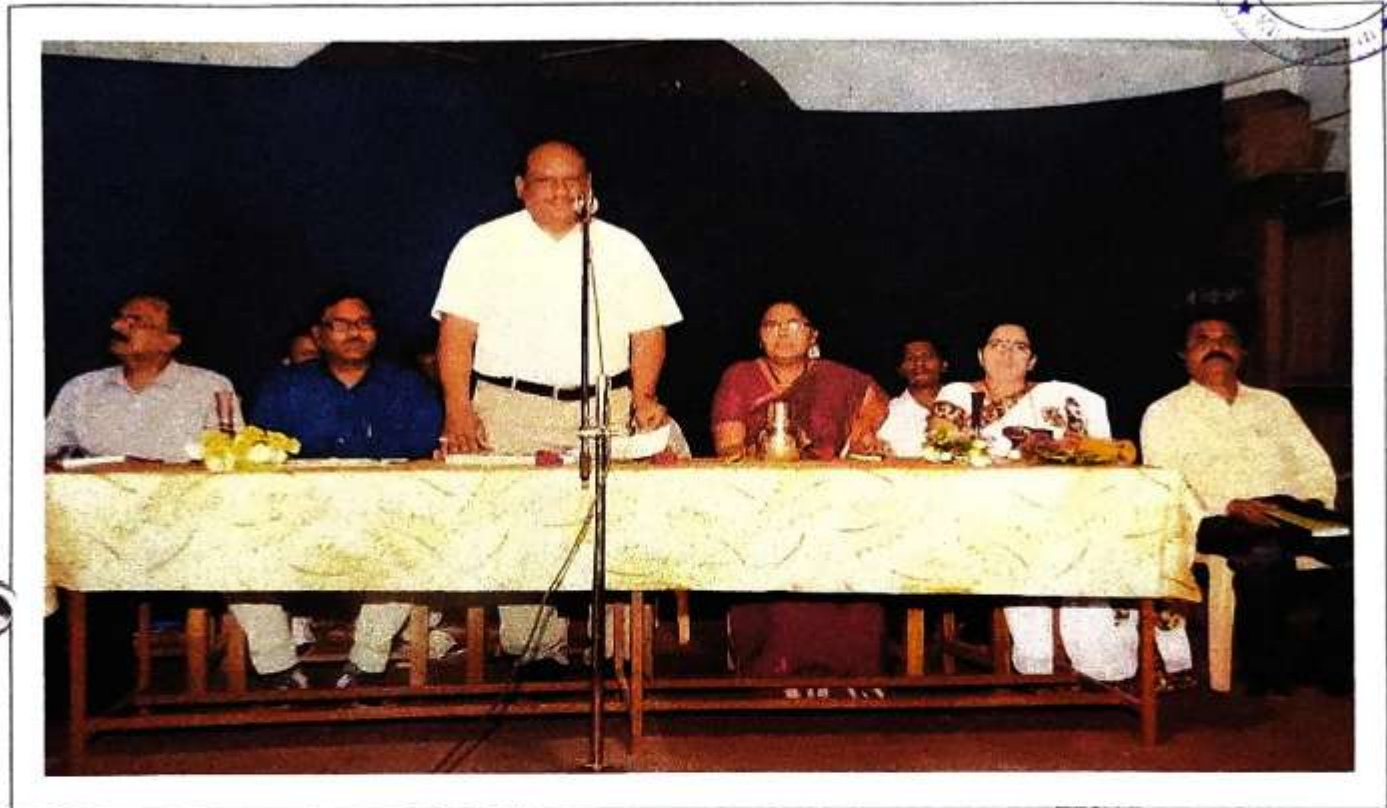
Report of the Awareness Activity

1	Academic Year	:	2021-22
2	Organized By	:	Grievance Redressal Committee of Arts, Commerce and Science College, Kharepatan
3	Title of the Activity	:	"Grievance Resolution Campaign"
4	Date	:	08/12/2021
5	Name of the Resource Person	:	Mr. Shrikant Aapte
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On December 8, 2021, the Grievance Redressal Committee of Arts, Commerce & Science College Kharepatan organized a one-day awareness program, focusing on the theme "Grievance Resolution Campaign". The event was held at the Chandrakant Parisa Raibagkar Multipurpose Hall. The guest speaker was Mr. Shrikant Aapte. The program commenced at 10:30 AM with a Deep Prajwalan ceremony, symbolizing the enlightenment of knowledge over ignorance. Principal Dr. A. D. Kamble chaired the event, highlighting the critical importance of establishing and maintaining a harassment-free educational environment. Asst. Prof. Gajanan Vhankali introduced Mr. Shrikant Aapte noting his extensive experience and dedication. Mr. Shrikant Aapte delivered an engaging and informative session, providing students with crucial information on grievances redressal mechanism. The program concluded at 11:30 AM with a vote of thanks from Asst. Prof. Vaseem Sayyed, who expressed gratitude to Mr. Shrikant Aapte for his insightful presentation and to all participants for their active involvement. This program significantly enhanced the students' awareness and commitment to fostering a respectful and safe educational environment.




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[Signature]
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A/p. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Grievances Redressal Cell



Date: 08/12/2021

Time: 10.30 am. to 11.30 am.

Name of the Activity: "Grievance Resolution Campaign"

Sr. No.	Student's Name	Class	Sign.
1	Akanisha Ashok Gurav	S.Y. B.Sc	A. A. Gurav
2	Hemant Santosh Pawar	F.Y. B.Sc	H. S. Pawar
3	Prathmesh Shaubham Jank	F.Y. B.Sc	Prathmesh
4	Sonal Kishor Kamble	F.Y. B.Sc	S. Kamble
5	Mohini Harichandra Swant	S.Y. B.com	M. Swant
6	Amisha Ajit Sawant	S.Y. B.com	A. M. Sawant
7	Omkar Ankush Raut	S.Y. B.com	O. Raut
8	Siddhi Ekanath Rane	S.Y. B.com	S. Rane
9	Pooja Akram Rane	S.Y. B.com	P. A. Rane
10	Snehal Mahavir Raibagkar	S.Y. B.com	S. M. Raibagkar
11	Tannu Dipak Pujari	S.Y. B.com	T. P. Pujari
12	Prathmesh Gajanan Parvade	S.Y. B.com	P. G. Parvade
13	Kalpesh Suresh Potale	S.Y. B.com	K. Potale
14	Bakhi Kishor Pise	S.Y. B.com	B. Pise
15	Vaibhavi Vilas Palkhe	S.Y. B.com	V. Palkhe
16	Mayuri Dashrath Pelkulkar	S.Y. B.com	M. Pelkulkar
17	Saurabh Madhakar Pendalkar	S.Y. B.com	S. Pendalkar
18	Neha Noormuhammed Paware	S.Y. B.com	N. Paware
19	Jiganesh Sanjay Wazange	S.Y. B.com	J. Wazange
20	Shubham Mangesh Vighkar	S.Y. B.com	S. Vighkar
21	Sriraj Santosh Vichare	S.Y. B.com	S. Vichare
22	Vinayk Bhimappa Bilagi	S.Y. B.Sc	V. M. Bilagi
23	Nayan Chandrakant Vedurk	S.Y. B.com	N. Vedurk
24	Sujay Mohan Pednekar	S.Y. B.Sc	S. M. Pednekar
25	Chinmayi Shankant Tirotkar	S.Y. B.com	C. Tirotkar

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26	Yash Gurusnath Raut	S.Y. B.com	<u>Raut</u>
27	Adithmesh Ravindra Tawade	S.Y. B.com	<u>R. R. Tawade</u>
28	Santoshi Vijay Tambe	S.Y. B.com	<u>2 Tambe</u>
29	Sankashi Vilas Soreap	S.Y. B.com	<u>S.V. Soreap</u>
30	Rupali Aant Tambe	S.Y. B.com	<u>Tambe</u>
31	Aplaw Gurusnath Kowale	S.Y. B.sc.	<u>Kowale</u>
32	Suyali Prakash Chilke	F.Y. B.Sc.	<u>Chilke</u>
33	Pratiksha Vijay Tambe	S.Y. B.com	<u>PTambe</u>
34	Mayur Manoj Soreap	S.Y. B.com	<u>Morap</u>
35	Sandesh Prabhakar Shinde	S.Y. B.com	<u>Shinde</u>
36	Sujit Shishikant Dandekar	S.Y. B.Sc.	<u>Dandekar</u>
37	Manish Shashikant Dhavale	S.Y. B.Sc.	<u>Dhavale</u>
38	Suyam Alf Kazi	S.Y. B.Sc.	<u>Kazi</u>
39	Nitikumar Sahadev Kondvilkar	S.Y. B.Sc.	<u>Kondvilkar</u>
40	Vilas Vasant Teli	S.Y. B.com	<u>VTeli</u>
41	Pratya Prakash Teli	S.Y. B.com	<u>PTeli</u>
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Principal
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Report of the Awareness Activity

1	Academic Year	:	2022-23
2	Organized By	:	Grievance Redressal Committee of Arts, Commerce and Science College, Kharepatan
3	Title of the Activity	:	"Fairness First Program"
4	Date	:	09/12/2022
5	Name of the Resource Person	:	Mr. Sanjay Desai
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On December 09, 2022, the Grievance Redressal Committee of Arts, Commerce & Science College Kharepatan organized one-day awareness program, centered on the theme "Fairness First Program". The event aimed to educate students on the importance of creating and maintaining a safe and respectful environment within the educational institution. The program was held at the Chandrakant Parisa Raibagkar Multipurpose Hall, featuring Mr. Sanjay Desai. Mr. Sanjay Desai arrived at 9:30 AM, preparing to deliver his insights to the eager audience. The program commenced at 10:00 AM with a Deep Prajwalan ceremony, symbolizing the illumination of knowledge and awareness. Principal Dr. A. D. Kamble chaired the event. Asst. Prof. Rashmi Desai introduced Mr. Sanjay Desai. Mr. Desai's session provided students with valuable information about grievances redressal mechanism. The program concluded at 11:30 AM with a vote of thanks from Asst. Prof. Gajanan Vhankali, who expressed gratitude to Mr. Sanjay Desai for his enlightening session and to all participants for their involvement. This awareness program significantly enhanced the students' understanding and commitment to creating a safe and respectful educational environment.




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Mr. Sanjay Desai while guiding students



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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Grievances Redressal Cell



Date: 09/12/2022

Time: 10.00 am. to 11.30 am.

Name of the Activity: "Fairness First Program"

Sr. No.	Student's Name	Class	Sign.
1	Sairaj Pandurang Teli	F. Y. B. A.	<u>Sairaj</u>
2	Vanita Vivek More	F. Y. B. com	<u>V. V. More</u>
3	Tejas Deepak Pagare	F. Y. B. com	<u>Pagare</u>
4	Akshay Atmaram Khadye	F. Y. B. com	<u>Akshay</u>
5	Aniket Ashok Pashate	F. Y. B. com	<u>Aniket</u>
6	Tejas Gurusath Tawade	F. Y. B. A.	<u>T. G. Tawade</u>
7	Trupti Bhikaji Pashate	F. Y. B. com	<u>Trupti</u>
8	Yashika Sunil Sawant	F. Y. B. A.	<u>Sawant</u>
9	Rushikesh Dhasharath Rane	F. Y. B. A.	<u>R. D. Rane</u>
10	Akshata Vikas Rane	F. Y. B. A.	<u>Akshata</u>
11	Dignati Dilip Tambe	F. Y. B. A.	<u>Tambe</u>
12	Sayali Prakash Sutaz	F. Y. B. A.	<u>Sayali</u>
13	Sanoli Shazad Shivgan	F. Y. B. A.	<u>S. S. Shivgan</u>
14	Priyanka Narayan Bandarkar	F. Y. B. A.	<u>Priyanka</u>
15	Mohini Pramod Bendre	F. Y. B. A.	<u>M. P. Bendre</u>
16	Chinmay Shrinant Gokhale	T. Y. B. Sc.	<u>Chinmay</u>
17	Prachi Prashant Manjekar	F. Y. B. com	<u>Prachi</u>
18	Rushikesh Prakash Rane	F. Y. B. A.	<u>Rushikesh</u>
19	Shreyash Gurusath Manjekar	F. Y. B. com	<u>S. G. Manjekar</u>
20	Pranay Prakash Rane	F. Y. B. A.	<u>Pranay</u>
21	Vinayak Prakash Rane	F. Y. B. A.	<u>Vinayak</u>
22	Vinayak Bhimappa Bilagi	T. Y. B. Sc.	<u>V. B. Bilagi</u>
23	Sujay Mohan Pednekar	T. Y. B. Sc.	<u>S. M. Pednekar</u>
24	Prabha Vijay Narvekar	F. Y. B. A.	<u>P. V. Narvekar</u>
25	Sujay Shashikant Tambe	F. Y. B. A.	<u>S. S. Tambe</u>

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26	Akash Ashok Gurekar	T.Y.B.Sc.	A.A. Gurekar
27	Apurva Gaurunath Karale	S.Y.B.Sc.	G. Karale
28	Sayali Prakash Chike	S.Y.B.Sc.	S. Chike
29	Nikita Sanjay Mangar	F.Y.B.com	R. Mangar
30	Karan Tushar Mondkar	F.Y.B.com	J. Mondkar
31	Hemant Santosh Pawar	S.Y.B.Sc.	H.S. Pawar
32	Hitesh Sanjay Durgawale	F.Y.B.com	H.S. Durgawale
33	Dharmraj Rajendra More	F.Y.B.A.	D. More
34	Sonali Chandrakant Kamble	F.Y.B.Sc.	S. Kamble
35	Sonal Kishor Kamble	S.Y.B.Sc.	S. Kamble
36	Pooja Ganesh Potphode	F.Y.B.Sc.	P. Potphode
37	Amey Prakash Kamble	F.Y.B.Sc.	A.P. Kamble
38	Latika Ramkrishnan Potale	F.Y.B.Sc.	P. Potale
39	Yash Gaurunath Raut	T.Y.B.Sc.	Y. Raut
40	Sujit Suresh Bandarkar	T.Y.B.Sc.	G.S. Bandarkar
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Kharepatan Panchkroshi Shikshan Prasarak Mandal, Kharepatan's

Arts, Commerce and Science College,
Kharepatan

INTERNAL
COMPLAINT
COMMITTEE

2018-19 to 2022-23



STAND AGAINST SEXUAL HARASSMENT
SPEAK OUT LOUDLY!

**Arts, Commerce & Science College, Kharepatan
Has**

ZERO TOLERANCE
To Sexual Harassment

INTRODUCTION

The establishment of an Internal Complaints Committee (ICC) in colleges in India is mandated by law to ensure a safe and equitable environment for all students and staff, free from sexual harassment and discrimination. This initiative aligns with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, often referred to as the POSH Act, which was enacted by the Government of India to provide protection against sexual harassment and to ensure the prevention and Redressal of complaints.

According to Section 4 of the POSH Act, every employer is required to constitute an Internal Complaints Committee at every office or branch with 10 or more employees to hear and redress complaints of sexual harassment. In the context of educational institutions, this responsibility extends to colleges and universities, ensuring that all campuses are compliant with these legal requirements.

Furthermore, the University Grants Commission (UGC) has issued regulations to reinforce the implementation of the POSH Act within higher education institutions. The UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, outline the need for every higher educational institution to establish an ICC. These regulations provide a comprehensive framework for the constitution, powers, and responsibilities of the ICC, emphasizing a gender-sensitive environment and the importance of addressing complaints promptly and effectively.

The ICC in a college is therefore a critical body, comprising a Presiding Officer, faculty members, non-teaching staff, and student representatives, tasked with addressing issues of sexual harassment in a manner that upholds the dignity and rights of all individuals involved. By adhering to these legal and regulatory frameworks, colleges demonstrate their commitment to fostering a safe and respectful learning environment, in line with the values enshrined in the POSH Act and UGC guidelines.




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INTERNAL COMPLAINTS COMMITTEE IN COLLEGES

The Internal Complaints Committee (ICC) is a statutory body mandated by the Government of India to address issues of sexual harassment and ensure a safe and respectful environment for all students and staff in educational institutions. The establishment of the ICC is guided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly known as the POSH Act, and further reinforced by the University Grants Commission (UGC) regulations. In colleges, the ICC plays a pivotal role in maintaining a conducive and safe educational environment. It is established as per Section 4 of the POSH Act, which requires every employer, including educational institutions, to form an ICC at every office or branch with 10 or more employees. This ensures that the committee is accessible and functional at all times to address grievances promptly.

WHAT IS THE INTERNAL COMPLAINTS COMMITTEE?

The Internal Complaints Committee is a legally constituted body within colleges and universities designed to address and resolve complaints of sexual harassment. The ICC is composed of:

- A Presiding Officer who is a woman faculty member.
- At least two faculty members committed to gender equality.
- At least one non-teaching staff member.
- A representative from an NGO or an individual familiar with issues of sexual harassment.
- Student representatives as applicable.

This diverse composition ensures a balanced and sensitive handling of complaints, reflecting the varied perspectives within the institution.




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THE NEED OF AN INTERNAL COMPLAINTS COMMITTEE

The necessity of having an Internal Complaints Committee in colleges arises from several critical factors:

1. **Legal Compliance:** The POSH Act mandates the formation of ICCs to provide a structured mechanism for addressing sexual harassment complaints, ensuring institutions comply with national laws.
2. **Safe Learning Environment:** Colleges are places of learning and personal growth. Ensuring a harassment-free environment is essential for the academic and personal development of students.
3. **Empowerment and Protection:** The ICC empowers victims to come forward with their complaints without fear of retaliation or victimization, fostering a culture of openness and support.
4. **Timely Redressal:** The committee ensures that complaints are addressed promptly and fairly, preventing the escalation of issues and maintaining campus harmony.
5. **Awareness and Prevention:** The ICC also plays a proactive role in educating the college community about what constitutes sexual harassment and the importance of respectful behavior, thereby preventing incidents before they occur.
6. **Trust and Transparency:** Having a formal body like the ICC builds trust among students and staff, as it reflects the institution's commitment to addressing and mitigating issues of sexual harassment.

By adhering to these legal and regulatory requirements, colleges in India demonstrate their commitment to providing a safe, equitable, and supportive educational environment for all. The ICC not only addresses grievances but also plays a crucial role in fostering a culture of respect and dignity within the institution.




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ACTS CONSIDERED AS SEXUAL HARASSMENT ACCORDING TO THE 'POSH ACT'

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly referred to as the POSH Act, outlines several acts that constitute sexual harassment. Understanding these acts is crucial for the effective functioning of the Internal Complaints Committee (ICC) in addressing and redressing complaints of sexual harassment. According to Section 2(n) of the POSH Act, the following acts are considered as sexual harassment:

1. Physical Contact and Advances:

- Unwelcome physical contact such as touching, grabbing, pinching, or brushing against an individual's body.
- Any physical advances those are unwelcome or inappropriate.
- Example: An employee or student touching another individual's body inappropriately during work hours or in a classroom setting, even if the contact seems accidental but is perceived as deliberate.

2. Demand or Request for Sexual Favors:

- Direct or indirect propositions or requests for sexual favors.
- Instances where submission to such requests is made a condition for employment or academic benefits.
- Example: A supervisor asking a subordinate for sexual favors in exchange for a promotion or a professor suggesting better grades in return for sexual interactions.

3. Making Sexually Colored Remarks:

- Comments, jokes, or remarks that are sexually suggestive or inappropriate.
- Any statement that demeans or discriminates based on gender or sexual orientation.




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- **Example:** Making derogatory comments about someone's attire with a sexual undertone or passing lewd comments that make the individual uncomfortable.

4. Showing Pornography:

- Displaying, sharing, or circulating pornographic content, images, or videos.
- Any form of electronic transmission of explicit content.
- **Example:** Displaying explicit images on a computer screen during office hours, or sending sexually explicit videos to colleagues or classmates.

5. Any Other Unwelcome Physical, Verbal, or Non-Verbal Conduct of Sexual Nature:

- Gestures, looks, or actions those are sexually suggestive.
- Unwelcome sexual comments, including but not limited to remarks about a person's body or appearance.
- Repeatedly asking someone out on dates despite rejection.
- Using offensive language or sending inappropriate messages through emails, texts, or social media.
- **Example:** Whistling or making kissing sounds when someone passes by, staring in a sexually suggestive manner, or sending unsolicited sexual content via email or social media.

IMPORTANCE OF RECOGNIZING THESE ACTS

Recognizing these acts as sexual harassment is essential for maintaining a safe and respectful environment in colleges and workplaces. The POSH Act's comprehensive definition helps in creating awareness and providing clear guidelines on what constitutes unacceptable behavior, thereby aiding the ICC in addressing complaints effectively. This understanding also empowers victims to come forward and report incidents without fear of ambiguity or dismissal. By adhering to these detailed provisions of the POSH Act, educational institutions and workplaces can ensure a safer, more respectful and equitable environment for everyone.



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VISION OF THE INTERNAL COMPLAINTS COMMITTEE (ICC) OF COLLEGE

The vision of the Internal Complaints Committee (ICC) in a college is to foster a safe, respectful, and inclusive educational environment where all members of the college community are empowered, protected, and treated with dignity. The ICC aims to create a campus culture that actively prevents sexual harassment, promotes gender equality, and ensures that all complaints are addressed promptly, fairly, and confidentially.

KEY ELEMENTS OF THE VISION

1. Safety and Respect:

- Establish a campus environment where every individual feels safe and respected, free from any form of sexual harassment or discrimination.

2. Inclusivity and Equality:

- Promote a culture of inclusivity and gender equality, ensuring equal opportunities and respect for all, regardless of gender or background.

3. Empowerment and Support:

- Empower victims of sexual harassment to speak out and seek redressal, providing them with the necessary support and resources to do so.

4. Prevention and Education:

- Implement comprehensive awareness and educational programs to prevent sexual harassment and educate the college community about their rights and responsibilities under the POSH Act and UGC regulations.




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5. Prompt and Fair Redressal:

- Ensure a transparent, fair, and timely process for addressing complaints of sexual harassment, maintaining confidentiality and sensitivity throughout the investigation and resolution process.

6. Accountability and Transparency:

- Uphold the highest standards of accountability and transparency in handling complaints, ensuring that the processes and outcomes are just and equitable.

7. Continuous Improvement:

- Strive for continuous improvement in policies, procedures, and practices related to the prevention and redressal of sexual harassment, based on feedback, changing needs, and best practices.

By realizing this vision, the Internal Complaints Committee seeks to contribute to the overall mission of the college, ensuring that it remains a vibrant, safe, and welcoming place for learning, growth, and development for all students, faculty, and staff.




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MISSION OF THE INTERNAL COMPLAINTS COMMITTEE (ICC) OF COLLEGE

The mission of the Internal Complaints Committee (ICC) of a college is to create and maintain a safe, inclusive, and equitable campus environment by preventing and addressing incidents of sexual harassment. The ICC is dedicated to upholding the dignity of every individual, ensuring justice, and fostering a culture of respect and mutual understanding within the college community.

KEY COMPONENTS OF THE MISSION:

1. Preventing Sexual Harassment:

- Develop and implement comprehensive awareness programs that educate students, faculty, and staff about sexual harassment, its consequences, and the importance of respectful behavior.
- Promote zero tolerance for any form of sexual misconduct and foster a culture where such behavior is actively discouraged.

2. Providing a Safe and Confidential Reporting Mechanism:

- Establish accessible, confidential, and reliable mechanisms for individuals to report incidents of sexual harassment without fear of retaliation or victimization.
- Ensure that all complaints are handled with utmost sensitivity, confidentiality, and impartiality.

3. Ensuring Fair and Timely Redressal:

- Conduct thorough, impartial, and timely investigations of all reported complaints of sexual harassment.
- Provide fair and just resolutions to complaints, ensuring that appropriate actions are taken to address the issue and prevent recurrence.




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4. Supporting Victims:

- Offer comprehensive support to victims of sexual harassment, including counseling, legal assistance, and academic support, to help them cope with the aftermath of harassment.
- Empower victims to speak out and seek justice, ensuring they are aware of their rights and the resources available to them.

5. Training and Capacity Building:

- Regularly train ICC members and other stakeholders on the latest legal provisions, guidelines, and best practices related to preventing and addressing sexual harassment.
- Build the capacity of the college community to recognize, prevent, and respond to incidents of sexual harassment effectively.

6. Promoting Gender Equality:

- Advocate for and implement policies and practices that promote gender equality and inclusivity within the college.
- Address and eliminate systemic biases and barriers that contribute to gender-based discrimination and harassment.

7. Monitoring and Evaluation:

- Continuously monitor and evaluate the effectiveness of policies, procedures, and interventions related to sexual harassment.
- Use feedback and data to improve and adapt strategies for preventing and addressing sexual harassment.




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8. Collaboration and Engagement:

- Collaborate with external experts, organizations, and government bodies to stay informed about best practices and legal requirements.
- Engage with the college community to foster a collective responsibility towards creating a safe and respectful environment.

By fulfilling this mission, the Internal Complaints Committee strives to ensure that the college remains a safe, supportive, and respectful place for all members to learn, work, and grow, free from the fear of sexual harassment.




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OBJECTIVES OF THE INTERNAL COMPLAINTS COMMITTEE (ICC) OF COLLEGE

The Internal Complaints Committee (ICC) of a college aims to create and sustain a safe, respectful, and inclusive campus environment. The following are the primary objectives of the ICC:

1. Prevention of Sexual Harassment:

- Develop and implement proactive measures to prevent incidents of sexual harassment through education, awareness, and training programs for all members of the college community.

2. Awareness and Education:

- Conduct regular workshops, seminars, and awareness campaigns to educate students, faculty, and staff about what constitutes sexual harassment, the legal frameworks governing it, and the mechanisms available for redressal.

3. Confidential and Accessible Reporting:

- Provide clear, accessible, and confidential channels for individuals to report incidents of sexual harassment, ensuring that they feel safe and supported in coming forward.

4. Prompt and Fair Investigation:

- Ensure that all complaints of sexual harassment are investigated promptly, thoroughly, and impartially, maintaining confidentiality and fairness throughout the process.

5. Support for Complainants:

- Offer necessary support to complainants, including counseling, legal advice, and academic accommodations, to help them cope with the effects of harassment and to facilitate their recovery.

6. Effective Redressal Mechanisms:

- Ensure that appropriate actions are taken against those found guilty of sexual harassment, providing justice to the complainants and preventing recurrence of such incidents.




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7. Training and Capacity Building:

- Regularly train ICC members and other stakeholders in handling complaints of sexual harassment with sensitivity, efficiency, and legal compliance.

8. Policy Development and Implementation:

- Formulate, review, and update the college's sexual harassment policy in line with the latest legal requirements and best practices, ensuring it is comprehensive and effectively implemented.

9. Monitoring and Evaluation:

- Continuously monitor and evaluate the effectiveness of the ICC's activities and interventions, using feedback and data to improve policies and practices related to preventing and addressing sexual harassment.

10. Fostering a Respectful Culture:

- Promote a campus culture of mutual respect, dignity, and equality, encouraging positive interactions and relationships among all members of the college community.

11. Collaboration and Networking:

- Collaborate with external experts, organizations, and legal bodies to stay informed about the latest developments in the field of sexual harassment prevention and redressal, and to enhance the effectiveness of the ICC's initiatives.

12. Compliance with Legal and Regulatory Frameworks:

- Ensure that the college complies with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), and the University Grants Commission (UGC) regulations.

By achieving these objectives, the ICC aims to uphold the rights and dignity of all individuals within the college, ensuring a safe, supportive, and respectful environment conducive to learning and growth.




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ROLES & FUNCTIONS OF THE INTERNAL COMPLAINTS COMMITTEE (ICC) OF COLLEGE

The Internal Complaints Committee (ICC) of a college plays a pivotal role in addressing and preventing sexual harassment on campus. Its roles and functions are comprehensive and designed to ensure a safe, respectful, and equitable environment for all students, faculty, and staff. Below are the detailed roles and functions of the ICC:

ROLES OF THE ICC

1. Complaint Redressal:

- Serve as the primary body for receiving, investigating, and resolving complaints of sexual harassment.

2. Advisory Role:

- Advise the college administration on measures to be taken to prevent sexual harassment and ensure a gender-sensitive environment.

3. Awareness and Training:

- Educate the college community about sexual harassment, their rights, and the mechanisms available for redressal.

4. Policy Implementation:

- Ensure the effective implementation of the college's sexual harassment policy in compliance with the POSH Act and UGC guidelines.

5. Monitoring and Evaluation:

- Monitor the effectiveness of the policies and procedures in place to prevent and address sexual harassment.




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FUNCTIONS OF THE ICC

1. Receiving Complaints:

- Establish a confidential and accessible process for individuals to file complaints of sexual harassment.
- Provide guidance on the process and support to complainants in submitting their complaints.

2. Investigation:

- Conduct a fair, thorough, and timely investigation into all complaints of sexual harassment.
- Gather evidence, interview parties involved, and document findings meticulously.

3. Redressal:

- Recommend appropriate actions and penalties against those found guilty of sexual harassment, ensuring justice for the complainant.
- Suggest measures to support the complainant and mitigate the impact of harassment.

4. Maintaining Confidentiality:

- Ensure the confidentiality of the complainant, the respondent, and the details of the complaint throughout the investigation and resolution process.

5. Awareness Programs:

- Organize workshops, seminars, and training sessions to educate the college community about sexual harassment, its consequences, and prevention strategies.
- Disseminate information on the rights and responsibilities of students, faculty, and staff under the POSH Act.

6. Policy Development and Review:

- Develop, review, and update the college's sexual harassment policy in alignment with legal requirements and best practices.
- Make recommendations to the college administration for policy improvements.




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7. Support Services:

- Provide or facilitate access to counseling, legal support, and other necessary services for complainants.
- Ensure that complainants are not subjected to retaliation or further harassment.

8. Record Keeping:

- Maintain detailed records of complaints, investigations, and resolutions in a secure and confidential manner.
- Prepare and submit annual reports to the college administration and relevant authorities, as required by law.

9. Advisory Role:

- Advise the college administration on the creation of a gender-sensitive environment and preventive measures against sexual harassment.
- Provide recommendations for improving campus safety and inclusivity.

10. Collaboration and Networking:

- Collaborate with external experts, NGOs, and legal authorities to enhance the effectiveness of the ICC's work.
- Stay updated on the latest developments, best practices, and legal provisions related to sexual harassment prevention and redressal.

11. Monitoring Compliance:

- Ensure that the college complies with the provisions of the POSH Act and UGC regulations.
- Monitor the implementation of ICC recommendations and the overall effectiveness of the harassment prevention framework.

By fulfilling these roles and functions, the ICC aims to create a safe and supportive campus environment where all individuals can pursue their academic and professional goals without fear of harassment or discrimination.




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POLICIES OF THE INTERNAL COMPLAINTS COMMITTEE (ICC) OF COLLEGE

The Internal Complaints Committee (ICC) of a college operates under a set of policies designed to ensure the prevention, prohibition, and redressal of sexual harassment. These policies are aligned with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), and the University Grants Commission (UGC) regulations. The following are key policies governing the ICC:

1. Anti-Sexual Harassment Policy:

- Scope and Coverage:
 - This policy applies to all students, faculty, non-teaching staff, and any other persons associated with the college.
 - It covers incidents occurring within the college premises, during college-related activities off-campus, and any form of online harassment involving members of the college community.
- Definition of Sexual Harassment:
 - The policy defines sexual harassment in accordance with the POSH Act, including physical contact, advances, demands for sexual favors, sexually colored remarks, showing pornography, and other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.
- Prohibited Conduct:
 - Explicitly prohibits all forms of sexual harassment and related retaliatory behavior against complainants or witnesses.

2. Complaint Redressal Policy:

- Filing a Complaint:
 - Provides a detailed procedure for filing a complaint, including how to submit a written complaint, the information required, and the timelines involved.
 - Ensures multiple channels for reporting, including in-person, via email, or through an online portal.




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- Confidentiality:

- Ensures the confidentiality of the complainant, the respondent, and the details of the complaint.
- Stipulates measures to protect the identity and privacy of all parties involved.

- Investigation Procedure:

- Outlines the steps for investigating complaints, including the formation of an inquiry committee, timelines for investigation, and the rights of both the complainant and the respondent.
- Ensures that the inquiry is conducted fairly, impartially, and promptly.

3. Support and Protection Policy:

- Support Services:

- Provides access to counseling, medical assistance, and legal support for complainants.
- Offers academic accommodations and other necessary support to help complainants continue their education without disruption.

- Protection Against Retaliation:

- Ensures that complainants, witnesses, and ICC members are protected from retaliation or any adverse consequences resulting from the filing or involvement in a complaint.

4. Awareness and Training Policy:

- Awareness Programs:

- Mandates regular awareness programs, workshops, and seminars for students, faculty, and staff to educate them about sexual harassment, their rights, and the college's policies.
- Disseminates information through various channels, including posters, brochures, and the college website.




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- Training for ICC Members:

- Requires specialized training for ICC members on handling complaints, conducting inquiries, and understanding the legal framework and best practices for preventing sexual harassment.

5. Monitoring and Evaluation Policy:

- Annual Reports:

- Requires the ICC to prepare and submit annual reports detailing the number of complaints received, the nature of complaints, outcomes, and any measures taken.
- Reports are submitted to the college administration and relevant authorities as mandated by the POSH Act.

- Policy Review:

- Establishes a mechanism for regular review and updating of the sexual harassment policy and related procedures.
- Incorporates feedback from the college community and aligns with changes in legal requirements or best practices.

6. Disciplinary Action Policy:

- Consequences for Misconduct:

- Details the range of disciplinary actions that may be taken against individuals found guilty of sexual harassment, including warnings, suspension, termination, and other appropriate measures.
- Ensures that disciplinary actions are proportionate to the severity of the offense and serve as a deterrent.

- False Complaints:

- Addresses the issue of false complaints, outlining the consequences for intentionally filing frivolous or malicious complaints without discouraging genuine complainants from coming forward.

- Zero Tolerance Policy:

- Strict Enforcement: Enforce a zero-tolerance policy towards sexual harassment and ensure swift and appropriate action against perpetrators.




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- o Policy Clarity: Ensure that the zero-tolerance policy is clearly communicated and understood by all members of the institution.
- o These guidelines by the UGC are designed to ensure that higher education institutions have a robust mechanism to prevent and address sexual harassment, thereby fostering a safe and inclusive educational environment.

By adhering to these policies, the ICC ensures a comprehensive, transparent, and effective approach to preventing and addressing sexual harassment, thereby fostering a safe and respectful environment for all members of the college community.




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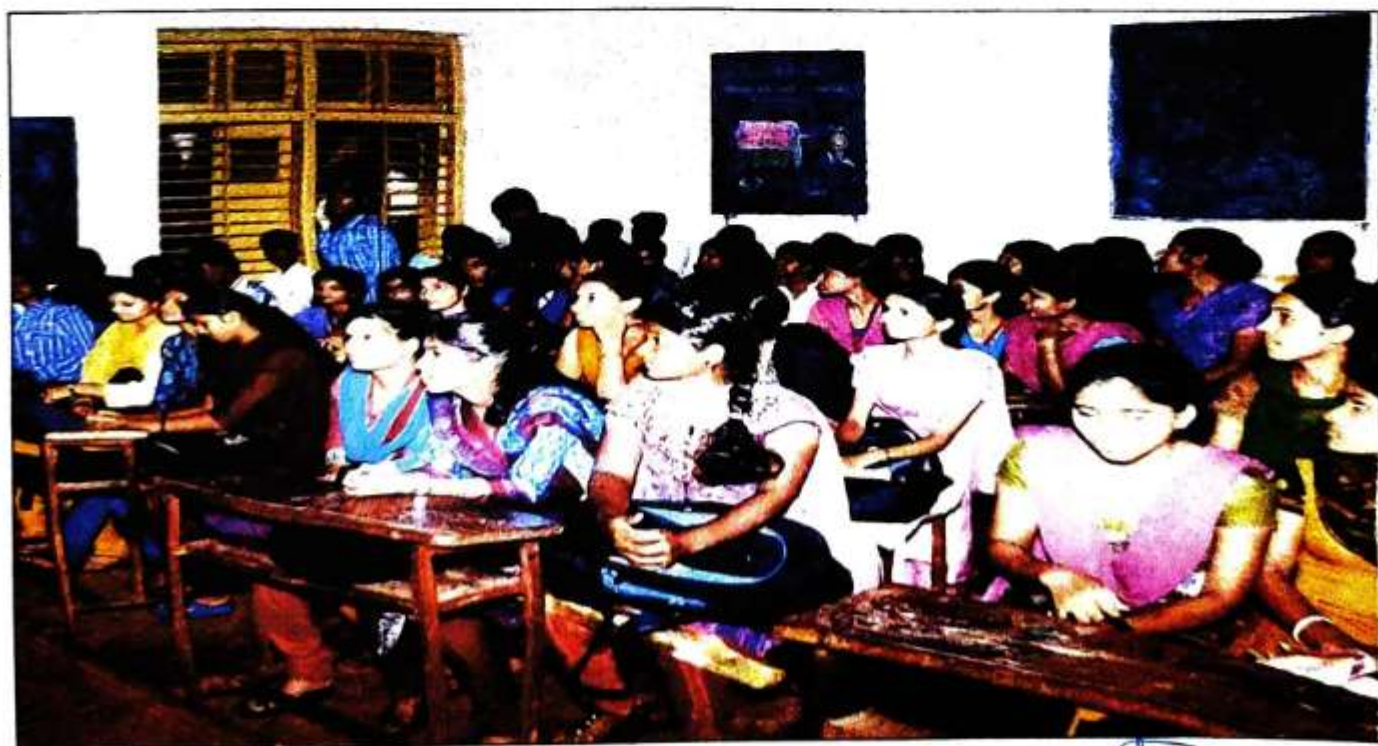
Report of the Awareness Activity

1	Academic Year	:	2018-19
2	Organized By	:	Internal Complaint Committee of Arts and Commerce College, Kharepatan
3	Title of the Activity	:	"Empowerment through Awareness: Combating Sexual Harassment in the Workplace"
4	Date	:	08/09/2018
5	Name of the Resource Person	:	Dr. Ashutosh Dharmadhikari.
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On September 8, 2018, the Internal Complaint Committee of Arts & Commerce College Kharepatan organized a one-day awareness program on sexual harassment at the Chandrakant Parisa Raibagkar Multipurpose Hall. The subject was "Empowerment through Awareness: Combating Sexual Harassment in the Workplace". The guest speaker, Dr. Ashutosh Dharmadhikari, an expert, arrived at 9:30 AM. The program commenced at 10:00 AM with the traditional Deep Prajwalan ceremony. Principal Dr. A. D. Kamble chaired the event, while Asst. Prof. Tanaji Godade introduced the guest speaker. Dr. Dharmadhikari then delivered an informative session on sexual harassment, providing students with valuable insights on legal aspects, preventive measures, and available support systems. The program concluded at 11:30 AM with a vote of thanks given by Asst. Prof. Rashmi Desai.




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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Internal Complaint Committee



Date: 08/09/2018

Time: 10.00 am. to 11.30 am.

Name of the Activity: "Empowerment through Awareness: Combating sexual harassment in the workplace."

Sr. No.	Student's Name	Class	Sign.
1	Iqoti Aant Karle	F.Y. BA	<u>Ikarle</u>
2	Prashant Ramesh Thosar	F.Y. BA	<u>Prashant</u>
3	Abhijit Ashok Kamble	F.Y. BA	<u>A. A. Kamble</u>
4	Sumedh Vijay Kamble	F.Y. BA	<u>Skamble</u>
5	Smeeta Suresh Masulkar	F.Y. BA	<u>SMasulkar</u>
6	Sayali Sanjay Sawant	F.Y. B.Aom	<u>Sayali</u>
7	Shubham Kishor Sawant	F.Y. B.com	<u>Shewant</u>
8	Aniket Aant Dhumak	F.Y. B.com	<u>Adhumak</u>
9	Jitendra Sadashiv Dawade	F.Y. B.com	<u>Jdawade</u>
10	Krutika Dhawal Shelar	F.Y. B.com	<u>Kshelar</u>
11	Varsha Chandrakant Rame	F.Y. B.com	<u>VRame</u>
12	Sudarshan Suresh Ranbade	F.Y. B.com	<u>Sranbade</u>
13	Mohit Sandip Thukral	F.Y. B.com	<u>MThukral</u>
14	Deviand Aant Tilvalatkar	F.Y. B.com	<u>DTilvalatkar</u>
15	Ajit Aant Teli	F.Y. B.com	<u>ATeli</u>
16	Prathmesh Sakharam Sorap	F.Y. B.com	<u>BSorap</u>
17	Diksha Dilip Tambe	F.Y. B.com	<u>Dtambe</u>
18	Sanket Dault Sorap	F.Y. B.com	<u>SSorap</u>
19	Prathmesh Ratanu Shirwatkar	F.Y. B.com	<u>PShirwatkar</u>
20	Prathmesh Rajendra Shetye	F.Y. B.com	<u>PShetye</u>
21	Vinay Vijay Sawant	F.Y. B.com	<u>Vsawant</u>
22	Roshan Narayan Zogade	F.Y. B.com	<u>Rzogade</u>
23	Sonali Akaram Sawant	F.Y. B.com	<u>SSawant</u>
24	Yogesh Babaji Hazar	F.Y. B.com	<u>Yhazar</u>
25	Dhanita Prakash Kataradekar	F.Y. B.com	<u>Dkataradekar</u>

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26	Vaibhav Sthas Thukrul	F.Y. BA	<u>V. Thukrul</u>
27	Tushar Chandrakant Garsai	F.Y. BA	<u>T. Garsai</u>
28	Namdev Rajaram Shinde	F.Y. BA	<u>N. Shinde</u>
29	Hamant Govind Kanade	F.Y. BA	<u>H. Kanade</u>
30	Dipak Jayvant Phatak	F.Y. BA	<u>D. Phatak</u>
31	Roshan Rajaram Shengale	F.Y. BA	<u>R. R. Shengale</u>
32	Liladhar Ankush Ingale	F.Y. BA	<u>L. Ingale</u>
33	Ankush Chandrakant Gorule	F.Y. BA	<u>A. Gorule</u>
34	Babaji Chandrakant Gorule	F.Y. BA	<u>B. C. Gorule</u>
35	Sanket Ashok Pawar	F.Y. BA	<u>S. A. Pawar</u>
36	Yogesh Ashok Ingale	F.Y. BA	<u>Y. Ingale</u>
37	Damini Dilip More	F.Y. BA	<u>D. More</u>
38	Sweta Santosh More	F.Y. BA	<u>S. More</u>
39	Sujay Damodar Patyan	F.Y. BA	<u>S. Patyan</u>
40	Shital Suresh Patyan	F.Y. BA	<u>S. Shital</u>
41	Priyanka Diwakar Masurkar	F.Y. BA	<u>P. Masurkar</u>
42	Suhashini Suresh Marathe	F.Y. BA	<u>S. Marathe</u>
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Report of the Awareness Activity

1	Academic Year	:	2019-20
2	Organized By	:	Internal Complaint Committee of Arts, Commerce and Science College, Kharepatan
3	Title of the Activity	:	"Respect in the Workplace: Promoting a Culture Free from Harassment"
4	Date	:	21/09/2019
5	Name of the Resource Person	:	Mr. Parvez Alimiya Patel.
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On September 21, 2019, the Internal Complaint Committee of Arts, Commerce & Science College, Kharepatan organized a one-day awareness program on sexual harassment, titled "Respect in the Workplace: Promoting a Culture Free from Harassment." The event took place at the Chandrakant Parisa Raibagkar Multipurpose Hall. The program aimed to educate and sensitize students about the importance of fostering a respectful and harassment-free environment in the workplace. The guest speaker for the event was Mr. Parvez Alimiya Patel, an expert, who arrived at the venue at 10:00 AM. The program officially began at 10:30 AM with a traditional Deep Prajwalan ceremony, symbolizing the dispelling of ignorance through knowledge. Principal Dr. A. D. Kamble, who chaired the event, emphasized the importance of such awareness programs in creating a safe and supportive environment for all students and staff. Asst. Prof. Vaseem Sayyed introduced the guest speaker, Mr. Parvez Patel, highlighting his expertise and contributions in the field of sexual harassment prevention and workplace safety. Mr. Patel's session provided invaluable insights into the subject of sexual harassment. He discussed the various forms of harassment, legal protections, and preventive measures that can be taken to ensure a respectful workplace culture. His address was both informative and engaging, encouraging students to be proactive in recognizing and addressing harassment. The session concluded with a vote of thanks from Asst. Prof. Tanaji Godade, acknowledging Mr. Patel's contributions and the participants' involvement. The program concluded at 11:30 AM, leaving students better informed and more empowered to promote a culture of respect and safety in their future workplaces.




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Mr. Parvez Patel delivering lecture




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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Internal Complaint Committee



Date: 21/09/2019

Time: 10.30 am. to 11.30 am.

Name of the Activity: "Respect in the workplace: Promoting a culture free from harassment."

Sr. No.	Student's Name	Class	Sign.
1	Simran Kutbuddin Nakhezkar	F.Y.B.SC	S.K. Nakhezkar
2	Sadat Abbas Mukadam	F.Y.B.SC	@Mukadam
3	Divya Dipak Dhumale	F.Y.B.SC	Dhumale
4	Gzishma Shriram Dixit	F.Y.B.SC	श्री. श्री. दिखित
5	Omkar Anil Iswalkar	F.Y.B.SC	@Iswalkar
6	Almas Liyakat Mujawar	F.Y.B.SC	A.Mujawar
7	Prakash Shivaji Gurav	F.Y.B.SC	@Gurav
8	Asmita Jairam Gurav	F.Y.B.SC	@Gurav
9	Prachi Ashok Mosamkar	F.Y.B.SC	@Mosamkar
10	Rameeza Irshad Malpekar	F.Y.B.SC	R.Malpekar
11	Surav Chandrakant Kamble	F.Y.B.SC	@Kamble
12	Aniket Dharmaraj Kamble	F.Y.B.SC	@Kamble
13	Shraddha Sanjay Kamble	F.Y.B.SC	@Kamble
14	Sudhatar Suresh Satam	F.Y.B.SC	S.S. Satam
15	Pallavi Shirkrisha Zadage	F.Y.B.SC	@Zadage
16	Sushant Mahedra Rodi	F.Y.B.SC	@Rodi
17	Sneha Mahedra Rodi	F.Y.B.SC	@Rodi
18	Vinay Gajan Adavilkar	F.Y.BA	@Adavilkar
19	Dhanita Prakash Kotavadekar	S.Y.B.com	@Kotavadekar
20	Yogesh Babaji Haryan	S.Y.B.com	@Haryan
21	Sonali Akaram Sawant	S.Y.B.com	@Sawant
22	Roshan Narayan Zogade	S.Y.B.com	@Zogade
23	Vinay Vijay Sawant	S.Y.B.com	@Sawant
24	Prathmesh Raiendra Shetye	S.Y.B.com	@Shetye
25	Prathmesh Rlow Shirawadekar	S.Y.B.com	@Shirawadekar

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26	Prathmesh Sakharam Sorap	S.Y. B.com	<u>Sorap</u>
27	Saket Dault Shivgan	S.Y. B.com	<u>Shivgan</u>
28	Diksha Dilip Tambe	S.Y. B.com	<u>Tambe</u>
29	Ajit Anant Teli	S.Y. B.com	<u>Teli</u>
30	Dewanand Aant Tizlotkar	S.Y. B.com	<u>Tizlotkar</u>
31	Smeeta Suresh Masurkar	S.Y. BA	<u>Masurkar</u>
32	Sumedh Vijay Kamble	S.Y. BA	<u>Kamble</u>
33	Abhijit Ashok Kamble	S.Y. BA	<u>A. A. Kamble</u>
34	Prashant Ramesh Thosar	S.Y. BA	<u>Thosar</u>
35	Jyoti Anant Kanade	S.Y. BA	<u>J. A. Kanade</u>
36	Suhasini Suresh Marathe	S.Y. BA	<u>Marathe</u>
37	Priyanka Diwakar Masurkar	S.Y. BA	<u>P. Masurkar</u>
38	Shital Suresh Shringare	S.Y. BA	<u>Shital</u>
39	Sanjay Damedra Pahgan	S.Y. BA	<u>Pahgan</u>
40	Sweta Santosh More	S.Y. BA	<u>More</u>
41	Damini Dilip More	S.Y. BA	<u>More</u>
42	Yogesh Ashok Ingle	S.Y. BA	<u>Ingle</u>
43	Vinay Ravendra Advilkar	F.Y. BA	<u>Vadivilkar</u>
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Arts, Commerce & Science College, Kharepatan,
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Report of the Awareness Activity

1	Academic Year	:	2021-22
2	Organized By	:	Internal Complaint Committee of Arts, Commerce and Science College, Kharepatan
3	Title of the Activity	:	"Zero Tolerance: Policies and Practices against Sexual Harassment"
4	Date	:	04/09/2021
5	Name of the Resource Person	:	Mr. Vaseem Hanif Sayyed.
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On September 4, 2021, the Internal Complaint Committee of Arts, Commerce & Science College Kharepatan organized a one-day awareness program on sexual harassment, focusing on the theme "Zero Tolerance: Policies and Practices against Sexual Harassment." The event was held at the Chandrakant Parisa Raibagkar Multipurpose Hall, aiming to educate and empower students to understand and uphold strict policies against sexual harassment. The speaker was, Mr. Vaseem Hanif Sayyed, Assistant Professor of Commerce Department from A.C.S. College, share his expertise on the subject. The program commenced at 10:30 AM with a Deep Prajwalan ceremony, symbolizing the enlightenment of knowledge over ignorance. Principal Dr. A. D. Kamble chaired the event, highlighting the critical importance of establishing and maintaining a harassment-free educational environment. Asst. Prof. Gajanan Vhankali introduced Mr. Sayyed, noting his extensive experience and dedication to addressing and preventing sexual harassment in various institutions. Mr. Vaseem Sayyed delivered an engaging and informative session, providing students with crucial information on identifying, preventing, and responding to sexual harassment. He discussed the various forms of harassment, legal frameworks, and the importance of institutional policies in creating a safe environment. His address encouraged proactive measures and emphasized the collective responsibility of all members of the community in upholding a culture of zero tolerance. The program concluded at 11:30 AM with a vote of thanks from Asst. Prof. Vaseem Sayyed, who expressed gratitude to Mr. Sayyed for his insightful presentation and to all participants for their active involvement. This program significantly enhanced the students' awareness and commitment to fostering a respectful and safe educational environment.




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Mr. Vaseem Sayyed delivering lecture




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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Internal Complaint Committee



Date: 04/09/2021

Time: 10.30 am to 11.30 am.

Name of the Activity: "Zero Tolerance: Policies and Practices against Sexual harassment."

Sr. No.	Student's Name	Class	Sign.
1	Jigantesh Sanjay warange	S.Y. B.com	Jwarange
2	Shubham Mangesh Vingkar	S.Y. B.com	Shubham
3	Sairaj Santosh Vichare	S.Y. B.com	स. सं. विचारे
4	Vinayk Bhimappa Bilagi	S.Y. B. com	V. B. Bilagi
5	Nayan Chandrakant Vedruk	S.Y. B.com	Nayan
6	Sujay Mohan Pednekar	S.Y. B.Sc.	S. M. Pednekar
7	Chinmayi Santosh Tirilokar	S.Y. B.com	CTI
8	Vikas Vasant Teli	S.Y. B.com	V. Teli
9	Pooja Prakash Teli	S.Y. B.com	P. Teli
10	Vyantesh Prakash Mohare	S.Y. B.Sc.	V. Mohare
11	Shinmay Shrikant Gokhale	S.Y. B.Sc.	Shinmay
12	Yash Gurusath Raut	S.Y. B. com	Yash
13	Prathmesh Ravindra Tawade	S.Y. B.com	P. Tawade
14	Santoshi Vijay Tambe	S.Y. B.com	S. Tambe
15	Rupali Anant Tambe	S.Y. B.com	R. Tambe
16	Apurva Gurusath Kowale	S.Y. B.Sc.	A. Kowale
17	Sayali Prakash Chike	S.Y. B.Sc.	S. Chike
18	Pratiksha Vijay Tambe	S.Y. B.com	P. Tambe
19	Sakashi Vilas Sorap	S.Y. B.com	S. V. Sorap
20	Mayur Manhar Sorap	S.Y. B.com	M. Sorap
21	Sandesh Prabhakar Shinde	S.Y. B.com	S. Shinde
22	Sujit Suresh Bhandarkar	S.Y. B.Sc.	S. Bhandarkar
23	Manish Shashikant Dhavade	S.Y. B.Sc.	M. Dhavade
24	Sageem Altaf Kari	S.Y. B. com	S. Kari
25	Nihikumar Shadex Kondvilkar	S.Y. B.Sc.	N. Kondvilkar

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26	Akasha Athok Gurav	S.Y. B.Sc	A. A. Gurav
27	Hemant Satish Pawar	F.Y. B.Sc	H. S. Pawar
28	Balamech Shantaram Tanak	F.Y. B.Sc	B. Tanak
29	Sonal Kishor Kamble	F.Y. B.Sc	S. Kamble
30	Mohini Harichandra Sawant	S.Y. B.com	M. Sawant
31	Amisha Ajit Sawant	S.Y. B.com	A. Sawant
32	Omkar Ankush Raut	S.Y. B.com	O. Raut
33	Siddhi Ekanath Rane	S.Y. B.com	S. Rane
34	Pooja Akram Rane	S.Y. B.com	P. Rane
35	Snehal Mahavir Raibagkar	S.Y. B.com	S. Raibagkar
36	Tanvi Dipak Pujari	S.Y. B.com	T. Pujari
37	Balamech Gajanan Parvade	S.Y. B.com	B. Parvade
38	Kalpesh Suresh Potale	S.Y. B.com	K. Potale
39	Bhakti Kishor Pise	S.Y. B.com	B. Pise
40	Vaibhavi Vilas Palkhe	S.Y. B.com	V. Palkhe
41	Mayuri Dhanraj Petkulkar	S.Y. B.com	M. Petkulkar
42	Saurabh Madhukar Pendalkar	S.Y. B.com	S. M. Pendalkar
43	Neha Moormahomed Patilkar	S.Y. B.com	N. Patilkar
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Report of the Awareness Activity

1	Academic Year	:	2022-23
2	Organized By	:	Internal Complaint Committee of Arts, Commerce and Science College, Kharepatan
3	Title of the Activity	:	"Creating Safe Spaces: Understanding and Preventing Sexual Harassment"
4	Date	:	24/09/2022
5	Name of the Resource Person	:	Dr. Shrikant Patil.
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On September 24, 2022, the Internal Complaint Committee of Arts, Commerce & Science College Kharepatan organized a one-day awareness program on sexual harassment, centered around the theme "Creating Safe Spaces: Understanding and Preventing Sexual Harassment." The event aimed to educate students on the importance of creating and maintaining a safe and respectful environment within the educational institution. The program was held at the Chandrakant Parisa Raibagkar Multipurpose Hall, featuring Dr. Shrikant Patil, an expert, as the guest speaker. Dr. Patil arrived at 9:30 AM, preparing to deliver his insights to the eager audience. The program commenced at 10:00 AM with a Deep Prajwalan ceremony, symbolizing the illumination of knowledge and awareness. Principal Dr. A. D. Kamble chaired the event, underscoring the critical need for awareness and preventive measures against sexual harassment. Asst. Prof. Rashmi Desai introduced Dr. Patil, highlighting his expertise and significant contributions to the field of sexual harassment prevention and education. Dr. Shrikant Patil's session provided students with valuable information on understanding and preventing sexual harassment. He elaborated on various forms of harassment, the legal protections available, and the importance of fostering a culture of respect and safety. His engaging presentation encouraged students to be vigilant and proactive in recognizing and addressing harassment. The program concluded at 11:30 AM with a vote of thanks from Asst. Prof. Gajanan Vhankali, who expressed gratitude to Dr. Patil for his enlightening session and to all participants for their involvement. This awareness program significantly enhanced the students' understanding and commitment to creating a safe and respectful educational environment.




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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Internal Complaint Committee



Date: 24/09/2022

Time: 10.00 am. to 11.30 am.

Name of the Activity: "Creating Safe Spaces : Understanding and preventing Sexual Harassment."

Sr. No.	Student's Name	Class	Sign.
1	Mohini Pramod Bendre	F.Y. B.A.	M. P. Bendre
2	Priyanka Narayan Bandarkar	F.Y. B.A.	P. Bandarkar
3	Saloni Shrawad Shivgan	F.Y. B.A.	S. S. Shivgan
4	Sayali Prakash Sutar	F.Y. B.A.	Sayali Sutar
5	Diganti Dilip Tambe	F.Y. B.A.	D. Tambe
6	Akshata Vilas Rane	F.Y. B.A.	A. Rane
7	Rushikesh Dasharath Rane	F.Y. B.A.	R. Rane
8	Vrutika Sunil Sawant	F.Y. B.A.	V. Sawant
9	Tanpti Bhikaji Pashate	F.Y. B.com	T. Pashate
10	Tejas Gurusath Tawade	F.Y. B.A.	T. G. Tawade
11	Aniket Ashok Pashate	F.Y. B.com	A. Pashate
12	Akshay Atmaram Khadke	F.Y. B.com	A. Khadke
13	Tejas Deepak Pagare	F.Y. B.com	T. Pagare
14	Varita Vivek More	F.Y. B.com	V. V. More
15	Sairaj Pandurang Teli	F.Y. B.A.	S. Teli
16	Sujay Shishikant Tambe	F.Y. B.A.	S. S. Tambe
17	Prabha Vijay Narvekar	F.Y. B.A.	P. V. Narvekar
18	Sujay Mohan Pednekar	T.Y. B.Sc.	S. M. Pednekar
19	Vinayak Bhimappa Bilagi	T.Y. B.Sc.	V. B. Bilagi
20	Vyanktesh Prakash Rane	F.Y. B.A.	V. Rane
21	Pranay Prakash Ghag	F.Y. B.A.	P. Ghag
22	Shreysh Gurusath Manyar	F.Y. B.com	S. G. Manyar
23	Rushikesh Prakash Rane	F.Y. B.A.	R. Rane
24	Prachi Prashant Manyar	F.Y. B.com	P. P. Manyar
25	Chinmay Shikant Gokhale	T.Y. B.Sc.	C. Gokhale

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Arts, Commerce & Science College, Kharepatan,
A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

26	Akansha Ashok Gaurav	T. Y. B.Sc	A. A. Gaurav
27	Apurva Gaurunath Kowale	S. Y. B.Sc	C owale
28	Sayali Prakash Chike	S. Y. B.Sc	C hike
29	Nikita Sanjay Manyar	F. Y. B. com	N. S. Manyar
30	Karan Tushar Mondkar	F. Y. B. com	T mondkar
31	Hemant Santosh Pawar	S. Y. B.Sc	H. S. pawar
32	Hitesh Sanjay Dnyanavali	F. Y. com	H. S. Dnyanavali
33	Dhanamaj Rajendra More	F. Y. B. A.	More
34	Sonali Chandrakant Kamble	F. Y. B.Sc	C kamble
35	Sonal Kishor Kamble	S. Y. B.Sc	K amble
36	Pooja Ganesh Polphade	F. Y. B.Sc	P ooja
37	Ameey Prakash Kamble	F. Y. B.Sc	A. P. Kamble
38	Latika Ramkrushan Potale	F. Y. B.Sc	P otale
39	Rash Gaurunath Raut	T. Y. B.Sc	R aut
40	Sujit Guresh Bandekar	T. Y. B.Sc	S S Bandekar
41	Manish Shashikant Davade	T. Y. B.Sc	M ehavade
42	Pooja Shashikant Chorge	F. Y. B.Sc	P horge
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Arts, Commerce & Science College, Kharepatan,
A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg





University of Mumbai
Kharepatan Panchakroshi Shikshan Prasarak Mandal, Kharepatan's
ARTS, COMMERCE AND SCIENCE COLLEGE, KHAREPATAN

(Affiliated to Mumbai University No. ICM / 1 / 558 / 2012 - 13)

Swatantrya Sainik Guruvarya Veer Shankarrao G. Pendharkar Educational
Campus, Kharepatan

Tal. Kankavli, Dist. Sindhudurg - 416 703 - (MS) India

Dr. Atmaram D. Kamble (M. A., Ph. D.)

Principal

Anti-Ragging Committee

Introduction:-

The College Has Constituted the Anti Ragging Committee in the year 2014-15. The following instructions are framed to prevent the menace of ragging and foster healthy interpersonal relations among students in the campus of Arts, Commerce and Science College, Kharepatan. Ragging is strictly forbidden in or outside the college campus. All students shall familiarize themselves with rules/regulations/guidelines on code of conduct, anti-ragging measures and discipline College. All 'new comers' should attend counselling sessions organized for them from time to time by the college staff.

Objectives:-

1. To aware the students of dehumanizing effect of ragging inherent in its perversity.
2. To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
3. To promptly and stringently deal with the incidents of ragging brought to our notice.
4. To prohibit ragging within or outside the college campus.
5. To prevent the occurrence of ragging by following the provisions of regulations in the institution.
6. To provide punishment to those indulging in ragging as provided for in regulations and the appropriate law in force.
7. To sensitize students, to adopt measures that will prevent ragging.

Frequency of Committee Meetings: Twice in an academic year.



PRINCIPAL

Arts, Commerce & Science College Kharepatan,
A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.



University of Mumbai
Kharepatan Panchakroshi Shikshan Prasarak Mandal, Kharepatan's
ARTS, COMMERCE AND SCIENCE COLLEGE, KHAREPATAN

(Affiliated to Mumbai University No. ICM / 1 / 558 / 2012 - 13)

Swatantrya Sainik Guruvarya Veer Shankarrao G. Pendharkar Educational
Campus, Kharepatan

Tal. Kankavli, Dist. Sindhudurg - 416 703 - (MS) India

Dr. Atmaram D. Kamble (M. A., Ph. D.)

Principal

Anti-Ragging Committee

Functions of Committee:-

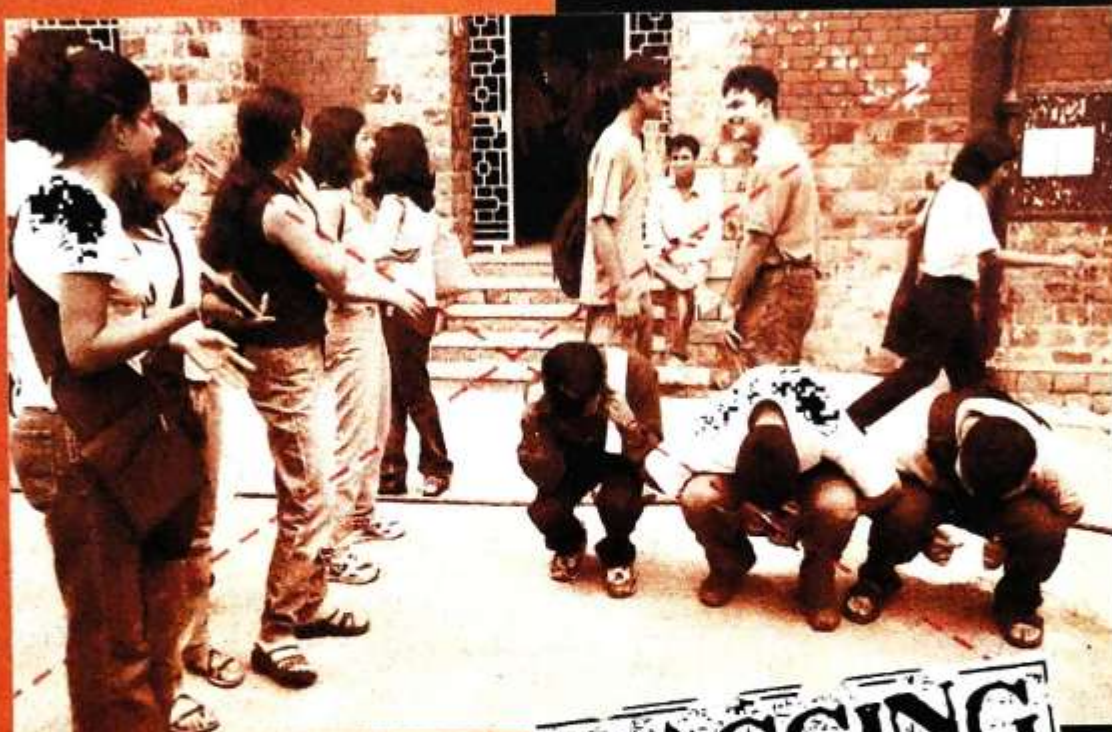
1. Give wide publicity regarding anti-ragging laws, policies, and the actions that can be taken against those indulging in ragging across the college.
2. To consider the complaints received from the students and conduct enquiry and submit report to the Anti- Ragging Committee along with punishment recommended for the offenders;
3. Oversee the procedure of obtaining undertaking from the students in accordance with the provisions;
4. To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls;
5. To create awareness among the students about Anti ragging.
6. To take all necessary measures for prevention of Ragging inside the Campus.
7. To promote and maintain discipline in the institute by pro-actively assisting the college authorities, HoDs, and principals by involvement and giving suggestions.




PRINCIPAL

Arts, Commerce & Science College, Kharepatan,
A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

DON'T RAG, JUST INTERACT



Visit UGC website i.e.
www.ugc.ac.in &
www.antiragging.in to
see UGC Anti Ragging
Regulations

Are you being ragged ?

Immediately call UGC Anti Ragging Helpline
1800-180-5522 (24X7 Toll Free)
Or send an e-mail to helpline@antiragging.in

Issued in public interest by:
Ministry of Human Resource Development
Department of Higher Education
Government of India

**RAGGING
IN ANY FORM IS
PUNISHABLE**

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**ANTI
RAGGING**

App

Join hands to make your campus ragging free



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MINISTRY OF HUMAN RESOURCE DEVELOPMENT
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quality higher education for all



**BEFORE YOU EVEN
THINK OF RAGGING**

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THINK OF

Humiliation

Suspension

Blacklisting

Ruined Career

Expulsion

Possible Prosecution

Don't just stand and watch. Stop Ragging! Show Character

Remember RAGGING is for LOSERS

Visit UGC Website i.e. www.ugc.ac.in & www.antiragging.in to see UGC Anti Ragging regulations.

Are You Being Ragged ?

Immediately call UGC Anti Ragging Helpline- 1800-180-5522 (24x7 Toll Free)

Or Send an E-mail to helpline@antiragging.in



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MINISTRY OF HUMAN RESOURCE DEVELOPMENT
GOVERNMENT OF INDIA



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**Foolishly I ragged
& got suspended**

**Will I get
prosecuted?**

**What about my
Job prospects?**



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MY FUTURE IS A BIG



Remember RAGGING is for LOSERS

Visit UGC Website i.e. www.ugc.ac.in & www.antiragging.in to see UGC Anti Ragging regulations.
Are You Being Ragged ?

Immediately call UGC Anti Ragging Helpline- **1800-180-5522 (24x7 Toll Free)**
Or Send an E-mail to helpline@antiragging.in



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MINISTRY OF HUMAN RESOURCE DEVELOPMENT
GOVERNMENT OF INDIA



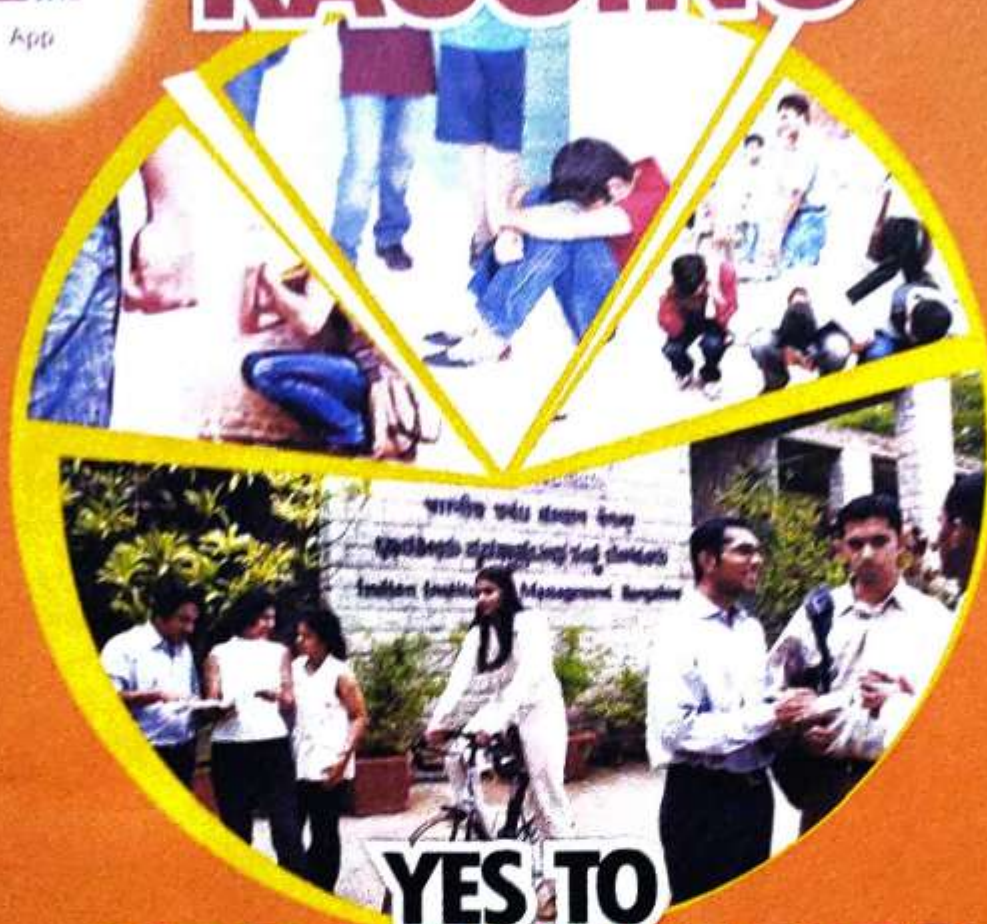
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App

SAY NO TO RAGGING



YES TO JOYFUL CAMPUS

What is Ragging?

Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- Collective punishment : when the persons committing or abetting the crime of ragging are not identified the institution shall resort to collective punishment as a deterrent to ensure community pressure on potential ragger.



Immediately call
UGC Anti-Ragging Helpline
1800-180-5522 (24X7 toll free)
or send an e-mail to helpline@antiragging.in



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Report of the Awareness Activity

1	Academic Year	:	2022-23
2	Organized By	:	Anti-Ragging Committee of Arts, Commerce & Science College, Kharepatan
3	Title of the Activity	:	"Campus Harmony Program"
4	Date	:	27/10/2022
5	Name of the Resource Person	:	Dr. Mahale.
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On October 27, 2022, the Anti-Ragging Committee of Arts, Commerce & Science College Kharepatan organized a one-day awareness program on Anti-Ragging Awareness at the Chandrakant Parisa Raibagkar Multipurpose Hall. The subject was "Campus Harmony Program". The guest speaker, Dr. Mahale., an expert arrived at 9:30 AM. The program commenced at 10:00 AM with the traditional Deep Prajwalan ceremony. Principal Dr. A. D. Kamble chaired the event, while Asst. Prof. Mr. Vhankali G. P. introduced the guest speaker. Dr. Mahale then delivered an informative session on Anti-Ragging Awareness, providing students with valuable insights on legal aspects, preventive measures, and available support systems. The program concluded at 11:30 AM with a vote of thanks given by Asst. Prof. Shinde P. G.




PRINCIPAL

Arts, Commerce & Science College, Kharepatan,
 A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Anti-Ragging Committee



Date: 27/10/2022

Time: 10.00 am. to 11.30 am.

Name of the Activity: " Campus Harmony Program"

Sr. No.	Student's Name	Class	Sign.
1	Sujay Shashikant Tambe	F.Y. B.A.	<i>Sujay Tambe</i>
2	Prabha Vijay Narvekar	F.Y. B.A.	P. V. Narvekar
3	Sujay Mohan Pednekar	T.Y. B.Sc	S. M. Pednekar
4	Vinayak Bhimappa Bilagi	T.Y. B.Sc	V. M. Bilagi
5	Vyanktesh Prakash Rane	F.Y. B.A.	<i>V. Rane</i>
6	Pranay Prakash Ghag	F.Y. B.A.	<i>P. Ghag</i>
7	Shreyesh Gurusath Manyar	F.Y. B.com	<i>S. Manyar</i>
8	Rushikesh Prakash Rane	F.Y. B.A.	<i>R. Rane</i>
9	Prachi Prashant Manyar	F.Y. B.com	P. P. Manyar
10	Chinmay Shrikant Gokhale	T.Y. B.Sc	<i>C. Gokhale</i>
11	Mohini Pramod Bendke	F.Y. B.A.	M. P. Bendke
12	Priyanka Narayan Bandarkar	F.Y. B.A.	Bandarkar
13	Sandali Shrawan Shirvan	F.Y. B.A.	S. S. Shirvan
14	Sayali Prakash Sutar	F.Y. B.A.	<i>S. Sayali</i>
15	Digant Dilip Tambe	F.Y. B.A.	<i>D. Tambe</i>
16	Akshata Vilas Rane	F.Y. B.A.	<i>A. Rane</i>
17	Rushikesh Dasharath Rane	F.Y. B.A.	R. D. Rane
18	Vrutika Sunil Sawant	F.Y. B.A.	<i>V. Sawant</i>
19	Tanvi Bhikaji Pashate	F.Y. B.com	<i>T. Pashate</i>
20	Tejas Gurusath Tawade	F.Y. B.A.	T. G. Tawade
21	Aniket Ashok Pashate	F.Y. B.com	<i>A. Pashate</i>
22	Akshay Atmaram Khadye	F.Y. B.com	<i>A. Khadye</i>
23	Tejas Deepak Pagare	F.Y. B.com	<i>T. Pagare</i>
24	Vanita Vivek More	F.Y. B.com	V. V. More
25	Srisaj Pandurang Teli	F.Y. B.A.	<i>S. Teli</i>

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Arts, Commerce & Science College, Kharepatan,
A/p. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

26	Pooja Shashikant Chorge	F. Y. B. Sc.	Chorge
27	Manish Shashikant Davade	T. Y. B. Sc.	Davade
28	Bijit Suresh Bandharkar	T. Y. B. Sc.	Bandharkar
29	Yash Gaurunath Raut	T. Y. B. Sc.	Raut
30	Latika Ramkrushan Potale	F. Y. B. Sc.	Potale
31	Amey Prakash Kambli	F. Y. B. Sc.	A. P. Kambli
32	Pooja Ganesh Potphode	F. Y. B. Sc.	Potphode
33	Sonal Kishor Kambli	S. Y. B. Sc.	Kambli
34	Sonali Chandrakant Kambli	F. Y. B. Sc.	S. C. Kanade
35	Dhanamraj Rajendra More	F. Y. B. A.	More
36	Hitesh Sanjay Duzgenwali	F. Y. B. Com	H. S. Duzgenwali
37	Hewant Sanjay Pawar	S. Y. B. Sc.	H. S. Pawar
38	Karan Tushar Mandakar	F. Y. B. Com	Mandakar
39	Nikita Sanjay Mayar	F. Y. B. Com	Mayar
40	Sayali Prakash Chike	S. Y. B. Sc.	Chike
41	Apurva Gaurunath Kowale	S. Y. B. Sc.	Kowale
42	Akancha Ashok Gurew	T. Y. B. Sc.	A. A. Gurew
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Arts Commerce & Science College Kharepatan,
A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

Report of the Awareness Activity

1	Academic Year	:	2021-22
2	Organized By	:	Anti-Ragging Committee of Arts, Commerce & Science College, Kharepatan
3	Title of the Activity	:	"Zero Tolerance against Ragging"
4	Date	:	29/12/2021
5	Name of the Resource Person	:	Dr. A. D. Kamble.
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On December 29, 2021, the Anti-Ragging Committee of Arts, Commerce & Science College Kharepatan organized a one-day awareness program on Anti-Ragging at the Chandrakant Parisa Raibagkar Multipurpose Hall. The subject was "Zero Tolerance against Ragging". The guest speaker Dr. A. D. Kamble, Principal of Arts, Commerce & Science College, Kharepatan. The program commenced at 10:00 AM with the traditional Deep Prajwalan ceremony. Mr. Pravin D. Lokare, President of K. P. S. P. Mandal, Kharepatan chaired the event, while Asst. Prof. Mr. Sayyed V. H. introduced the guest speaker. Dr. A. D. Kamble then delivered an informative session on Anti-Ragging Awareness, providing students with valuable insights on legal aspects, preventive measures, and available support systems. The program concluded at 11:30 AM with a vote of thanks given by Asst. Prof. Panchal. M. V.




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Arts Commerce & Science College Kharepatan,
Anti-Ragging, Tal. Kankavli, Dist. Sindhudurg.

Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Anti-Ragging Committee



Date: 29/12/2021

Time: 10.00 am to 11.30 am.

Name of the Activity: "Zero Tolerance against Ragging"

Sr. No.	Student's Name	Class	Sign.
1	Nitikumar Shadeni Kondvilkar	S.Y. B.Sc.	Nitikumar
2	Sayeen Altaf Kari	S.Y. B.Sc.	Sayeen
3	Manish Shashikant Dhavade	S.Y. B.Sc.	Manish
4	Sujit Suresh Bandekar	S.Y. B.Sc.	Sujit
5	Sandesh Prabhakar Shinde	S.Y. B.Com	Sandesh
6	Mayur Maher Sorap	S.Y. B.Com	Mayur
7	Sakshi Vilas Sorap	S.Y. B.Com	S.V. Sorap
8	Pratiksha Vijay Tambe	S.Y. B.Com	Pratiksha
9	Sayali Prakash Chike	F.Y. B.Sc.	Sayali
10	Apurva Gurunath Kaware	F.Y. B.Sc.	Apurva
11	Rupali Anant Tambe	S.Y. B.Com	Rupali
12	Santoshi Vijay Tambe	S.Y. B.Com	Santoshi
13	Prathmesh Ravindra Tawade	S.Y. B.Com	Prathmesh
14	Yash Gurunath Raut	S.Y. B.Sc.	Yash
15	Chimany Shrikant Gokhale	S.Y. B.Sc.	Chimany
16	Vyaktesh Prakash Mohire	S.Y. B.Sc.	Vyaktesh
17	Peeraj Prakash Teli	S.Y. B.Com	Peeraj
18	Vites Vasant Teli	S.Y. B.Com	Vites
19	Chimmayi Santosh Tixlotkar	S.Y. B.Com	Chimmayi
20	Sujay Mohan Pednekar	S.Y. B.Sc.	S.M. Pednekar
21	Nayan Chandrakant Vedar	S.Y. B.Com	Nayan
22	Vinayk Bhimappa Bilagi	S.Y. B.Sc.	V.B. Bilagi
23	Saraj Santosh Vingkar	S.Y. B.Com	Saraj
24	Shubham Mangesh Vichare	S.Y. B.Com	Shubham
25	Jignesh Sanjay Warrange	S.Y. B.Com	Jignesh

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Arts, Commerce & Science College Kharepatan,
A.P. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

26	Neha Naammahamad Pawastkar	S.Y.B.com	N.M.P.
27	Saurabh Madhukar Pendalkar	S.Y.B.com	S.M. Pendalkar
28	Mayuri Daghath Petkulkar	S.Y.B.com	@petkulkar
29	Vaibhavi Vilas Palkhe	S.Y.B.com	@palkhe
30	Bhakti Kishor Pise	S.Y.B.com	@pise
31	Mohini Harichandra Sawant	S.Y.B.com	@sawant
32	Kalpesh Suresh Patale	S.Y.B.com	@patale
33	Prathmesh Gajjan Parmade	S.Y.B.com	Y. S. Parmade
34	Tanvi Dipak Pujari	S.Y.B.com	T. D. Pujari
35	Sinehal Mahavir Raibagkar	S.Y.B.com	@Raibagkar
36	Pooja Akram Rane	S.Y.B.com	@rane
37	Siddhi Ekanath Rane	S.Y.B.com	@ERane
38	Omkar Akash Raut	S.Y.B.com	@Raut
39	Akangsha Ashok Gurav	S.Y.B.Sc	A. A. Gurav
40	Hemant Santosh Pawar	F.Y.B.Sc	H. S. Pawar
41	Sonal Kishor Kamble	F.Y.B.Sc.	@kamble
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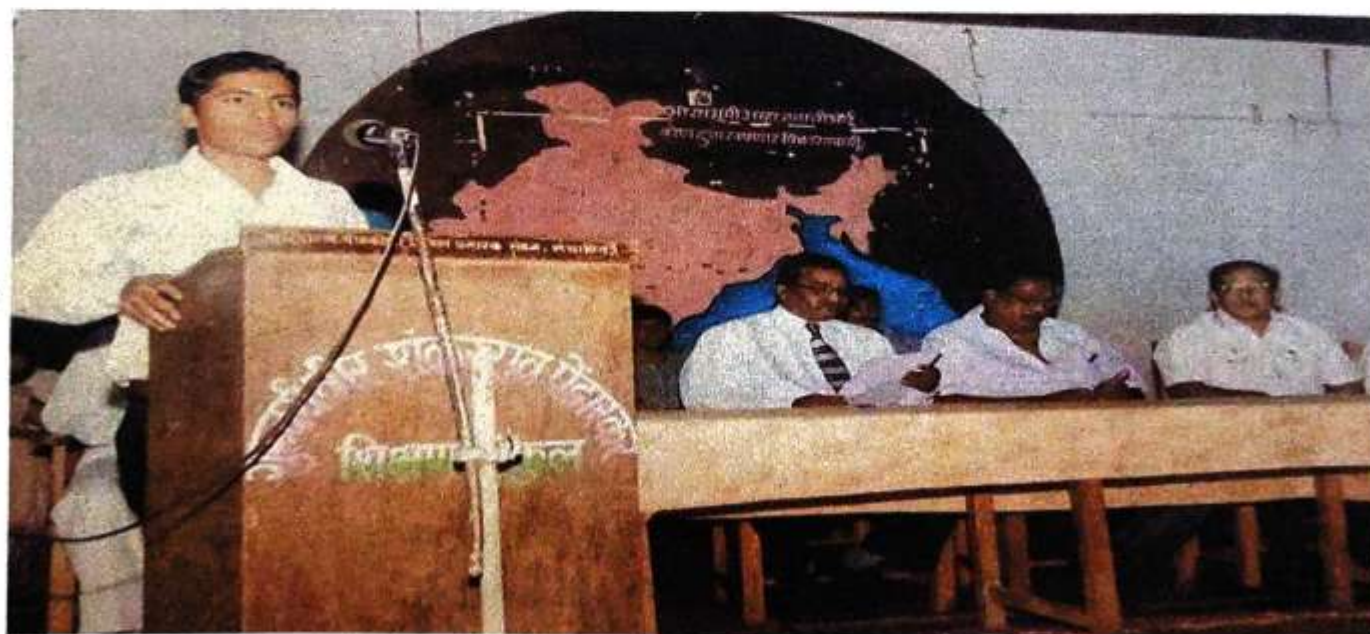


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Arts, Commerce & Science College Kharepatan,
A/p. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

Report of the Awareness Activity

1	Academic Year	:	2019-20
2	Organized By	:	Anti-Ragging Committee of Arts, Commerce & Science College, Kharepatan
3	Title of the Activity	:	"Respect and Unity Campaign"
4	Date	:	18/10/2019
5	Name of the Resource Person	:	Mr. Suraj Rane
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On October 18, 2019, the Anti-Ragging Committee of Arts, Commerce and Science College, Kharepatan organized a one-day awareness program on Anti-Ragging at the Chandrakant Parisa Raibagkar Multipurpose Hall. The subject was "Respect and Unity Campaign". The guest speaker, Mr. Suraj Rane, arrived at 9:00 AM. The program commenced at 09:30 AM with the traditional Deep Prajwalan ceremony. Principal Dr. A. D. Kamble chaired the event, while Asst. Prof. Mr. Godade T. M. introduced the guest speaker. Mr. Suraj Rane then delivered an informative session on Anti-Ragging Awareness, providing students with valuable insights on legal aspects, preventive measures, and available support systems. The program concluded at 10:30 AM with a vote of thanks given by Asst. Prof. Shinde V. R.




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Arts, Commerce & Science College, Kharepatan,
 Asp. Kharepatan, Tal. Kankavli, Dist. Sindhudurg.

Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Anti-Ragging Committee

Date: 18/10/2019

Time: 9.30 am. to 10.30 am.

Name of the Activity: "Respect and Unity Campaign."

Sr. No.	Student's Name	Class	Sign.
1	Omkar Anil Iswalkar	F.Y. B.Sc	@Iswalkar
2	Grishma Shriram Dixit	F.Y. B.Sc	Grishma Dixit
3	Divya Dipak Dhumale	F.Y. B.Sc	Dhumale
4	Sadaf Abbas Mukadam	F.Y. B.Sc	@Mukadam
5	Simran Kutbuddin Nakherkar	F.Y. B.Sc	S. K. Nakherkar
6	Rameeza Irshad Malpekar	F.Y. B.Sc	RMalpekar
7	Prachi Ashok Masamkar	F.Y. B.Sc	@Masamkar
8	Asmita Jairam Gurav	F.Y. B.Sc	A Gurav
9	Prakash Shivaji Gurav	F.Y. B.Sc	@Gurav
10	Almas Liyakat Musawar	F.Y. B.Sc	@Musawar
11	Yogesh Babaji Haryan	S.Y. B.com	@Haryan
12	Dhanita Prakash Kotavadekar	S.Y. B.com	DKotavadekar
13	Vinay Gajan Adavilkar	F.Y. BA	VAdavilkar
14	Sneha Mahendra Rodi	F.Y. B.Sc	@Rodi
15	Sushant Mahendra Rodi	F.Y. B.Sc	@Rodi
16	Pallavi Shirisha Zadage	F.Y. B.Sc	@Zadage
17	Sudhakar Suresh Satam	F.Y. B.Sc	S. S. Satam
18	Shraddha Sanjay Kamble	F.Y. B.Sc	@Kamble
19	Aniket Dharmaraj Kamble	F.Y. B.Sc	Kamble
20	Sugav Chandrakant Kamble	F.Y. B.Sc	@Kamble
21	Prathmesh Rtoow Shirawadekar	S.Y. B.Sc	@Shirawadekar
22	Prathmesh Rajendra Shetye	S.Y. B.Sc	@Shetye
23	Vinay Vijay Sawant	S.Y. B.com	@Sawant
24	Roshan Narayan Zogade	S.Y. B.com	@Zogade
25	Sonali Akaram Sawant	S.Y. B.com	@Sawant

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26	Jyoti Aant Kanade	S.Y.BA	J. A. Kanade
27	Prashant Ramesh Thosar	S.Y.BA	Phosar
28	Abhiut Ashok Kamble	S.Y.BA	Abunkle
29	Sumedh Vijay Kamble	S.Y.BA	Skamble
30	Smeeela Suresh Masurkar	S.Y.BA	Smaseurkar
31	Dewanand Aant Tirlokhar	S.Y.B.com	DTirlokhar
32	Ajit Anant Teli	S.Y.B.com	ATeli
33	Diksha Dilip Tambe	S.Y.B.com	DTambe
34	Saket Dault Shivgan	S.Y.B.com	SShivgan
35	Prathmesh Sakharan Sorap	S.Y.B.com	PSorap
36	Vinay Rajendra Advilkar	F.Y.BA	VAdvilkar
37	Yogesh Ashok Ingle	S.Y.BA	YIngle
38	Damini Dilip More	S.Y.BA	DMore
39	Sweta Santosh More	S.Y.BA	SMore
40	Sanjay Damedra Pahgan	S.Y.BA	SPahgan
41	Shird Suresh Shringare	S.Y.BA	SShital
42	Priyanka Diwakar Masurkar	S.Y.BA	PMasurkar
43	Suhasini Suresh Marathe	S.Y.BA	SMarathe
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Arts Commerce & Science College Kharepatan,
A.p. Kharepatan, Tal. Kankavli, Dist. Sindhudurg

Report of the Awareness Activity

1	Academic Year	:	2018-19
2	Organized By	:	Anti-Ragging Committee of Arts and Commerce College, Kharepatan
3	Title of the Activity	:	"Safe Campus Initiative"
4	Date	:	12/10/2018
5	Name of the Resource Person	:	Mr. Purushottam Dhumale.
6	Brief Information of the Activity	:	<ul style="list-style-type: none"> On October 12, 2018, the Anti-Ragging Committee of Arts & Commerce College Kharepatan organized a one-day awareness program on Anti-Ragging at the Chandrakant Parisa Raibagkar Multipurpose Hall. The subject was "Safe Campus Initiative". The guest speaker, Mr. Purushottam Dhumale, arrived at 9:30 AM. The program commenced at 10:00 AM with the traditional Deep Prajwalan ceremony. Principal Dr. A. D. Kamble chaired the event, while Asst. Prof. Mr. Sayyed V. H. introduced the guest speaker. Mr. Purushottam Dhumale then delivered an informative session on Anti-Ragging Awareness, providing students with valuable insights on legal aspects, preventive measures, and available support systems. The program concluded at 11:30 AM with a vote of thanks given by Asst. Prof. Rashmi Desai.




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Attendance Sheet

Arts, Commerce and Science College, Kharepatan

Anti-Ragging Committee



Date: 12/10/2018

Time: 10.00am to 11.30am.

Name of the Activity: "Safe campus Initiative"

Sr. No.	Student's Name	Class	Sign.
1	Sayali Sanjay Sawant	F.Y.B.com	Sawant
2	Shubham Kishor Sawant	F.Y.B.com	Sawant
3	Aniket Aant Dhumak	F.Y.B.com	Adhumak
4	Jitendra Sadashiv Dawade	F.Y.B.com	Dawade
5	Krutika Dharaji Shelar	F.Y.B.com	Shelar
6	Varsha Chandrakant Rane	F.Y.B.com	Rane
7	Sudarshan Suresh Rambade	F.Y.B.com	Rambade
8	Mohit Sandip Thukral	F.Y.B.com	Thukral
9	Dewand Aant Tilrotatkar	F.Y.B.com	Tilrotatkar
10	Ajit Aant Teli	F.Y.B.com	Teli
11	Prathmesh Sakharan Sorap	F.Y.B.com	Sorap
12	Diksha Dilip Tambe	F.Y.B.com	Tambe
13	Sanket Dault Sorap	F.Y.B.com	Sorap
14	Prathmesh Ratanu Shirawatkar	F.Y.B.com	Shirawatkar
15	Prathmesh Rajendra Shetye	F.Y.B.com	Shetye
16	Vinay Vijay Sawant	F.Y.B.com	Sawant
17	Roshan Narayan Zagade	F.Y.B.com	Zagade
18	Sonali Akaram Sawant	F.Y.B.com	Sawant
19	Yogesh Babaji Hazar	F.Y.B.com	Hazar
20	Dhanita Prakash Kotavadekar	F.Y.B.com	Kotavadekar
21	Jyoti Aant Karle	F.Y.BA	Karle
22	Prashant Ramesh Thasur	F.Y.BA	Thasur
23	Abhijit Ashok Kamble	F.Y.BA	Kamble
24	Sumedh Vijay Kamble	F.Y.BA	Kamble
25	Smeeta Suresh Masulkar	F.Y.BA	Masulkar

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26	sweta Santosh more	F.Y. BA	Smore
27	sujay Damodar Patyan	F.Y. BA	Spatyan
28	shital suresh Patyan	F.Y. BA	Shital
29	Priyanka Diwakar Masurkar	F.Y. BA	P Masurkar
30	Suhashini Suresh Mazatbe	F.Y. BA	Smazatbe
31	Devindra Vasant Mandavakar	F.Y. BA	D Mandavakar
32	Hanumant Govind Kanade	F.Y. BA	H Kanade
33	Dipak Jayvant Phatak	F.Y. BA	D Phatak
34	Roshan Rajaram Shengale	F.Y. BA	R. R. Shengale
35	Liladhar Ankush Ingale	F.Y. BA	L Ingale
36	Ankush chandrakant Gorule	F.Y. BA	A Gorule
37	Babaji chandrakant Gorule	F.Y. BA	B C Gorule
38	Sanket Ashok Pawar	F.Y. BA	S. A. Pawar
39	Yogesh Ashok Ingle	F.Y. BA	Y Ingle
40	Damini Dilip More	F.Y. BA	Dmore
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