

**NAVJEEVAN LAW COLLEGE,**

**CIDCO, NASHIK – 08**

**Internal Complaint (Vishakha) Committee  
Minute Book.**

## Navjeevan Law College, Nashik

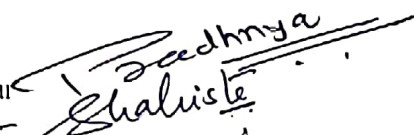
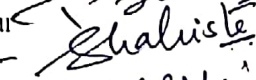
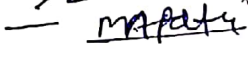

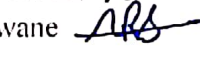

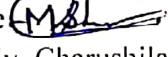
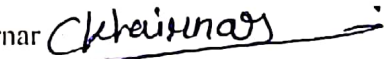
### Internal Complaint Committee 2016-2017

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2016-2017

First Meeting- Date: 28/11/2016

#### Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. S.S. Inamdar 
3. Faculty Member 2- Mrs. Mangal Patil 
4. Non- teaching member 1- Mr. M. U. Vinchurkar 
5. Non- teaching member 2- Smt. Alka Sonawane 
6. Student-Kirti Patil 
7. Student- Mayur Shinde 
8. External Member – Adv. Charushila Khairnar 

At the outset, Presiding Officer welcomed all the members of the Committee. She described the role of ICC and said everyone has a responsibility to contribute to the cause. Further, she mentioned that it was the first meeting of the ICC of Navjeevan Law College for the academic session 2016-2017 and welcomed suggestions from all members to make it more effective.

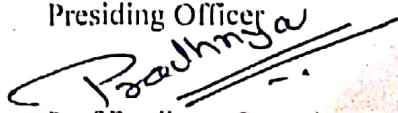
The Committee noted that no complaint of sexual harassment has been received from any woman employee of any of its Department.

It was emphasized that in order to create awareness and continuous sensitization among the girl students and employees, some seminars, lectures to be organized.

It was resolved that committee will have meeting twice in a year.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer  
  
Prof. Pradhnya Sawarkar

## Navjeevan Law College, Nashik

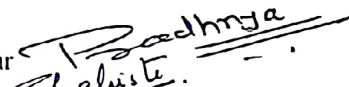
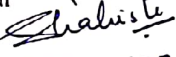
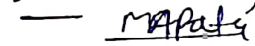
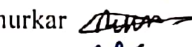
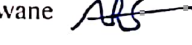


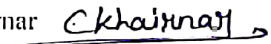
### Internal Complaint Committee 2016-2017

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2016-2017

Second Meeting- Date: 28/02/2017

Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. S.S. Inamdar 
3. Faculty Member 2- Mrs. Mangal Patil 
4. Non-teaching member 1- Mr. M. U. Vinchurkar 
5. Non-teaching member 2- Smt. Alka Sonawane 
6. Student-Kirti Patil 
7. Student- Mayur Shinde 
8. External Member – Adv. Charushila Khairnar 

Presiding Officer welcomed all the members of the Committee. Further, she mentioned that it was the Second meeting of the ICC of Navjeevan Law College for the academic session 2016-2017.

The Committee noted that no complaint of sexual harassment has been received from any woman employee of any of its Department.

As decided in previous meeting, institution arranged a guest lecture for girl students, on the topic of "Self Defence, Sexual Harassment Recognition and Reaction" by Prof. Ashokji Bodke. (17<sup>th</sup> Feb. 2017)

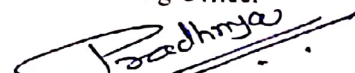
On 28<sup>th</sup> Feb 2017 college organized one day work shop on "Personality development of Girl".

It was resolved that committee will have meeting in a next academic year.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer

  
Prof. Pradhnya Sawarkar

## Navjeevan Law College, Nashik

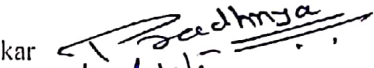
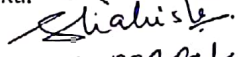
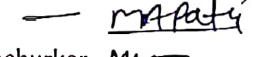
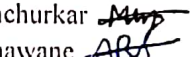
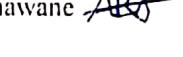
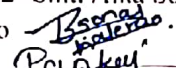
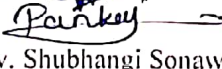
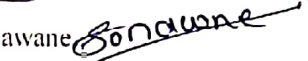
Internal Complaint Committee 2017-2018

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2017-2018

First Meeting- Date: 23/08/2017

Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. S.S. Inamdar 
3. Faculty Member 2- Mrs. Mangal Patil 
4. Non-teaching member 1- Mr. M. U. Vinchurkar 
5. Non-teaching member 2- Smt. Alka Sonawane 
6. Student- Sonal Bhalerao 
7. Student- Pankaj Kate - 
8. External Member - Adv. Shubhangi Sonawane 

Presiding Officer welcomed all the participants of the meeting.

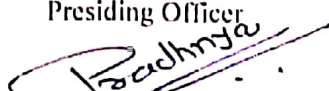
Presiding Officer pointed out that the committee has not received any complaint of sexual harassment in the college.

In the meeting it was suggested that the members of committee to interact with girls students and of all faculty in our college, to create awareness .

It was suggested that just like a suggestion box for redressal of students complaint box a "Sexual Harassment complaint-Box titled (She-Box) could be made available for registering complaints by female employees of the Department and also to prevent instances of harassment of women employees in future. Ie.The complaint Drop box even suggestion box can be placed in the office premises.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer  
  
Prof. Pradhnya Sawarkar



## Navjeevan Law College, Nashik

### Internal Complaint Committee 2017-2018

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2017-2018

Second Meeting- Date: 24/02/2018

Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar *Pradhnya*
2. Faculty Member 1- Dr. S.S. Inamdar *Shalish*
3. Faculty Member 2- Mrs. Mangal Patil *Mangal Patil*
4. Non- teaching member 1- Mr. M. U. Vinchurkar- \_\_\_\_\_
5. Non- teaching member 2- Smt. Alka Sonawane *Alka*
6. Student- Sonal Bhalerao - *Sonal Bhalerao*
7. Student- Pankaj Kate - *Pankaj*
8. External Member – Adv. Shubhangi Sonawane *Sonawane*

Presiding Officer welcomed all the participants of the meeting.

Presiding Officer pointed out that the committee has not received any complaint of sexual harassment in the college.

As suggested in previous meeting , institution placed the complaint Drop box in the office premises.

It was resolved that committee will have meeting in a next academic year.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer  
*Pradhnya*  
Prof. Pradhnya Sawarkar

## Navjeevan Law College, Nashik

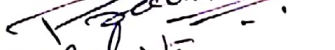
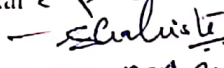
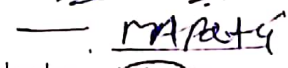
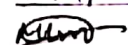

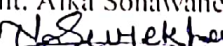
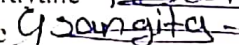
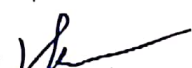
### Internal Complaint Committee 2018-2019

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2018-2019

First Meeting- Date: 21/08/2018

#### Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. S.S. Inamdar 
3. Faculty Member 2- Mrs. Mangal Patil 
4. Non-teaching member 1- Mr. M. U. Vinchurkar 
5. Non-teaching member 2- Smt. Alka Sonawane 
6. Student- Surekha Narayane 
7. Student- Sangita Gite 
8. External Member - Adv. Vaishnavi Baste 

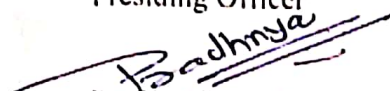
Presiding Officer welcomed all the participants of the meeting.

Presiding Officer pointed out that the committee has not received any complaint of sexual harassment in the college.

Committee suggested that The Handbook on Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013 issued by Ministry of Women and Child to be made available in the library for the perusal of the students and employees. It was resolved that in order to create awareness and continuous sensitization among the girl students and employees, some seminars, lectures, program to be organized.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer  
  
Prof. Pradhnya Sawarkar

## Navjeevan Law College, Nashik

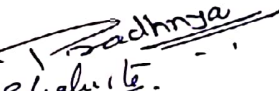
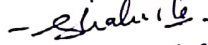
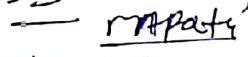
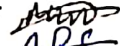

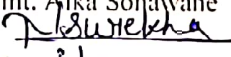
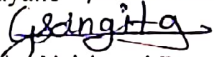

### Internal Complaint Committee 2018-2019

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2018-2019

Second Meeting- Date: 26/02/2019

#### Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. S.S. Inamdar 
3. Faculty Member 2- Mrs. Mangal Patil 
4. Non-teaching member 1- Mr. M. U. Vinchurkar 
5. Non-teaching member 2- Smt. Alka Sonawane 
6. Student- Surekha Narayane 
7. Student- Sangita Gite 
8. External Member – Adv. Vaishnavi Baste 

Presiding Officer welcomed all the participants of the meeting.

Presiding Officer pointed out that the committee has not received any complaint of sexual harassment in the college.

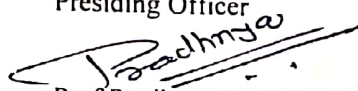
As per the suggestions in the previous meeting institution has taken every effort to comply with all suggestion. Nirbhay Kanya Abhiyan was organized for girl students..

On 17<sup>th</sup> Feb 2019 two days state level seminar organized on the topic of " Vulnerable and Disadvantaged groups Vis-à-vis Criminal Justice- A Human Rights Perspective.

It was resolved that committee will have meeting in a next academic year.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer  
  
Prof. Pradhnya Sawarkar

## Navjeevan Law College, Nashik

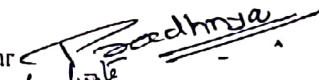
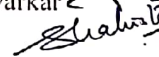
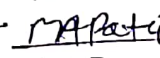
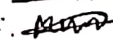
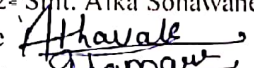
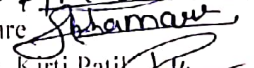
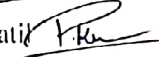
### Internal Complaint Committee 2019-2020

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2019-2020

First Meeting- Date: 29/08/2019

#### Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. S.S. Inamdar 
3. Faculty Member 2- Mrs. Mangal Patil 
4. Non- teaching member 1- Mr. M. U. Vinchurkar 
5. Non- teaching member 2- Smt. Alka Sonawane
6. Student- Indira Athavale 
7. Student- Shreyas Bhamare 
9. External Member – Adv. Kirti Patil 

Presiding Officer welcomed all the participants of the meeting.

Presiding Officer pointed out that the committee has not received any complaint of sexual harassment in the college.

It is resolved that the a work environment should be maintain for personal and professional growth for all students and employees. And to maintain such such an environment is the responsibility of each and every person.

It is also resolved that the Institution is required to be compulsorily provide a harassment- free environment for its all girl students, employees. The Institution will not tolerate any behaviour that is likely to undermine the dignity or self-esteem of an individual, or will not condone any conduct which will create create an intimidating, hostile or offensive environment in the college.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer

  
Prof. Pradhnya Sawarkar



## Navjeevan Law College, Nashik

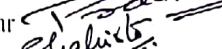
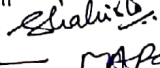
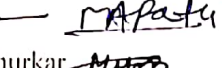
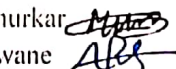
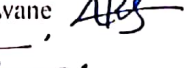
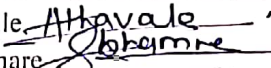
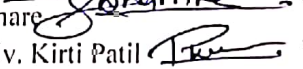
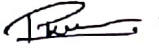
### Internal Complaint Committee 2019-2020

In view of the Section 4 (1) of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013', the Institution hereby constitutes an Internal Complaints Committee (hereinafter referred to as 'Internal Committee' or 'Committee').

Minutes of meeting of an Internal Complaints Committee for Academic year 2019-2020

Second Meeting- Date: 29/02/2020

#### Committee Members Presents

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. S.S. Inamdar 
3. Faculty Member 2- Mrs. Mangal Patil 
4. Non- teaching member 1- Mr. M. U. Vinchurkar 
5. Non- teaching member 2- Smt. Alka Sonawane 
6. Student- Indira Athavale 
7. Student- Shreyas Bhamare 
8. External Member – Adv. Kirti Patil 

Presiding Officer welcomed all the participants of the meeting.

Presiding Officer congratulate all the committee members that committee has not received any complaint of sexual harassment in the college.

On 3<sup>rd</sup> Jan 2020 college celebrated Kranti Jyoti Savitribai Phule jayanti , on this occasion through various speeches by some faculties and students, awareness was created amongst the students regarding women power.

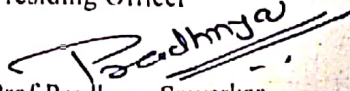
All students and employees are encouraged to reinforce the maintenance of a work environment free from sexual harassment.

It was resolved that committee will have meeting in a next academic year.

The Presiding Officer conveyed her thanks to the members for attending the meeting. Meeting ended with vote of thanks to the Chair.



Presiding Officer

  
Prof. Pradhnya Sawarkar

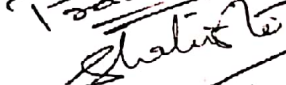
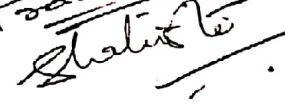
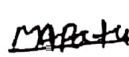
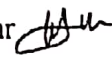
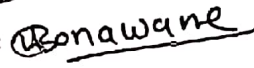
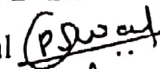



**Navjeevan Law College, Nashik**  
**Internal Complaint Committee 2020-2021**  
**(As Per' Vishakha' Guidelines)**

Navjeevan Law College, Nashik is committed to providing safe academic and working environment to all students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College.

Minutes of meeting of an Internal Complaints Committee for academic year 2020-2021.

First Meeting- 20<sup>th</sup> August 2020

List of Committee members present –

1. Presiding Officer- Prof. Pradhnya Sawarkar 
2. Faculty Member 1- Dr. Shahista S. Inamdar 
3. Faculty Member 2- Mrs. Magal Patil 
4. Non- Teaching Member 1- Mr. M.U. Vinchurkar 
5. Non- Teaching Member 2- Smt. Alka R. Sonawane 
6. Student- Priyanka Oswal 
7. Student- Deepti Shinde 
8. Student- Shrikrishna Deshpande 
9. External Member (NGO, etc)- Adv. Ashwini Avhad 

Presiding officer Prof. Pradhnya P. Sawarkar inform all the members that fortunately in the previous year there was no complaint as such of any sexual Harassment from the employee or from any girl student of Navjeevan Law College. The members congratulate the presiding officer for the same and hope that it will continue tomorrow in future too. The guidelines issued by the Supreme Court and the provision of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 were discussed in details and decided to arranged a special guest lecture for

the staff and students to educate them about the provisions of law and their rights as expected in the object of passing of the law.

The meeting concludes with finalizing the name of girl students to be included in the committee. The committee decided to meet again in the month of December 2020.



A handwritten signature in black ink, appearing to read "Pradhnya".

Presiding officer  
Prof. Pradhnya P. Sawarkar

**Navjeevan Law College, Nashik**  
**Internal Complaint Committee 2020-2021**  
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Minutes of meeting of an Internal Complaints Committee for academic year 2020-2021.

Second Meeting- 19<sup>th</sup> February 2021

List of Committee members present –

1. Presiding Officer- Prof. Pradhnya Sawarkar *Pradhnya*
2. Faculty Member 1- Dr. Shahista S. Inamdar *Shahista*
3. Faculty Member 2- Mrs. Magal Patil *Magal*
4. Non- Teaching Member 1- Mr. M.U. Vinchurkar *MU*
5. Non- Teaching Member 2- Smt. Alka R. Sonawane *Sonawane*
6. Student- Priyanka Oswal *Oswal*
7. Student- Deepti Shinde *Shinde*
8. Student- Shrikrishna Deshpande *Deshpande*
9. External Member (NGO, etc)- Adv. Ashwini Avhad *Avhad*

The members together discussed the various issues including Covid-19 pandemic and the preventive measures to be taken. The members express their special thanks to the management for giving relaxation to the non-teaching female staff employee during this CORONA period. As lectures are going on online the Presiding officer informed the members regarding the guest lecture arranged on 18<sup>th</sup> of January 2021 of Mr. Abhijit Rohi Assistant Professor MNLU, Mumbai on the topic "Human Rights of



Vulnerable groups" Members expected the same initiative in future not only in respect of arranging the guest lecture but providing help to the students as and when required.

The presiding officer expresses their thanks towards the committee members for attending committee meetings following the Corona preventive norms. Members decided to meet in the new session 2021-2022 and as per the schedule fixed and communicated by the Presiding Officer.



*Pradhnya*

Presiding officer  
Prof. Pradhnya P. Sawarkar