



WOMEN GRIEVANCE CELL (2020-21)

As an innovative practice, the Institution has established Women's Grievance Cell with the objectives of redressing the grievances of the students and the staff, of any sort related to women. In 1997, the Supreme Court in **Vishakha and others vs. State of Rajasthan**, recognized and addressed the issue of sexual harassment at the workplace. The judgment created mandatory sexual harassment prevention guidelines for the workplace, applicable all over India. The knowledge and information about it can lead to a workplace free of sexual harassment for all persons. Sexual harassment injects the most demeaning sexual stereotypes into the general work environment and always represents an intentional assault on a person's innermost privacy.

- In compliance with the directions of the Supreme Court of India to have a special Sexual Harassment Committee as mandatory, the Women's Grievance Cell also functions as Sexual Harassment Committee.
- It provides confidential and supportive environment for members of the campus community who might likely have been sexually harassed; advises complainant of the informal and formal means of redressal; ensures the fair and timely redressal of sexual harassment complaints. (However so far no instances of sexual harassment have been reported)
- It provides information regarding counseling and support services on the campus, and promotes awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

OBJECTIVES

- To Work towards building a gender sensitized environment at our institute.
- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To ensure the fair and timely resolution of sexual harassment complaints;
- To promote awareness about sexual harassment through educational initiatives
- To inform the campus community of their right to a respectful work and learning environment.
- To build gender-neutral workplace

AIM

- **Awareness Through Wide Spread of Information** – through production, distribution and circulation of printed materials, posters and handouts
- **Awareness Through Workshops** – about sexual harassment for faculty, non-teaching staff and students. The aim is to develop non-threatening and non-intimidating atmosphere of mutual learning.

- **Awareness by Counseling** – Confidential counseling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported as it is being a sensitive issue.

MEETINGS OF THE CELL

- The Cell shall meet at least twice every academic year and the intervening period between two meetings shall not exceed six months.
- The Chairperson of the Cell can call a Special Meeting at any time upon the written request of not less than one third of the total number of members of the Cell, on a date not later than fifteen days after the receipt of such requisition by the Chairperson.
- The quorum for any meeting of the Cell shall be one third of its members. If the quorum is not present at any meeting, it shall be adjourned for half an hour and proceed with those who are present and the proceedings of such a meeting shall not be challenged on the ground of absence of quorum.

Grievance procedure:

- The complainant will have to submit a written and signed complaint addressed to the Principal/ Secretary of the Cell manually or can put it in the complaint box placed in the campus or can mail to “Women Grievance Cell” - ancgrievancecell@gmail.com .
- The complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complainant will be informed about the same by the appropriate authority.
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by the appropriate authority.

PENALTIES AND PUNISHMENT FOR SEXUAL HARASSMENT

The Cell may recommend the following penalties on a person found guilty of sexual harassment:

I. An employee:

Minor Penalties:

- (i) Warning, Reprimand or Censure
- (ii) Fine
- (iii) With holding of increments or promotion
- (iv) Reduction to a post in the lower pay-scale or to a lower stage of increment in his own pay-scale.

Major Penalties:

- (i) Compulsory retirement
- (ii) Termination of service
- (iii) Removal/dismissal from service

II. A student:

Minor Penalties:

- (i) Warning
- (ii) Written Apology
- (iii) Bond of good behaviour
- (iv) Debarring entry into a hostel/campus/off-campus
- (v) Suspension for a specified period of time
- (vi) Holding results.

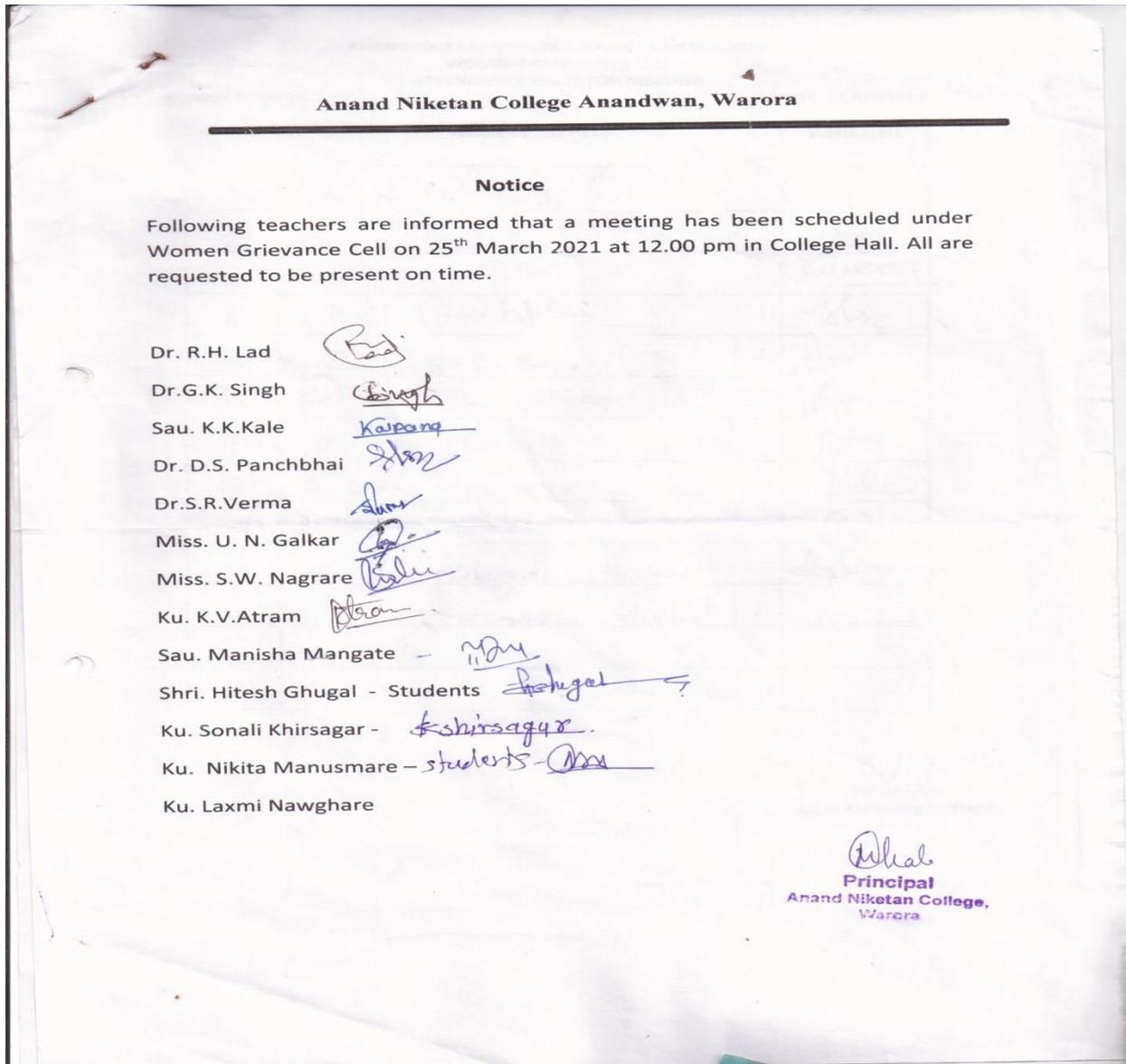
Major Penalties:

- (i) Excluding from examinations for a specified period of time
- (ii) Drive out from Institute. The Institute shall decide whether the person against whom a complaint of sexual harassment is made should be placed under suspension.

Current Members of the Cell:

As per guidelines given in Vishakha Judgment and according to the State Govt. directions, Anand Niketan College, Anandwan, Worora has duly constituted '*Women Grievance Cell*'.

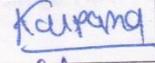
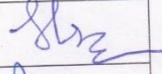
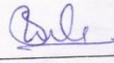
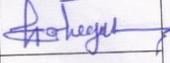
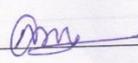
Following are the members of the Cel



ANAND NIKETAN COLLEGE, ANANDWAN WARORA
WOMENS GRIEVANCE CELL
ATTENDANCE SHEET FOR MEETING

TIME: 12.00 pm

DATE: 25/03/2021

Sr. No.	NAME OF FACULTY	SIGNATURE
1	Dr. R. H. Lad	
2	Dr. G. K. Singh	
3	Karpona Kale	
4	D. S. Pauchhrai	
5	Ms Sanjogita R. Verma	
6	Kalyani V. Alkam	
7	M. D. Mangote	
8	S. W. Nagare	
9	H. N. Gaikar	
10	H. C. Ghugai - student	
11	N. G. Manumare - student	


Principal
Anand Niketan College,
Warora

आनंद निकेतन महाविद्यालय, आनंदवन, वरोरा.

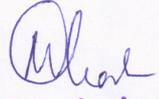
सुचना

२०२०-२०२१

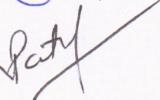
वरीष्ठ महाविद्यालयातील सर्व विद्यार्थ्यांना सुचित करण्यात येते की, आपल्या महाविद्यालयात 'महिला तक्रार निवारण समिती' चे गठन करण्यात आले आहे. आपल्याला जर काही तक्रार करावयाची असल्यास आपण या विभागाकडे तक्रार करावी.

वरोरा, आनंदवन.

दिनांक :- २२/०३/२०२१


Principal
Anand Niketan College
Warora

B. Com I - 

B. A. I - 

B. Sc I 
(CBZ)

B. A. I (B) 

B. Sc I (CBZ) 

B. A. II A 

B. A. III 

B. A. I 'A' 

Anand Niketan College Anandwan, Warora

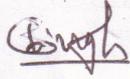
Notice

Following teachers are informed that a meeting has been scheduled under Women Grievance Cell on 25th March 2021 at 12.00 pm in College Hall. All are requested to be present on time.

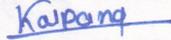
Dr. R.H. Lad



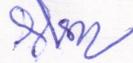
Dr.G.K. Singh



Sau. K.K.Kale



Dr. D.S. Panchbhai



Dr.S.R.Verma



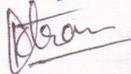
Miss. U. N. Galkar



Miss. S.W. Nagrare



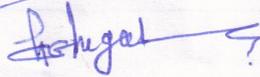
Ku. K.V.Atram



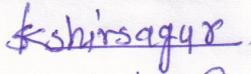
Sau. Manisha Mangate



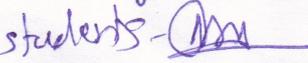
Shri. Hitesh Ghugal - Students



Ku. Sonali Khirsagar -



Ku. Nikita Manusmare -



Ku. Laxmi Nawghare



Principal
Anand Niketan College,
Warora



Maharogi Sewa Samiti, Warora's
ANAND NIKETAN COLLEGE

Science , Arts and Commerce
Anandwan, Warora - 442914
Re-Accredited With 'B++' Grade By NAAC



WOMEN GRIEVANCE CELL

MINUTES OF MEETING

Date: 25/03/2021

A meeting of the college Women Grievance Cell was held on 25/03/2021 in the college hall. All the female faculties of college were present in the a meeting. The following points were discussed in the meeting:

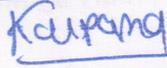
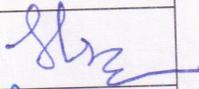
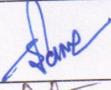
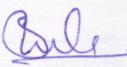
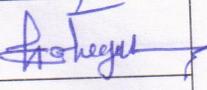
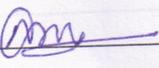
1. The same committee of 2019-20 of two girl representative from students and a teacher was continued to look after the cleanliness of girl's common room.
2. There was no complaint in this year.

Principal
Anand Niketan College,
Warora

ANAND NIKETAN COLLEGE, ANANDWAN WARORA
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Principal
Anand Niketan College,
Warora

अंतर्गत तक्रार समिती वार्षिक अहवाल प्रपत्र
जानेवारी २०२० ते डिसेंबर २०२०

प्रपत्र

अ.क्र.	तपशील	माहिती
१	वर्षभरात समितीकडे आलेल्या लैंगिक छळाच्या तक्रारीची संख्या	—
२	वर्षभरात समितीने निकाल लावलेल्या तक्रारीची संख्या	—
३	९० दिवसाहून अधिक काळ प्रलंबित असलेल्या प्रकरणांची संख्या	—
४	लैंगिक छळ विरोधात आयोजित केलेल्या कार्यशाळा किंवा जाणीव जागृती कार्यक्रमांची संख्या	—
५	मालक किंवा जिल्हा अधिकाऱ्यांने केलेल्या कारवाईचे स्वरूप	—


Principal
Anand Niketan College
Warora

भारत सरकार सेवार्थ

जिल्हा महिला व बाल विकास अधिकारी, चंद्रपूर

जुना कलेक्टर बंगला, आकाशवाणीचे मागे, साईबाबा वार्ड, चंद्रपूर.

ई-मेल disttwcdo_cha@rediffmail.com,

दुरध्वनी क्र. ०७१७२-२५६६

जा क्र. जिमबाविअचंद्र/ अंतस/वाषिक अहवाल/२०२०-२१/ १७२

दिनांक : - २५/०३/२०२१

प्रति,

प्राचार्य,
ज्ञानंद निदेशन महाविद्यालय
ज्ञानंदवन, ता. वेराथळि - चंद्रपूर



विषय :- कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध मनाई आणि निवारण) अधिनियम २०१३ व नियम १/१२/२०१३ अंतर्गत वार्षिक अहवाल- जानेवारी २०२० ते डिसेंबर २०२० सादर करणेबाबत.

संदर्भ :- १. कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध मनाई आणि निवारण) अधिनियम २०१३ व नियम १/१२/२०१३

२. महिला व बाल विकास विभाग शासन निर्णय क्र. मकचौ-२०१३/प्र क्र६३/मकक दिनांक ११.०६.२०१४

३. महिला व बाल विकास विभाग शासन निर्णय क्र. मकचौ-२०१४/प्र क्र६३/मकक दिनांक ११.०९.२०१४

महोदय,

उपरोक्त संदर्भीय विषयान्वये आपणास कळविण्यात येते कि आपल्या कार्यालयात स्थापन अंतर्गत तक्रार समितीचा वार्षिक अहवाल खाली नमूद प्रपत्रामध्ये स्थानिक तक्रार समितीचे पदसिध्द सदस्य जिल्हा महिला बाल विकास अधिकारी यांना जिल्हा महिला बाल विकास अधिकारी कार्यालय, जुना कलेक्टर बंगला सिव्हील लाईन्स चंद्रपूर येथे ३०.०३.२०२१ पूर्वी सादर करावा. सदर अहवाल शासनास सादर करावयाचा असल्याने अहवाल प्राधान्याने पाठविण्यात यावा.

अंतर्गत तक्रार समिती वार्षिक अहवाल प्रपत्र- जानेवारी २०२० ते डिसेंबर २०२०

अ.क्र.	तपशील	माहिती
१	वर्षभरात समितीकडे आलेल्या लैंगिक छळाच्या तक्रारीची संख्या	Nil
२	वर्षभरात समितीने निकाल लावलेल्या तक्रारीची संख्या	-/-
३	९० दिवसाहून अधिक काळ प्रलंबित असलेल्या प्रकरणांची संख्या	-/-
४	लैंगिक दळ विरोधात आयोजित केलेल्या कार्यशाळा किंवा जाणीव जागृती कार्यक्रमांची संख्या	-/-
५	मालक किंवा जिल्हा अधिकाऱ्याने केलेल्या कार्यवाहीचे स्वरूप	-/-

कार्यालय प्रमुखाचा सही शिक्का

To
Dr. R. M. Kulkarni
10/3/21



जिल्हा अधिकारी, स्थानिक तक्रार समिती
तथा निवासी उपजिल्हाधिकारी चंद्रपूर



महारोगी सेवा समिती, वरोरा द्वारा संचालित
आनंद निकेतन महाविद्यालय, वरोरा

आनंदवन-वरोरा, जि. चंद्रपूर - ४४२९१४ (महाराष्ट्र)

बहुविद्याशाखीय कनिष्ठ, पदवी व पदव्युत्तर

(गोंडवाना विद्यापीठ गडचिरोली संलग्नित)

NAAC REACCREDITED B** GRADE

स्थापना : २० जून, १९६४

E-mail ID. principal.anc@anandwan.in

College Website : www.ancedu.in

☎ (का.) (०७९७६) २८२००६

प्राचार्यांचे कार्यालय,

आ. नि. म./ _____

दिनांक : _____
आनिम/प्रशा/२०२१/१२०५

दिनांक :- १६.०३.२०२१

प्रति,
मा. जिल्हा महिला व बाल विकास अधिकारी कार्यालय,
जुना कलेक्टर बंगला सिव्हील लाईन्स
चंद्रपूर

विषय:- कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध मनाई आणि निवारण)
अधिनियम २०१३ व नियम १.१२.२०१३ अंतर्गत वार्षिक अहवाल जानेवारी २०२० ते
डिसेंबर २०२० सादर करणेबाबत.

संदर्भ:- आपले कार्यालयीन पत्र पत्र क्र. जिमबाविअचंद्र/अंतस/वार्षिक
अहवाल/२०२०-२१/९७२ दि. २५.०२.२०२१

महोदय,

विषय तथा संदर्भांकित पत्राचे अनुषंगाने आपणास कळविण्यात येते की, आमचे
महाविद्यालयात महिला तक्रार निवारण समिती स्थापन करण्यात आली आहे. दिनांक जानेवारी
२०२० ते डिसेंबर २०२० या दरम्यानची माहिती आपण दिलेल्या प्रपत्रात सादर करित आहो.
कळावे ही विनंती.

धन्यवाद,

आपला,


Principal
Anand Niketan College.
Warora