

quarter on a regular basis if need arise.

meeting ended with vote of thanks to the chair.

K. M. S.

Principal

ASHADEEP ADHYAPAK MAHAVIDYALAYA
Nallasopara (E.), Dist. (Phone-401 288)

Minutes of the Second meeting of the

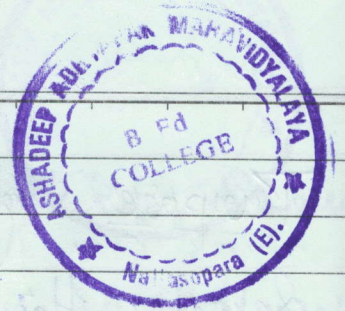


A Committee on "Internal complaint committee (Ice)" has been duly constituted by Ashadeep Adhyapak Mahavidyalaya (AAM) dated 9th February 2023. The meeting of Ice ^{was held} to review the cases of sexual harassment at workplace in AAM.

2. Following members of Ice attended the meeting.

1. Dr. Vipin Kumar - Principal - Chairperson
 2. Mrs. Archana Sharma - Assistant Professor - member
 3. Mrs. Vartika Katiyar - Assistant Professor - member
 4. Mrs. Sangita Gupta - Assistant Professor - member Secretary
 5. Mrs. Manisha Sutar - Assistant Professor - member
3. At the outset, Chairperson welcomed all the members of the committee. She informed that as per the guidelines issued by Ministry of Women and Child Development, all the organisations having more than 10 personnel/officials must constitute an Ice and in this context, this committee has been set in place by AAM. She described the role of Ice and said everyone has a responsibility to contribute to the cause. Further, she ~~mentioned~~ mentioned that it was the first meeting of the reconstituted Ice in AAM and welcomed suggestions from all members to make it effective.
4. The committee noted that no complaint of sexual harassment has been received from any women employee of this college. It was emphasized that in order to create awareness and continuous sensitization among the employees, it is essential to place banners/posters/notices defining sexual harassment at prominent places in the AAM campus.
5. The Chairperson conveyed her thanks to the members for attending the meeting and the members

Documentation →



The Committee shall keep complete & accurate documentation of the complaint, its investigations & the resolution thereof. The incident would be documented in both the complainant's & the accused files with the full report of the complaints committee.

~~Principal~~

ISHADEEP ADHYAPAK MAHAVIDYALAYA
Nallasopara (E); Dist. Thane-401 200.

Purpose of the policy :-

Sexual Harassment at Workplace :-

Arignar Anna Institute of Science & Technology wishes to maintain a work environment that fosters personal & professional growth for all employees.

Maintaining such an environment is the responsibility of every staff person. The institution is committed to provide a harassment-free environment for its employees & volunteers. Mutual respect, along with co-operation & understanding, must be the basis of interaction between members & staff.

All the employees of the institution has a personal responsibility to ensure that their behaviour is not contrary to this policy. All employees are encouraged to reinforce the maintenance of a work environment free from sexual harassment.

Dissemination of the policy :-

A copy of this policy shall be given to all employees & they shall sign a statement acknowledging that they have received, read, understood & will abide by the policy.





for academic year a new committee formed.

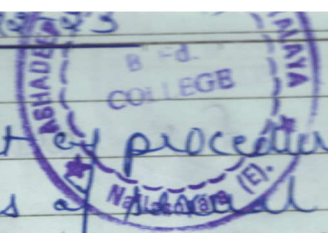
The members of the committee are as follows:-

Sr.No	Name	Designation	Sign
1'	Mrs. Apha D'souza	Chairperson	
2'	Mrs. Mable Vaz	Principal	
3'	Mrs. Archana Sharma	Asst. prof.	
4'	Mrs. Manisha Sutar	Asst. prof.	


Principal

ASHDEEP ADHYAPAK MAHAVIDYALAYA
Nallur, Nallur (T.N.); Dist. Thane-401 209





The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

In order to maintain a equal platform and gender justice prevalence, Women's Grievance Redressal Cell (Vishakha Committee) is established in Ashadeep Adhyapak Mahavidyalaya for academic year 2022-23.

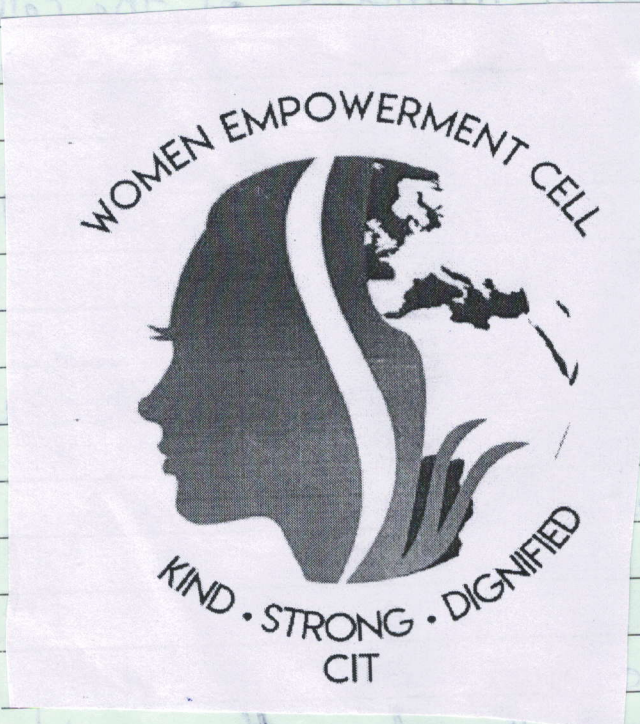
Functions and Responsibilities of Women Grievance Redressal Cell.

1. To ensure safe and healthy working environment for female employees and students, whereby they are protected against any kind of victimization and are always provided with environment which is free from fear and is conducive to progress and for discharging their duties.
2. To scrutinize complaints of sexual harassment or gender discrimination and make time-bound enquiries on priority.
3. To submit the findings of, recommendations and suggested remedial measures to the Chairman.
4. To provide special counselling to the victim, ad, and when necessary.
5. To report, if there is a prima-facie case for legal and disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.

Members of Committee are as follows:



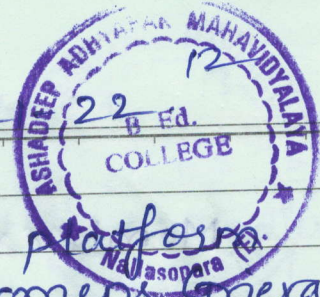
Sr.No.	Name	Designation	Sign.
1.	Mrs. Asha D'souza	Chairperson	
2.	Mrs. Mable Vas		
3.	Mrs. Archana Sharma	Asst. Prof.	
4.	Mrs. Manisha Sutar	Asst. Prof.	



Principal
ASHADEEP ADHYAPAK MAHAVIDYALAYA
Wallasopara (E); Dist. Thane-401 2001



Sem 1. F.Y.B.ed. 202



In order to maintain a equal platform and gender justice prevalence, Women's Grievance Redressal Cell (Vishakha Committee) is established in Ashadeep Adhyapak Mahavidyalaya for academic year 2021-22.

The Grievance Redressal Cell attempts to address genuine problems and complains of students whatever be the nature of the problem. Students are encouraged to use the suggestion boxes placed at the campus to express constructive suggestions and grievances. They may also approach the members of the cell to register their grievances.

Due to the pandemic and lockdown situation this academic year, the academics is conducted on online basis. We have arranged a online webinar on the topic of women's grievance to make the students aware about their personal safety measures.

Students may express their grievance online by filling out the form.

Students are requested to note that making a complaint is serious and therefore they are to use this power in a responsible manner. At the same time, the college assures students that once a complaint is made, it will be treated with sensitivity and confidentiality.

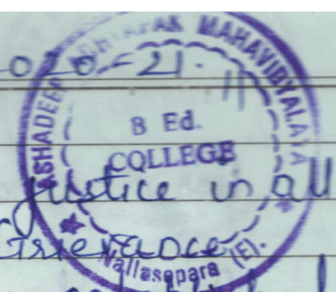


For academic year a new committee is formed.

The members of the Committee are as follows:

Sr. No.	Name	Designation	Sign.
1.	Mrs. Asha D'souza	Chairperson	
2.	Mrs. Mabel Vaz	Trustee	
3.	Dr. Sanita Kamble	Principal	
4.	Mrs. Archana Sharma	Asst. Professor	

Principal
ASHADEEP ADHYAPAK MAHAVIDYALAYA
Nallasopara (E); Dist. Thane-401 300



For gender equality and gender its intervention and practices woman Redressal Cell (Vishakha Committee) is established in Ashadeep Adhyapak Mahavidyalaya for academic year 2020-21.

Function of this cell is to provide & maintain dignified, congenial working environment for women employee (including faculty & staff) and students, where they can study & explore their potential to the fullest.

Functions & Responsibilities of Women Grievance Redressal Cell:

1. To ensure safe and healthy working environment for female employees and students, where they are protected against any kind of victimization and are always provided with environment which is free from fear & is conducive to progress and for discharging their duties.
2. To scrutinize complaints of sexual harassment or gender discrimination and make time-bound enquiries on priority.
3. To submit the findings, recommendations and suggested remedial measures to the chairperson.
4. To provide special counselling to the victim, as and when necessary, and
5. To report, if there is a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.

Date



For academic year a new committee is formed.

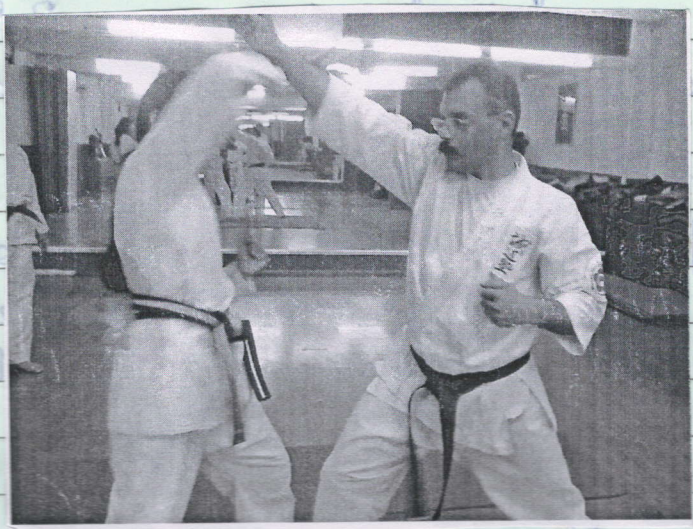
The members of the committee are as follows:-

SrNo.	Name	Designation	Sign.
1.	Mrs. Asha Dsouza	chairperson	<u>Amsouza</u>
2.	Mrs. Mabel vaz	Trustee	<u>MV</u>
3.	Dr. Sarita Kamble	Principal	<u>Skamble</u>
4.	Mrs. Archana sharma	Asst. Professor	<u>Archana</u>
5.		office Executive.	<u>[Signature]</u>
6.	Miss Pima Vishwakarma.	student	<u>PV</u>
7.	Miss Pradnya Naik	student.	<u>PN</u>

[Signature]
Principal

ABHADEEP ADHYAPAK MAHAVIDYALAYA
B Ed. College, Nallasopara (E), Dist. Nallasopara-401 208.

develop. In today's increasingly violent world, crime can strike anywhere. The martial arts give girls the means by which to develop high self-esteem and self confidence. Self-defense is important for boys and girls, alike, but often girls are not taught elements of self-defense and this could place them in danger. Karate teaches basic self-defense skills, such as escaping from an attacker or incapacitating an attacker, even if that person is bigger.



Sem-III

S.Y.B.ED



For gender equality and gender justice in all its intervention and practices grievance Redressal cell (Vishaka Committee) is established in Ashadeep Adhyapak Mahavidyalaya for academic year 2019-20

The cell is responsible for looking into any complaints filed by students and staff about women grievances at the college.

According to the Hon. Supreme court of India definition of sexual harassment is any unwelcome sexually determined behaviour, such as -

- * Physical contact and advances.
- * Demand or request for sexual favours.
- * Sexually coloured remarks.
- * Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Self-Defence (For a girl student)

We have organised karate Programme in Ashadeep B.ED college on dated -

As our University circular we had received on dated 26/6/19 to organise workshop on self-defence. We Ashadeep B.ED college present the workshop on self-defence on dated -

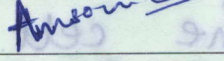
Importance of karate for girls.


The obvious and most important reason for a girl to get involved in the martial arts is


For academic year a new committee is formed.


The members of the committee are as follows:-


Sl.No.	Name	Designation	Sign.
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1.	Ms. Asha Dsouza	Chairperson	
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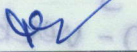
2.	Mrs. Mabel Vaz	Trustee	
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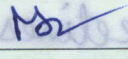
3.	Dr. Sanita Kamble	Principal	
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4.	Mrs. Archana Sharma	Asst. Professor	
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5.	Mrs. Ashwini Jadhav	Office Executive	
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6.	Miss Aditi Saiya	Student	
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7.	Miss. Ragani Mariappan	student	
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8.	Mr. Moses	Advocate	
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For gender equality and gender justice its intervention and practices woman Grievance Redressal cell (Vishakha Committee) is established in Ashadeep Adhyapak Mahavidyalaya for academic year 2018-19.

The cell is responsible for looking into any complaints filed by students and staff about women Grievances at the college.

According to the Hon. Supreme court of India definition of sexual harassment is any unwelcome sexually determined behaviour, such as-

- * Physical contact and advances
- * Demand or request for sexual favours
- * Sexually colored remarks
- * Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Objectives :-

- * To resolve issues pertaining to girl's/women's sexual harassment.
- * To women's Grievance Redressal cell has been formed to resolve issues.
- * To equip the female students, faculty and staff members with knowledge of their legal rights.
- * To safeguard the rights of female students, faculty and staff members.
- * To provide a platform for listening to complaints and redressal of grievances.
- * To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- * To ensure personality along with academic develop-

2 Semster 03



(2) Prof Nilam Maudal

(3) Prof Darshana Amarseda (Associate Prof.)

(4) Miss Snehal (Lecturer)

(5) Miss Stella (Student)

(6) Miss Aradhana (Student)

(7) Moses Isuzha (Advocate)

For Nilam Maudal Principal



Semester 03

Date 4/7/17



Vishakha Committee

on the 4th July 2017. There was seminar for Vishakha meeting which is based on sexual harassment at workplace that is under promulgated by the Indian Supreme Court in 1997 and superseded in 2013 by the sexual harassment of women at work place prevention, prohibition and redressal Act 2013.

The B.Ed. Students presented two small puppet show regarding harassment of female teachers which was theme based on affecting promotion of teachers increment of salary which is affecting the women's life in their social and personal life was done by my self ~~and~~ with B.Ed Students.

It was inculcating values of Equality, status of women, Respect for women & working teachers. This puppet show will help to learn and create selfawareness, among women.

There was a story of women from poor family back ground. who overcome from sexual harassment she was very bold personality though she was affected in the work place in junior college by supervisor but due to knowledge of Vishakha committee guideline. It has made great change in her life.

The members of the Committee are

NOTICE

8th March being an International Women's Day Ashadeep Adhyapak Mahavidyalaya College had a unique celebration at college. Students presented speeches on women's Day. Skits, One act play and documentary films were organised.

The Members of the Committee are as follows:-

- | | |
|-----------------------------|-------------|
| 1. Mrs. Asha Mathew D'souza | - CHAIRMAN |
| 2. Dr. Sandra Vijay Pereira | - PRINCIPAL |
| 3. Mrs. Priti K. Devatwal | - CLERK |
| 4. Mrs Prabha Jasmine Nadar | - LECTURER |
| 5. Mrs Shasikala | - STUDENT |
| 6. Mrs. Rukana | - STUDENT |
| 7. Advocate Moses | - ADVOCATE |



NOTICE



Violence Against Women poster Making Competition was organised by the Committee on 11th November to bring about awareness and safety for women in society.

The Members of the Committee are as follows:-

1. Mrs. Asha Mathew D'souza ^{Anne} — CHAIRMAN
2. Dr. Sandra Vijay Pereira — PRINCIPAL
3. Mrs. Prabha Jasmine Nadar — LECTURER
4. Mrs. Priti K. Devatwal — CLERK
5. Mrs. Sharikala — STUDENT
6. Mrs. Ruksana — STUDENT
7. Advocate. Moses — ADVOCATE



25/09/15



NOTICE

A NEW VISHAKA COMMITTEE MEMBER IS FORMED FOR THE ACADEMIC YEAR 2015-16

THE MEMBERS OF THE COMMITTEE ARE AS FOLLOWS:-

1. Mrs. Asha Mathew D'souza ^{Ann} CHAIRMAN
2. Dr. Sandra Vijaya Pereria PRINCIPAL
3. Mrs. Prabha Jasmine Nadar LECTURER
4. Mrs. Priti K. Devatwad CLERK
5. Mrs. Shaisikala STUDENT
6. Mrs. Ruksana STUDENT
7. Advocate. Moses ADVOCATE





Taking an account of the injustice
negligence towards the women of today,
we the students of Ashadeep Adhaya
Mahavidyalaya, - propagated a campaign
through a skit to bring about the
awareness regarding the safety and
importance of women in today's world.

1. Mrs. Asha D'souza Anam
2. Mrs. Mabel Vaz M
3. Ms. Neelam Murzello Mellor
4. Ms. Blossom D'mello Bonell
5. Ms. Kajal Regina K Regina
6. Mrs. Singh Sarika S Singh
7. Mrs. Rai Smita Smita

