


Vishakha Committee

Report

2023-24

1. "Awareness meeting" was organized in the college to know all staff members that such type of committee is working in the college. At the end of year "overall meeting" is taken in the college.
2. Department of Higher education And Savitribai Phule Pune University together organized one day conference on "Women empowerment". Total thirteen lady teachers from Bharatiya Jain Sanghatana's ASC College Wagholi participated in the conference.
3. *Nirbhaya Kanya Abhiyan* was organized by *Vishakha Committee* And Student Welfare committee on 20 February 2024 Under this *Abhiyan* seventy six girl students participated in the programme. In this *abhiyan* first session was taken by Hon. Kanchan Auti, Second session by Hon. Kirti Gade on women empowerment. Third session was taken by Vaishnavi Bhosale training of self defence for all girl students.
4. On Monday 16th October 2023 one day workshop on "Safe Workplace And Impact of Social Media on Society" was organized by Vishakha Committee at 10.00am in the BJS Gallery. The Resource person was Hon. Sonali Hingde Crime branch Damini Pathak Shivajinagar. She guided all girl students on above subject. Total 80 students were Participated in the programme
5. On 4th January 2024 three girl students and six lady teachers participated in the "Karmayogini Mahila Sammelan" organized by Hon. Sujata Satav at Wagholi.
6. "Stri Purush Samanata And Yuvak- Yuvatinache Unnayanikara" two days workshop was organized by NSS, Gender equity programme and Vishakha Committee together on Friday 23/03/2024 and 24/03/2024. Total one hundred fifty students participated in the workshop.
7. "8th March Women's Day" was celebrated with IQAC committee.


Dr. Rupali Gulalkari
Coordinator


Dr. Sanjay D Gaikwad
I/C Principal
Bharatiya Jain Sanghatana's
Arts, Science & Commerce College
Wagholi, Pune-412207.



Bharatiya Jain Sanghatana's ASC College

Wagholi, Pune

Committee Against Women Harassment (Vishakha Committee)

Minutes of the Meeting

12.03.2024

The meeting was organized on 12 th March 2024 at 11 am. For this meeting all the members are present. In this meeting it was discussed about the nil report of the committee. The discussion was carried out in the free atmosphere.

Rupali Gulalkari

Dr Rupali Gulalkari

Coordinator

H. S. 21/2/2024

Principal

I/C Principal
Bharatiya Jain Sanghatana's
Arts, Science & Commerce College
Wagholi, Pune-412207.



Bharatiya Jain Sanghatana's ASC College

Wagholi, Pune

Committee Against Women Harassment (Vishakha Committee)


Minutes of the Meeting

22.08.2023

The meeting was organized on 21st august 2023 at 10am. For this meeting all the members are present. In this meeting it was decided to do the awareness of all staff members in the college by conducting guest lecture. The discussion was carried out in the free atmosphere.


Dr Rupali Gulalkari

Coordinator


Principal
I/C Principal
Bharatiya Jain Sanghatana's
Arts, Science & Commerce College
Wagholi, Pune-412207.



Bharatiya Jain Sanghatana's ASC College

Wagholi, Pune

Committee Against Women Harassment (Vishakha Committee) And Ladies Welfare Committee)

Notice -2023-24

10.03.2024

All following teachers are hereby informed that their meeting is organized on 12th March 20224 at 11.00am in the Iqac room. The agenda of the meeting is as follows .

1. Overall work of Committee throughout the year.
2. Nil Report of Committee.

SR No	Name	Designation	Sign
1	Dr. Sanjay Gaikwad	Chairperson (off. Principal)	
2	Dr Rupali Gulalkari	coordinator	
3	Prof Suvarna Patil	Member	
4	Prof Pachrnae Namtata	Member	
5	Hon. Pornima Gadiya	Social Worker, Founder Disha Institute Pune.	

Dr Rupali Gulalkari

Coordinator

Dr. Sanjay Gaikwad

I/C Principal

Bharatiya Jain Sanghatana's
Arts, Science & Commerce College
Wagholi, Pune-412207.

Bharatiya Jain Sanghatana's ASC College

Wagholi, Pune

Committee Against Women Harassment (Vishakha Committee)

Notice -2023-24

14.08.2021

All following teachers are hereby informed that their meeting is organized on 21st august 2023 at 10.00am in the Iqac room. The agenda of the meeting is as follows .

1. To aware all staff members that Vishakha committee is established in the college.

SR No	Name	Designation	Sign
1	Dr Sanjay D Gaikwad	Chairperson	
2	Dr Rupali Gulalkari	coordinator	<i>Rupali</i>
3	Prof Suvarna Patil	Member	<i>SPatil</i>
4	Prof Pachrnae Namtata	Member	<i>Ashwata</i>
5	Hon. Pornima Gadiya	Social Worker, Founder Disha Institute Pune.	

Rupali
Dr Rupali Gulalkari

Coordinator

Principal
I/C Principal
Bharatiya Jain Sanghatana's
Arts, Science & Commerce College
Wagholi, Pune-412207.

Vishaka Guidelines against Sexual Harassment at Workplace

Guidelines and norms laid down by the Hon'ble Supreme Court in Vishaka and Others Vs. State of Rajasthan and Others (JT 1997 (7) SC 384)

HAVING REGARD to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

TAKING NOTE of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

Duty of the Employer or other responsible persons in work places and other institutions

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

Definition

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) Physical contact and advances;
- b) A demand or request for sexual favours;
- c) Sexually coloured remarks;
- d) Showing pornography;
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

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Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Preventive Steps

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**

Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Complaint Mechanism

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

Complaints Committee

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

Bharatiya Jain Sanghatana's

ASC College, Wagholi, Pune

Agenda of the Meeting

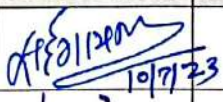
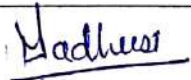
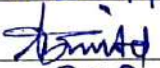
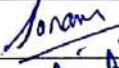



Anti-Ragging Committee

Meeting Name :Anti Ragging Committee meeting Year 2023-24					
Date of meeting	10/07/2023	Time	12.00	Meeting No.	1
Meeting Co-ordinator	Tayade A.P.	venue	Principal's office		


1. Meeting Objectives- Routine meeting of Anti-Ragging Committee

Sr.No	Meeting Agenda	Presenter	Time allotted
1	Formation of Anti-Ragging Committee and Squad in the college	Tayade A.P	5 Min.
2	Anti - Ragging form filling from student's		10Min.
3	Any other issues with the permission of chairperson		5 Min.

3. Attendees

S.No.	Name	Signature	S.No.	Name	Signature
1	Dr. S.D.Gaikwad		5	Dr. Madhuri Deshmukh	
2	A.P.Tayade		6	S.R.Patwa	
3	Dr. B.B. Landge		7	Mr. S.D.Patil	
4	Dr. Bhushan Phadatare				


Co-Ordinator


Principal
I/C Principal
B.J.S. A.S.C. College
Wagholi, Pune- 412207.

Bharatiya Jain Sanghatana's

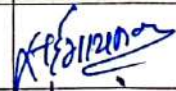
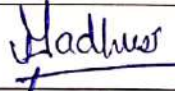
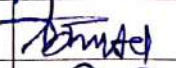
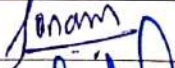



ASC College, Wagholi, Pune

Minutes of the Meeting


Meeting Name :Anti Ragging Committee meeting Year 2023-24					
Date of meeting	10/07/2023	Time	12.00	Meeting No.	1
Meeting Co-ordinator	Tayade A.P.	venue	PRINCIPAL'S OFFICE	Minutes prepared by	Tayade A.P.

Sr.No	Meeting Agenda	Decision	Person Responsible
1	Formation of Anti-Ragging Committee and Squad in the college	It was decided unanimously that following teachers are members of anti-ragging squad	Tayade A.P.
2	Anti - Ragging form filling from student's	It was decided unanimously that the class teachers of all first year classes should get the anti-ragging form filled from students before 31 st 2023	
3	Any other issues with the permission of chairperson	The information of anti-ragging committee should be given to all the classes through respective class teachers; also if any student wants to report such an event, it should be handled by the committee under the guidance of principal.	

3. Attendees

S.No.	Name	Signature	S.No.	Name	Signature
1	Dr. S.D.Gaikwad		5	Dr. Madhuri Deshmukh	
2	A.P.Tayade		6	S.R.Patwa	
3	Dr. B.B. Landge		7	Mr. S.D.Patil	
4	Dr. Bhushan Phadatare				


Co-Ordinator


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Bharatiya Jain Sanghatana's

ASC College, Wagholi, Pune

Agenda of the Meeting


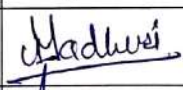
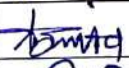
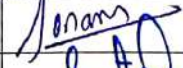



Anti-Ragging Committee

Meeting Name :Anti Ragging Committee meeting Year 2023-24					
Date of meeting	12/12/2023	Time	12.00	Meeting No.	2
Meeting coordinator	Tayade A.P.	venue	Principal's office		

1. Meeting Objectives- Routine meeting of Anti-Ragging Committee

Sr.No	Meeting Agenda	Presenter	Time allotted
1	Summary of anti-ragging form filling from students	Tayade A.P	5 Min.
2	Discussion about anti-ragging cases registered(if any)		10Min.
3	Any other issues with the permission of chairperson		5 Min.

3. Attendees

S.No.	Name	Signature	S.No.	Name	Signature
1	Dr. S.D.Gaikwad		5	Dr. Madhuri Deshmukh	
2	A.P.Tayade		6	S.R.Patwa	
3	Dr. B.B. Landge		7	Mr. S.D.Patil	
4	Dr. Bhushan Phadatare				


Co-Ordinator


Principal

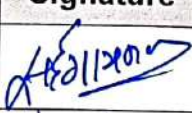
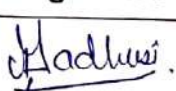
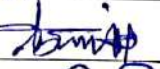
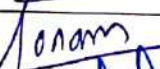



I/C Principal
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Wagholi, Pune- 412207.

Bharatiya Jain Sanghatana's
ASC College, Wagholi, Pune
Minutes of the Meeting


Meeting Name :Anti Ragging Committee meeting Year 2023-24					
Date of meeting	12/12/2023	Time	12.00	Meeting No.	1
Meeting coordinator	Tayade A.P.	venue	PRINCIPAL'S OFFICE	Minutes prepared by	Tayade A.P.

Sr.No	Meeting Agenda	Decision	Person Responsible
1	Summary of anti-ragging form filling from students	It was confirmed that all students had filled the anti-ragging form before the due date	Tayade A.P.
2	Discussion about anti-ragging cases registered(if any)	No ragging case was registered.	
3	Any other issues with the permission of chairperson	In the second semester if any student wants to report ragging, it should be handled by the committee under the guidance of principal.	

3. Attendees

S.No.	Name	Signature	S.No.	Name	Signature
1	Dr. S.D.Gaikwad		5	Dr. Madhuri Deshmukh	
2	A.P.Tayade		6	S.R.Patwa	
3	Dr. B.B. Landge		7	Mr. S.D.Patil	
4	Dr. Bhushan Phadatare				


Co-Ordinator


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