



MVPSamaj's

K. A. A. N. M. S. Arts, Commerce and Science College. Satana.
Tal. Baglan Dist.Nashik-422401.

Circular

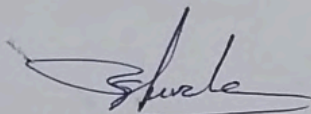
Prevention & Prohibition of Sexual Harassment of women at workplace

Dear Colleagues, this is to inform you that as per the provision of the Law, KANMS Arts, Commerce and Science College, Satana has constituted the 'Internal Complaints committee' for a Redressal of the issues of Sexual Harassment at the college.

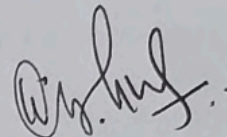
The Names and the contact details of the committee members are as under:

Name	Title	Contact No.	Email.ID
Smt. S.B. Shewale	Presiding Officer	9423230048	sunita.shewale@gmail.com
Smt. S.V. Gharte	Member	9665390648	gharteseema1169@gmail.com
Dr. V. S. Bagul	Member	9423814391	vaishalisbagul77@gmail.com
Smt. P. S. Ambekar	Member	9689732853	priya27ambekar@gmail.com
Smt. S.N.Chandratre	Member (Advocate)	9860055654	rahulnchandratre@gmail.com
Dr. Anjali Jagtap	Member (NGO)	9423971071	anjali Jagtap@gmail.com
Dr.P.G.Raundal	Member (Advisory committee)	9421209833	p_raundal@yahoo.com
Smt. M.D.Birari	Member (Advisory committee)	9766871236	md.birari24@gmail.com

1. Female employees will register their complaint in the complaint register or inform any of the above committee members in writing or verbally and the same will be discussed and resolved by the committee immediately or during the meeting.
2. The committee will have bi-monthly meeting or even before that on need basis and shall cover the following points in the meeting.
 - Educate female employees with respect to their safety, security and provisions of the act on the sexual harassment.
 - Grievance of College's female/Male employees.
 - Any other issue in the interest of female employee or necessary for their awareness.
3. The detailed policy on Sexual Harassment at workplace has also been displayed on the board and is available with college office superintendent. The detailed policy is being circulated by email to all the college staff.
4. College management will review POSH committee in the month of April every year.



(Smt. S.B. Shewale)
Presiding Officer



(Dr. V.J. Medhane)

for **Principal**
Karm. Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. Baglan (Nashik)



MVPSamaj's

**K. A. A. N. M. S. Arts, Commerce and Science College. Satana.
Tal. Baglan Dist.Nashik-422401.**

**POLICY ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL)**

Preamble

K.A.A.N.M.S., Arts, Commerce and Science, College, Satana, here in after referred to as the college for the sake of brevity believes in equal employment opportunity for all its employees in furtherance of which the College is anchoring this policy against Sexual Harassment (SH). While adopting a zero-tolerance attitude against any kind of violence or discrimination caused or perpetrated by male/female employees during their tenure with and in course of employment with the College towards female/male employees of the College and of its associate Colleges of MVP Samaj in Maharashtra. The College seeks to create and maintain a safe work environment, free of SH, hostility, retaliation and discrimination.

Definitions:

- Associate Colleges: Any College of MVP Samaj or any other Education society or Universities in Maharashtra or in India with whom the College may professionally interacts with regards to any matter related to education or Training or its administration in any manner what so ever.
- Course of employment with the college: period commencing from the employee's date of joining and continues till the Employee's date of relieving covering situations where the employee is performing the work of the College as assigned.
- Employee of the college Includes person carrying out the work on behalf of the college and may have been hired as Permanent, Temporary, contracted or on Retainer-ship basis, part-Time Basis, etc. either directly or through related organizations.
- Offices of the college: includes all the offices of the college and its MVP center office in Nashik, or anywhere in Maharashtra or in India and outside and includes offices of its sister concerns, associated Colleges and offices, etc.
- SH of a female/male employee consists of any unwelcome sexually determined behavior whether directly, overtly or by implication, by any male/female in charge of the management or a male/female co-employee either individually or in association with other persons using his/her authority to exploit the sexuality or Sexual identity of

a subordinate employee or a co-worker to harass him/her in a manner which prevents or impairs his/her full utilization of employment benefits, facilities or opportunities or any other behavior which is generally considered to be derogatory.

Explanation: SH shall include but not be limited to:

- Physical harassment such as physical contact and advances, suggestive sexual indecent physical conduct, isolating, cohering, trapping or blocking pathway, stalking, lurid stares, excessively lengthy handshakes, fondling, intentional touching, pinching, grabbing, brushing against body, exhibition of pornography or objects, exposure of organs, molestation, assault, rape, etc.
- Verbal and gesture harassment such as a demand or request for sexual favors, suggestive or sexually colored remarks / comments /jokes / display of sound, obscene or repeated phone calls, humiliating and/or abusive and/or derogatory speech, Sexual Harassment prepositions / innuendoes / slurs / threats, forms of address like 'honey / darling / sweetheart, .babe, etc.
- Written or graphic harassment such as showing of any visual material of an SH nature, displaying or exhibiting pornography or any other SH object /material, obscene or sexually colored e-mails / letters / notes / memos, etc.
- Emotional or psychological harassment such as any act of SH nature that has the purpose or effect of- - Interfering with and adversely affecting an employees concentration, work performance, productivity, presence, availability, any other employment opportunities; and/or - creation of unhealthy, unsafe, intimidating, coercive, humiliating and hostile work environment.
- Tenure of employment with the college mean the entire period from when an employee joins the College or colleges of the MVP Samaj anywhere in the state of Maharashtra or in India and will continue till the employee's date of relieving. No person who has already been relieved from the services of the college shall be deemed to be an employee merely because the clearance formalities or frills and final settlement has not been completed.

Scope of policy against SH:

a) This policy shall be applicable to all written complaints of SH made:

- By an employee of the college against an employee of the college working within or outside of Maharashtra or India;
- By an employee of the college against an employee of the College or associate colleges working within or outside of India;
- By an employee of the College against an outsider, visitor, professional or consultant who may have caused SH to her during the course of her employment and within the premises of College / Associate Colleges or offices of the College or associate Colleges, Centre Office of MVP Samaj in the state of Maharashtra or in India.
- By any female/male against a male/female employee of the college working within the premises of college / Associate colleges or offices of the college or associate Colleges, Centre Office of MVP Samaj in the state of Maharashtra or in India.

b) This policy shall also be applicable to occurrences of SH perpetrated by a female to male employee and/or by persons having homosexual orientation.

Grievance Mechanism:

a) Procedure for registering complaints

- A complaint, and on-going / continued acts of Sexual Harassment in furtherance to the original complaint, shall be submitted in writing to or to the Head or any member of the Internal Complaint Committee / Women Harassment Committee mentioned herein after within two working days of the occurrence of an act of SH. Delay in written submission due to confinement; traveling or any exceptional contingency shall be condoned.
- A complaint shall include the details of occurrence of an act of SH such as name and designation of the accused, other concerned employee(s), date, time, venue, witnesses, description of act, etc.
- iii) No specific format of complaint is required to be submitted.

b) Enquiry procedure

- Each complaint of SH shall be dealt with utmost confidentiality and urgency by a Internal Complaint Committee / Women Harassment Committee consisting of Smt. S.B.Shewale Chairperson of the Committee Dr.V.S.Bagul Female Representative, Dr. A. S. Kale Male Representative, Dr. Anjali Jagtap NGO Representative Smt.

P.S.Ambekar shall be the designated person of authority responsible for all communications in this regard.

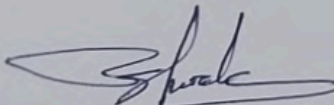
Smt.S.B.Shewale	Chairperson of the committee
Dr. V.S.Bagul	Female Representative
Dr.A.S.Kale	Male Representative
Dr. Anjali Jagtap	NGO Representative
Smt. Ambekar P.S.	Authority responsible

- ii) Within three working days from receipt of a complaint, the Internal Complaint Committee / Women Harassment Committee shall commence an official inquiry - - by informing about the said complaint to the accused and/or the College or the Associate College as the case may be; - by instructing him/her to stop the alleged act or any other act defined to be SH, and - by asking an immediate explanation from him/her to the same.
- iii) Within five working days from receipt of the original complaint, the designated person shall respond in writing to the complainant informing him/her about the initial steps taken by the College in order to stop the alleged act(s).
- iv) Within fifteen working days from receipt of the original complaint, the Internal Complaint Committee / Women Harassment Committee shall record and accordingly communicate in writing to the complainant and the accused, its prima facie findings or charges in the matter, upon giving the concerned parties a fair and due opportunity to represent themselves and upon conducting fact finding, truth verification and counseling sessions with persons involved in the alleged act.
- v) Unless for some compelling reasons, a complaint shall be finally disposed off no later than one month from receipt of the original complaint by recording the decision of the Women Harassment Committee, accordingly informing to the complainant and the accused of the same.
- All employees of the College are duty bound to assist in the investigative steps, and the required employees' wholehearted participation shall be mandatory in this regard. Whistleblowers shall be protected from exposure, retaliation or hostility. Within two working days from receipt of the prima facie finding or the charges, if the complainant or the accused is dissatisfied with the decision of the Internal Complaint Committee / women Harassment committee, she or he may appeal specifying the reasons in writing to the principal of the college or the Education Officer of the Society at Centre office, Nasik within five working days from its receipt, the appeal shall be finally disposed off

by written communication to the said party. The decision of Education Officer of the Society at Centre office, Nasik shall be final.

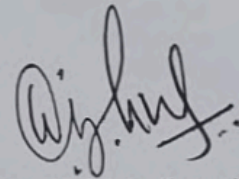
REDRESSAL:

- Within 24 hours of the closing of the case file, the Internal complaint committee / women Harassment Committee shall present the same to and inform its decision to the Principal of the College.
- In case of a decision establishing an offence of Sexual Harassment of the complainant, within three working days, the Principal of the college shall take a disciplinary action against the offender considering the nature and extent of injury caused to the complainant, the impact of the offence on the college profile as a whole, the position of the harasser, prior complaints or repetition of offence, etc.
- The disciplinary action that shall be commensurate with the nature and gravity of the offence, shall include but not limited to, warning, written apology, bond of good behavior, adverse suspension, dismissal or any other relevant reprimand.
- In case of a decision establishing an offence of SH of the complainant against an accused as specified in Clause 3 (iii) herein, the Principal of the College shall immediately initiate an action by making a complaint with the appropriate authority at the associate college of MVP centre Office whatever the case may be.
- An amicable resolution of the complaint is possible only with the written consent of the complainant. vi) The decision of the disciplinary action shall be final and cannot be appealed. 5 The College may make counseling or any other support service regarding SH facility for medical, legal, available to all its employees. Employee seeking such a facility shall approach the designated counselor. The College shall prepare annual report summarizing complaints and redressal of SH cases. The said report as well as all documents in the custody of the College regarding SH complaints shall be designated 'Confidential'.
- The policy against SH shall be updated from time to time and made accessible to all the employees.



(Smt. S.B. Shewale)

Chairperson,
Women Welfare Cell



(Dr. V.J. Medhane)

for Principal
Kam. Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. Baglan (Nashik)



MVPSamaj's

K. A. A. N. M. S. Arts, Commerce and Science College. Satana.
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FORM-1

Pro forma for filing of Complaint(s) of Sexual Harassment

I. COMPLAINANT

Name	
Age	
Sex	
Address	
Centre/School/Division/Unit/Cell	
Phone Number	
Email	

II. PERSON(S) AGAINST WHOM THE COMPLAINT IS BEING LODGED

Name	
Age	
Sex	
Address	
Centre/School/Division/Unit/Cell	
PhoneNumber	
Email	

III. PARTIES' WORKING RELAITONSHIP

IV. THE COMPLAINT

Description of the incident(should include date,day,timings and location of the incident(s))

V. Additional details of the complaint may be attached

1. Enclosure
2. List of witnesses
3. Supporting documents, if any

Date:

Place:

Signature:

Name:



Dr. Dilip Dhondge
M.A., M.Phil., Ph.D.
Principal

MARATHA VIDYA PRASARAK SAMAJ'S
KARMVEER ABASAHEB ALIAS N.M. SONAWANE
ARTS, COMMERCE AND SCIENCE COLLEGE, SATANA

Tal. Baglan, Dist. Nashik (MS) INDIA. Pin - 423 301.
Affiliated to the Savitribai Phule Pune University, Pune • ID No. PU/NS/ACS/008/(1967)

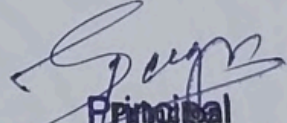
NAAC REACCREDITED with 'A' GRADE
BEST RURAL COLLEGE AWARD OF SAVITRIBAI PHULE PUNE UNIVERSITY

Ref. No. STN/ 2017-18.

Date :

To,
Deore Dopeshwari Bhivraj
Student Representative
Internal Complaint Committee.

You are hereby informed that as per Guidelines of University Grants Commission, New Delhi you are appointed a student Representative of Internal Complaint Committee.


Principal
Kam. Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. Baglan (Nashik)



Dr. Dilip Dhondge
M.A., M.Phil., Ph.D.
Principal

MARATHA VIDYA PRASARAK SAMAJ'S
KARMVEER ABASAHEB ALIAS N.M. SONAWANE
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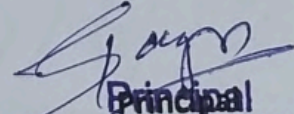
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BEST RURAL COLLEGE AWARD OF SAVITRIBAI PHULE PUNE UNIVERSITY

Ref. No. STN/ 2018-19

Date :

To,
Sonawane Pooja Ravindra
Student Representative
Internal Complaint Committee.

You are hereby informed that as per Guidelines of University Grants Commission, New Delhi you are appointed a student Representative of Internal Complaint Committee.


Principal
Kam Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA Tal. Baglan (Nashik)



Dr. Dilip Dhondge
M.A., M.Phil., Ph.D.
Principal

MARATHA VIDYA PRASARAK SAMAJ'S
KARMVEER ABASAHEB ALIAS N.M. SONAWANE
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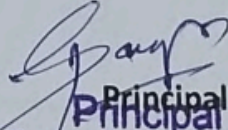
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BEST RURAL COLLEGE AWARD OF SAVITRIBAI PHULE PUNE UNIVERSITY

Ref. No. STN/ 2019-20

Date :

To,
Thoke pooja Kanaksing
Student Representative
Internal Complaint Committee.

You are hereby informed that as per Guidelines of University Grants Commission, New Delhi you are appointed a student Representative of Internal Complaint Committee.


Principal
Karm Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA (Baglan) (Nashik)



Dr. Dilip Dhondge
M.A., M.Phil., Ph.D.
Principal

MARATHA VIDYA PRASARAK SAMAJ'S

**KARMVEER ABASAHEB ALIAS N.M. SONAWANE
ARTS, COMMERCE AND SCIENCE COLLEGE, SATANA**

Tal. Baglan, Dist. Nashik (MS) INDIA. Pin - 423 301.

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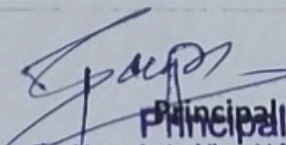
BEST RURAL COLLEGE AWARD OF SAVITRIBAI PHULE PUNE UNIVERSITY

Ref. No. STN/ 1718 / 2020-21

Date : 28/12/2020

To,
Waghchaure Kamini Sanjay
Student Representative
Internal Complaint Committee.

You are hereby informed that as per Guidelines of University Grants Commission, New Delhi you are appointed a student Representative of Internal Complaint Committee.


Principal
Karm Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. Baglan (Nashik)



Dr. Dilip Dhondge
M.A., M.Phil., Ph.D.
Principal

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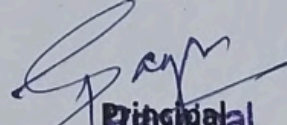
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BEST RURAL COLLEGE AWARD OF SAVITRIBAI PHULE PUNE UNIVERSITY

Ref. No. STN/ 865/2021-22

Date : 14/12/2021

To,
Bachhav Jyoti Gorakh
Student Representative
Internal Complaint Committee.

You are hereby informed that as per Guidelines of University Grants Commission, New Delhi you are appointed a student Representative of Internal Complaint Committee.


Principal
Karm Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. Baglan (Nashik)



MARATHA VIDYA PRASARAK SAMAJ'S
Karmveer Abasaheb Alias N. M. Sonawane

ARTS, COMMERCE AND SCIENCE COLLEGE, SATANA

Tal. Baglan, Dist. Nashik (MS) INDIA. Pin - 423 301

NAAC Re-Accredited "A" Grade

BEST RURAL COLLEGE AWARD OF SAVITRIBAI PHULE PUNE UNIVERSITY

Dr. Vijay J. Medhane
M.Sc., Ph.D.
Principal

Affiliated to Savitribai Phule Pune University
Id No. PU/NS/ACS/008 (1967)

College Code No.: 026
Center Code No.: 052

Junior College Index No.
13.12.002

Ref. No. STM/1368/2022-23

30/11/2022

To,

Deore Vishakha Sunil

Student Representative

Internal Complaint Committee.

You are hereby informed that as per Guidelines of University Grants Commission, New Delhi you are appointed a student Representative of Internal Complaint Committee.

for Principal
Karm Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. Baglan (Nashik)

• Principal e-mail id : vjmedhane1664@gmail.com, vj_medhane@rediffmail.com • Mobile No. : 9423968434

• College Phone No. : (02555) 223042 Fax : (02555) 223042 • e-mail id : nmsasc@yahoo.co.in • website : www.kaanmssatanacollege.edu.in

Central Office : Maratha Vidya Prasarak Samaj, Nashik, Shivaji Nagar, Gangapur Road, Nashik - 422 002.

• Phone No. : (0253) 2574511, 2573422 • Fax No. : (0253) 2579863 • e-mail id : ndmvpsamajnashik@yahoo.co.in • website : www.mvp.edu.in

MVP Samaj's
K.A.A.N.M.S Art's, Commerce and Science College, Satana

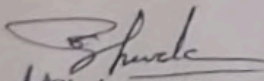


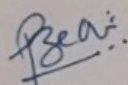
Sexual Harassment Prevention and Prohibition cell

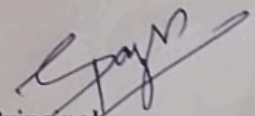
Annual Report on Cases of Sexual Harassment Prevention and Prohibition cell

Period — 2017-18

Sr.No	Particulars	Department	Remark
1	Number of complaints of sexual harassment received in the year	Sexual Harassment Prevention and Prohibition cell	No complaints were received by Sexual Harassment Prevention and Prohibition cell during the above mentioned year
2	Number of cases disposed off during the year	Sexual Harassment Prevention and Prohibition cell	NA
3	Number of cases pendings for more than 90 days.	Sexual Harassment Prevention and Prohibition cell	NA
4	Number of workshops on awareness program against sexual harassment conducted during the year	Sexual Harassment Prevention and Prohibition cell	<ul style="list-style-type: none">• Personality Development• Good will Day• Nirbhay Kanya• Women's Day Celebration
5	Nature of action taken	Sexual Harassment Prevention and Prohibition cell	Cases were handled sensitively following dutie procedure as and when they come. Some cases were resolved by counseling only.


Chairperson
(Smt.K.S. Patil)


IQAC Co-ordinator
(Prof.S.S.Saundankar)
Co-ordinator
Internal Quality Assurance Cell (IQAC)
K. A. A. N. M. S. Arts, Commerce &
Science College, Satana (Nashik)


Principal
(Dr.Dilip Dhondage)
Principal
Kam.Abasaheb Alias N.M.Sonawane
Arts, Commerce & Science College
SATANA, Tal.Bagian (Nashik)

MVP Samaj's

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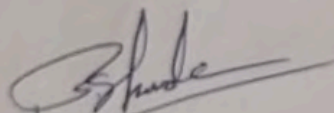
Sexual Harassment Prevention and Prohibition cell

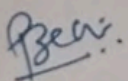


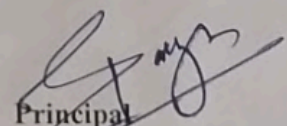
Annual Report on Cases of Sexual Harassment Prevention and Prohibition cell

Period — 2018-19

Sr.No	Particulars	Department	Remark
1	Number of complaints of sexual harassment received in the year	Sexual Harassment Prevention and Prohibition cell	No complaints were received by Sexual Harassment Prevention and Prohibition cell during the above mentioned year
2	Number of cases disposed off during the year	Sexual Harassment Prevention and Prohibition cell	NA
3	Number of cases pending for more than 90 days.	Sexual Harassment Prevention and Prohibition cell	NA
4	Number of workshops on awareness program against sexual harassment conducted during the year	Sexual Harassment Prevention and Prohibition cell	<ul style="list-style-type: none">• Swayam Siddha Programme• Women's Day Celebration• Kranti-Jyoti Din• Nirbhay Kanya• Personality Development
5	Nature of action taken	Sexual Harassment Prevention and Prohibition cell	Cases were handled sensitively following duties procedure as and when they come. Some cases were resolved by counseling only.


Chairperson
(Smt.K.S. Patil)


IQAC Co-ordinator
(Prof.S.S.Saundankar)
Co-ordinator
Internal Quality Assurance Cell (IQAC)
K. A. A. N. M. S. Arts, Commerce &
Science College, Satana (Nashik)


Principal
(Dr.Dilip Dhondage)
Principal
Kam.Abasaheb Alias N.M.Sonawane
Arts, Commerce & Science College
SATANA, Tal.Baglan (Nashik)

MVP Samaj's

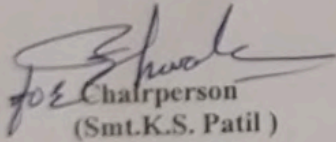
K.A.A.N.M.S Art's, Commerce and Science College, Satana

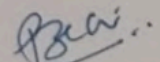
Sexual Harassment Prevention and Prohibition cell

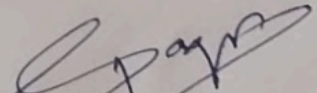
Annual Report on Cases of Sexual Harassment Prevention and Prohibition cell

Period — 2019-20

Sr.No	Particulars	Department	Remark
1	Number of complaints of sexual harassment received in the year	Sexual Harassment Prevention and Prohibition cell	No complaints were received by Sexual Harassment Prevention and Prohibition cell during the above mentioned year
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3	Number of cases pending for more than 90 days.	Sexual Harassment Prevention and Prohibition cell	NA
4	Number of workshops on awareness program against sexual harassment conducted during the year	Sexual Harassment Prevention and Prohibition cell	<ul style="list-style-type: none">• Women's Day Celebration• Nirbhay Kanya• Personality Development Programme
5	Nature of action taken	Sexual Harassment Prevention and Prohibition cell	Cases were handled sensitively following duties procedure as and when they come. Some cases were resolved by counseling only.


Chairperson
(Smt.K.S. Patil)


IQAC Co-ordinator
(Prof.S.S.Saundankar)
Co-ordinator
Internal Quality Assurance Cell (IQAC)
K. A. A. N. M. S. Arts, Commerce &
Science College, Satana (Nashik)


Principal
(Dr.Dilip Dhondage)
Principal
Kam.Abasaheb Alias N.M.Sonawane
Arts, Commerce & Science College
SATANA, Tal.Baglan (Nashik)

MVP Samaj's

K.A.A.N.M.S Art's, Commerce and Science College, Satana

Sexual Harassment Prevention and Prohibition cell

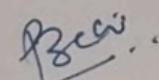


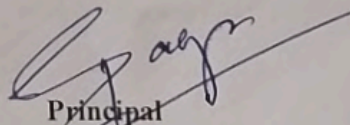
Annual Report on Cases of Sexual Harassment Prevention and Prohibition cell

Period — 2020-21

Sr.No	Particulars	Department	Remark
1	Number of complaints of sexual harassment received in the year	Sexual Harassment Prevention and Prohibition cell	No complaints were received by Sexual Harassment Prevention and Prohibition cell during the above mentioned year
2	Number of cases disposed off during the year	Sexual Harassment Prevention and Prohibition cell	NA
3	Number of cases pendings for more than 90 days.	Sexual Harassment Prevention and Prohibition cell	NA
4	Number of workshops on awareness program against sexual harassment conducted during the year	Sexual Harassment Prevention and Prohibition cell	<ul style="list-style-type: none">• Kranti Jyoti Din• Women's Day Celebration• Law's for Women• Nirbhay Kanya
5	Nature of action taken	Sexual Harassment Prevention and Prohibition cell	Cases were handled sensitively following duties procedure as and when they come. Some cases were resolved by counseling only.


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Science College, Satana (Nashik)


Principal
(Dr.Dilip Dhondage)
Principal
Karm.Abasaheb Alias N.M.Sonawane
Arts, Commerce & Science College
SATANA, Tal.Baglan (Nashik)

MVP Samaj's

K.A.A.N.M.S Art's, Commerce and Science College, Satana

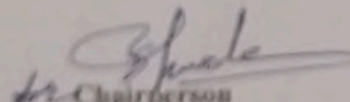


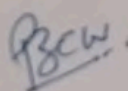
Sexual Harassment Prevention and Prohibition cell

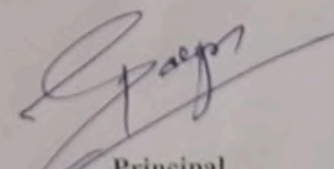
Annual Report on Cases of Sexual Harassment Prevention and Prohibition cell

Period — 2021-22

Sr.No	Particulars	Department	Remark
1	Number of complaints of sexual harassment received in the year	Sexual Harassment Prevention and Prohibition cell	No complaints were received by Sexual Harassment Prevention and Prohibition cell during the above mentioned year
2	Number of cases disposed off during the year	Sexual Harassment Prevention and Prohibition cell	NA
3	Number of cases pending for more than 90 days.	Sexual Harassment Prevention and Prohibition cell	NA
4	Number of workshops on awareness program against sexual harassment conducted during the year	Sexual Harassment Prevention and Prohibition cell	<ul style="list-style-type: none">• Education awareness in Girl Students• Mahilanche Kayde Ani Bhumika• Self Defence for Girl students, Women• Women's Day Celebration• Mental and Physical health.• Health Awareness• Importance of Yoga in maintaining the health of the woman.• Savitri Festival
5	Nature of action taken	Sexual Harassment Prevention and Prohibition cell	Cases were handled sensitively following duties procedure as and when they come. Some cases were resolved by counseling only.


Chairperson
(Smt.K.S.Patil)


IQAC Co-ordinator
(Prof.S.S.Saundankar)
Co-ordinator
Internal Quality Assurance Cell (IQAC)
K.A.A.N.M.S. Arts, Commerce &
Science College, Satana (Nashik)


Principal
(Dr.P.E.Patil)
Principal
Kam. Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. Dahanu (Nashik)

MVP Samaj's
K.A.A.N.M.S Art's, Commerce and Science College, Satana



Sexual Harassment Prevention and Prohibition cell

Annual Report on Cases of Sexual Harassment Prevention and Prohibition cell

Period — 2022-23

Sr.No	Particulars	Department	Remark
1	Number of complaints of sexual harassment received in the year	Sexual Harassment Prevention and Prohibition cell	No complaints were received by Sexual Harassment Prevention and Prohibition cell during the above mentioned year
2	Number of cases disposed off during the year	Sexual Harassment Prevention and Prohibition cell	NA
3	Number of cases pending for more than 90 days.	Sexual Harassment Prevention and Prohibition cell	NA
4	Number of workshops on awareness program against sexual harassment conducted during the year	Sexual Harassment Prevention and Prohibition cell	<ul style="list-style-type: none"> • Self Defence for Girl students, Women • Women's Day Celebration • Mental and Physical health. • Health Awareness • Women Empowerment
5	Nature of action taken	Sexual Harassment Prevention and Prohibition cell	Cases were handled sensitively following duties procedure as and when they come. Some cases were resolved by counseling only.

Chairperson
(Smt. Sunita B. Shewale)

IQAC Co-ordinator
(Dr. P.B. Koli)
Co-ordinator
Internal Quality Assurance Cell (IQAC)
K. A. A. N. M. S. Arts, Commerce &
Science College, Satana (Nashik)

Principal
(Dr. V.J. Medhane)
Principal
Kam. Abasaheb Alias N.M. Sonawane
Arts, Commerce & Science College
SATANA, Tal. B. Satana (Nashik)