



Dandkaranya Educational and Cultural Development Research Society Gadchiroli

SHRI GOVINDRAO MUNGHATE ARTS AND SCIENCE COLLEGE KURKHEDA. 441209

Affiliated to Gondwana University, Gadchiroli.

UGC recognised under 2(f) & 12(B)

1 Star by Ministry of Educations, Institute Innovation Council (IIC)

502 in Internshala Ranking 2023

<https://www.sgmunghatecollege.in>

DVV CLARIFICATION

CRITERION V: STUDENT SUPPORT AND PROGRESSION

Metrics No: 5.1.4: THE INSTITUTION HAS A TRANSPARENT MECHANISM FOR TIMELY REDRESSAL OF STUDENT GRIEVANCES INCLUDING SEXUAL HARASSMENT AND RAGGING CASES

2017-22

COLLEGE INITIATIVE

The statutory bodies for the college are UGC and University. UGC the constitutional body as per the constitutional article 246 (66 of Union List and 25 of concurrent list) publishes the regulations related for the maintenance of standards in higher education institutions. The UGC guidelines on the Sexual harassment, Internal Complaint committee, Ragging, etc are strictly observed by college. The mechanism for the grievance is redressed as per the guidelines in blended mode by the University. As the college is affiliated to Gondwana University Gadchiroli and follows the rules and regulations of the UGC and University, the guidelines issued by the UGC and state government are fully operated in the college.

1. The grievance is dealt as per the University grievance mechanism guidelines.
2. The posters issued by the UGC are displayed in the College premises on ragging.
3. The college policy for sexual harassment is also displayed on college website.

The Offline mechanism is as per the norms of affiliating university. The Letter on development of student complaint management webpage of university guidelines.

[https://unigug.ac.in/portal/web_site_attachment/files/21042022153413\(1\).pdf](https://unigug.ac.in/portal/web_site_attachment/files/21042022153413(1).pdf)

<https://unigug.ac.in/hte/track.php>

The Women's and sexual harassment cell head is Miss. Hemlata Urade.

The College link: https://www.sgmunghatecollege.in/?page_id=642

https://www.sgmunghatecollege.in/?page_id=2213

Organisation of wide awareness and undertaking on policies with zero tolerance. The posters of UGC on stopping of ragging are displayed in the college premises. The institute organised various programmes focusing on gender sensitisation, women empowerments, awareness about different law under Human right. Every fourth year college organised three days' campaign for teenagers known as "TARUNYABHAN" in collaboration with **SEARCH** and NGO operating in Gadchiroli district, for awareness on the sexual harassment. The college has also conducted the movie festival related to gender sensitization in collaboration with **MAVA** Mumbai. College has **Women's study cell** specially focus on female students and their needs in the college premises. Mechanisms for submission of online/offline students' grievances for offline students' grievances, a complaint box was placed near the college

office where students can drop their complaints. But due to the Pandemic situation all lectures and practical's along with examinations were held online on Teams app. So there were no complaints dropped in the box. During the academic year 2020-21 the entire online process regarding admission, teaching and examination was new to all the students as well as to the teachers. For online queries regarding the admission process, query meetings were held online and the problems of the students were resolved during those meetings. During examination there were control room duties allotted to the teachers to solve the difficulties of the students. Due to a pandemic, there was a lockdown for a long period students faced financial crisis for admission fees, college management made arrangements for part payment facility. The submission of submission of the grievance is by offline method in college, while the statutory body has portal with ragging icon and complaint. The same is linked to college website. The Gondwana University also has the blended method of the grievance submission. Timely Redressal of the grievances through appropriate committees as the affiliated college the timely grievance at college level and at university level is as per the guidelines of UGC and state government



DANDAKARANYA EDUCATIONAL & CULTURAL DEVELOPMENT RESEARCH SOCIETY GADCHIROLI'S
SHRI GOVINDRAO MUNGHATE ARTS & SCIENCE COLLEGE
KURKHEDA, (DIST.) GADCHIROLI

Dr. R.G.MUNGHATE
PRINCIPAL

Mobile) 8956262263
munghaterajur@rediffmail.com

DATE . :

Ref. No. :

Sexual Harassment at Committee (2017-22)

The committee meeting is held on 07.08.2017 at 03:00pm. The following committee members were attended the meeting.

- Chairperson** : Dr. R. G.Munghate (Principal)
- Member Secretary** : Hemlata A. Urade (Assit. Prof. of Marathi)
- Members** : D. D. Ade (Assit. Prof. of History)
- R. B. Shambharkar (Assit. Prof. of Botany)
- T. D. Wakde (Assit. Prof. of Microbiology)
- A. A. Bhoyar (Librarian)
- P. S.Khope (Vice principal & Assit. Prof. of Pol. Sci.)

The Anti-Sexual Harassment Committee ("Committee") unanimously appointed **Hemlata A. Urade** as Member Secretary and accorded to her the responsibility of setting out the agenda and general conduct of the meeting. The Chairperson thanked the Committee for her selection and agreed to conduct the current and all future meetings of the Committee and setting the agenda in discussion with all members. The Chairperson, after deliberations with the members, announced the agenda for the meeting as under:

- (i) General introductions of all members;
- (ii) Brief discussion by members on case-law relating to sexual harassment;
- (iii) Determination of date / time of next meeting;
- (iv) Any other issue which members wanted to discuss.

The Committee agreed to meet on quarterly basis or when any case arises. The Committee agreed that should there be any modification to the above the revised schedule and agenda will be communicated to all members by email / telephone.

There being no other agenda for discussion or consideration of the Committee, the meeting was adjourned till next meeting.


Chairman


IQAC-Coordinator
Shri Govindrao Munghate Arts &
Science College, Kurkheda-441209


PRINCIPAL
Shri Govindrao Munghate
Arts And Science College
Kurkheda Dist-Gadchiroli

AFFILIATED TO : GONDWANA UNIVERSITY, GADCHIROLI *REACCREDITED BY NAAC B ++ (2.81)
ADDRESS : AT POST-KURKHEDA, DISTT. GADCHIROLI, MAHARASHTRA- 441209))) PHONE : 07139-245475 /// 245358))) FAX : 07139-245475
E-mail : vidyakurkheda@rediffmail.com))) Website : www.sgmunghatecollege.in

COMPLAINT FORM



**Shri Govindrao Munghate Arts and Science College,
Kurkheda, District Gadchiroli
Cell at College/Society level**

1 Name of the Appellant	
2 Age & Sex	
3 Positions (Principal/ Head of Department /Teacher/Student/Non-Teaching Employee)	
4 Name of the College/Department/ Administrative Section:	
5 Residential Address of the person who is launching Appeal:	
6 Phone Numbers	
Landline – Office :	
Landline – Resl.	
Mobile :	
7 E- mail Address :	
8 Name of the Committee against whom the Appeal is made	
9 Name of the College:	
10 Details of College/ Department / Section in the College/P.G. Department.	
11 Nature of Appeal with details of the Inquiry held by respective Committee:	
12 Attachments/Documents of evidence, if any for launching Appeal	
(Note: - A copy of original complaint in the respective case should be attached)	

Signature

Date:-

Place:-

ANTIRAGGING ACTIVITIES



ANTIRAGGING POSTERS DISPLAY IN COLLEGE PREMISES



ANTIRAGGING POSTERS DISPLAY IN COLLEGE PREMISES



ANTIRAGGING POSTERS DISPLAY IN COLLEGE PREMISES





ANTIRAGGING POSTERS DISPLAY IN COLLEGE PREMISES

TARUNYABHAN CAMPAIGN

GENDER SENSITIZATION

1. TARUNYABHAN SHIBIR IN COLLABORATION WITH SEARCH GADCHIROLI



ACTIVITIES FOR STUDENTS TO AWARE THEM ABOUT THE ISSUES



DANDAKARANYA EDUCATIONAL & CULTURAL DEVELOPMENT RESEARCH SOCIETY GADCHIROLI
SHRI GOVINDRAO MUNGHATE ARTS & SCIENCE COLLEGE
KURKHEDA, (DIST.) GADCHIROLI

DATE : 15.02.2022
Ref. No. : 37/22

Dr. R.G. MUNGHATE
PRINCIPAL

Mobile : 9802802283
mughategur@rediffmail.com

To,
Shri Dhyneshwar Patil,
Head of Department,
Search, Gadchiroli District.

Subject: To Organise "TARUNYABHIAN CAMP"

Dear Sir,

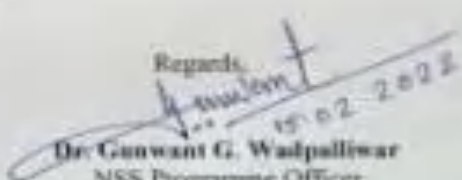
With reference to the discussion with you and Shri Rajendra Isare Sir at Shri Govindrao Munghate Art and Science College Kurkheda, I, Dr. Gunwant Wadpalliwar, NSS Programme Officer requesting you to conduct a "TARUNYABHIAN CAMP" in our college on 23rd - 24th Feb 2022.

The details of the camp are as below:

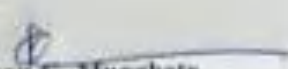
Name Of the College: Shri Govindrao Munghate Art and Science College Kurkheda, District: Gadchiroli, PIN: 441209
Address: Shri Govindrao Munghate Art and Science College Kurkheda, At: Kurkheda, Ta: Kurkheda, District Gadchiroli, Maharashtra, PIN: 441209
Contact Person: Dr. Gunwant G. Wadpalliwar, NSS Programme Officer.
Contact No: 09404648778 / 07057806378 (Mob)/ 07139-245475 (Fax) 241358 (Office)
Email Id: ggwadpalliwar@gmail.com, vidyakurkheda@rediffmail.com
Date of the camp: 23rd - 24th Feb 2022. -(23-24 Feb, 2022)
Venue : Auditorium of the same College.

Thanking you

Regards,


Dr. Gunwant G. Wadpalliwar
NSS Programme Officer.

Forwarded,


Dr. Rajabhai G. Munghate
PRINCIPAL
Shri Govindrao Munghate Arts
And Science College
Kurkheda Dist-Gadchiroli



AFFILIATED TO : GOVINDRANA UNIVERSITY, GADCHIROLI *ACCREDITED BY NAAC B++ (1.01)
ADDRESS : AT POST-KURKHEDA, DISTT. GADCHIROLI, MAHARASHTRA- 441209 || PHONE: 07139-245475 || 245258 || FAX: 07139-245475
E-mail: vidyakurkheda@rediffmail.com || Website: www.sgmunghatecollege.in

गोयल व वरीष्ठ पोलिस अधिकारी होते. मार्गदर्शन करताना अरविदभाऊ कावटवार पुढे म्हणाले

यानंतर मार्गदर्शन करताना शिवसेना सहसंपर्क प्रमुख विलास कोडाप म्हणाले, स्वातंत्र्याच्या लढ्यात वीर

यांच्यासह गावातील माता मणिनी व गावकरी मोठ्या संख्येने उपस्थित होते.

मुनघाटे महाविद्यालयातील तारुण्यभान शिबीराने युवांना दिला नवीन दृष्टीकोण

तीन दिवशीय तारुण्यभान शिबीरात विविध विषयावर करण्यात आले मार्गदर्शन

कुरुखेडा ● दंडकारण्य शैक्षणिक व सांस्कृतिक विकास संशोधन संस्था गडचिरोली द्वारा संचालित कुरुखेडा येथील श्री गोविंदराव मुनघाटे कला व विज्ञान महाविद्यालयात राष्ट्रीय सेवा योजना विभाग, महिला अध्ययन केंद्र व सर्व संस्था गडचिरोली यांच्या संयुक्त विद्यमाने तीन दिवसीय तारुण्यभान शिबिर पार पडले. या शिबीराने युवांना नवीन दृष्टीकोण दिला.



या शिबिराचे उद्घाटन सर्व संस्थेचे तारुण्यभान शिबिराचे टीम प्रमुख ज्ञानेश्वर पाटील यांच्या हस्ते करण्यात आले. कार्यक्रमाच्या अध्यक्षस्थानी उपप्राचार्य डॉ. अमय

साळुंखे होते तर प्रमुख अतिथी म्हणून मार्गदर्शक सुनंदा खोरगडे व राजेंद्र ईसासरे उपस्थित होते. तीन दिवस चाललेल्या या शिबिराच्या पहिल्या दिवसाची सुरुवात

आम्ही प्रकाश बीजे या स्फूर्तीगीताने झाली. त्यानंतर मुलगा किंवा मुलगी कोणत्या वयात वयात येतात व त्यामुळे शारीरिक, मानसिक व भावनिक बदल कशाप्रकारे होते यासह विविध बाबींवर

जिवन व त्यामधील समस्या आणि त्यावर कशाप्रकारे मात करावी याबाबत मार्गदर्शन करण्यात आले. शिबिराच्या शेवटच्या दिवशी एड्स म्हणजे काय, त्याचा उगम, त्याची

लक्षणे, कारणे व परिणाम ते होऊ नये म्हणून कोणती काळजी घ्यावी यावर विस्तृत मार्गदर्शन मान्यवरांनी केले. व्यसनाधीनता, त्याचे दुष्परिणाम, कॅन्सरचे प्रकार, कॅन्सरचे आकडेवारी विद्यार्थ्यांसमोर विषद करण्यात आली. शेवटच्या सत्रात विद्यार्थ्यांनी शिबीरात आलेले आपले अनुभव कथन केले.

समारोपीय कार्यक्रमाचे अध्यक्ष महाविद्यालयाचे प्राचार्य डॉ. राजाभाऊ मुनघाटे होते तर प्रमुख अतिथी म्हणून उपप्राचार्य पी.एस. खोपे, ज्ञानेश्वर पाटील, सुनंदा खोरगडे, राजेंद्र ईसासरे उपस्थित होते. प्राचार्य डॉ. राजाभाऊ मुनघाटे यांनी तारुण्य भान शिबिराची

आवश्यकता विषद करताना तारुण्यामध्ये अनेक शारीरिक व मानसिक बदल होत असतात. त्याबद्दल त्यांची जाणीव तरुणांना असणे आवश्यक असल्याचे मत व्यक्त केले. कार्यक्रमाचे प्रास्ताविक राष्ट्रीय सेवा योजना विभाग प्रमुख डॉ. गुणवंत वडपल्लीवार, संचालन प्रा. डॉ. रवींद्र विखार तर उपस्थितांचे आमार महिला अध्ययन केंद्राच्या प्रमुख डॉ. राखी शंभरकर यांनी मानले. कार्यक्रम यशस्वी करण्यासाठी डॉ. संदीप निवडगे, आशिष बगमारे, राजेंद्र गुडेकर, सर्व प्राध्यापक व शिक्षकेतर कर्मचारी यांनी मोलाचे सहकार्य केले.

Programme News

TARUNYABHAN							B Sc Part I
Date: 22-24 th Feb, 2022 (3 Days)							
Shri Govindrao Munghate Art and Science College Kurkheda							
National Service Scheme							
Three days TARUNYABHAN CAMP in collaboration with Search							
SN	Full Name of Students	22.02.2022 Morning	22.02.2022 Afternoon	23.02.2022 Morning	22.02.2022 Afternoon	24.02.2022 Morning	22.02.2022 Afternoon
1	KANCHAN SHIVCHARAN RANE	Rane	Rane	Rane	Rane	Rane	Rane
2	TEJASHVINI ISHWAR BHOYAR	Bhoayar	Bhoayar	Bhoayar	Bhoayar	Bhoayar	Bhoayar 8283068568
3	PRANJALI TULSHIDAS TULAVI	Patel	Patel	Patel	Patel	Patel	9322897412
4	MADHURI GAJANAN MADAVI	Patel	Patel	Patel	Patel	Patel	9422648752
5	HEENA KESHAO DARWADE	Patel	Patel	Amudavi	Patel	Amudavi	
6	SNEHAL BALIRAM GAWALE	Patel	Patel	Patel	Patel	Patel	940569346
7	KHUSHI RUPRSH SAHARE	Bhore	Bhore	Bhore	Bhore	Bhore	920821022
8	KANCHAN SHAMRAO KORETI	Koreti	Koreti	Koreti	Koreti	Koreti	9403742835
9	SHIVANI TUKARAM KOTANGLE	Kotangle	Kotangle	Kotangle	Kotangle	Kotangle	7066747728
10	ANJALI GAJARAM SAHALA	Sahal	Sahal	Sahal	Sahal	Sahal	9405123145
11	YANCHALI RAMESHWAR JULA	Jula	Jula	Jula	Jula	Jula	9359114804
12	PRANALI FULCHAND PRADHAN	Pranali	Pranali	Pranali	Pranali	Pranali	9021249230
13	PRANALI VISHVAMBHAR GAHANE	Rahere	Rahere	Rahere	Rahere	Rahere	9422648598
14	SAKSHI DHYANDEO NATAKE	Bhatke	Bhatke	Bhatke	Bhatke	Bhatke	758897982

9699497394

Participation List

B.Sc I

801066035

15	SWATI GOVARDHAN KAPGATE	S.G.Kapgate	S.G.Kapgate	S.G.Kapgate	S.G.Kapgate	S.K.Kapgate	S.G.Kapgate
16	DIVYA PRABHAKAR UIKEY	D.P.Uikey	D.P.Uikey	D.P.Uikey	D.P.Uikey	D.P.Uikey	D.P.Uikey
17	ROHINI DILIP KAMBLE	R.Kamble	R.Kamble	R.Kamble	R.Kamble	R.Kamble	R.Kamble
18	NEPALI LALAJI MAIND	Nepali	Nepali	Nepali	Nepali	Nepali	Nepali
19	MAYURI PREMDAS PARDHI	Mpardhi	Mpardhi	Mpardhi	Mpardhi	Mpardhi	Mpardhi
20	MEGHA SEVAK RASEKAR						
21	DIPALI VILAS KUMBARE	Dkumbare	Dkumbare	Dkumbare	Dkumbare	Dkumbare	Dkumbare
22	RAGINI RAVINDRA BORKAR	Rborkar	Rborkar	Rborkar	Rborkar	Rborkar	Rborkar
23	KARISHMA NAMDEO KANNAKE	Kkannake	Kkannake	Kkannake	Kkannake	Kkannake	Kkannake
24	ACHAL HOMRAJ BANSOD	A.H.Bansod	A.H.Bansod	A.H.Bansod	A.H.Bansod	A.H.Bansod	A.H.Bansod
25	BHAIRAVI TIKARAM SARATE	Tsarate					
26	PUJA FALGUN GIRADKAR						
27	KUNAL SHIVRAM KUMBRE	Kkumbre	Kkumbre	Kkumbre	Kkumbre	Kkumbre	Kkumbre 9325651092
28	VIVEK JANARDHAN GAYAKWAD	Vgayakwad	Vgayakwad	Vgayakwad	Vgayakwad	Vgayakwad	Vgayakwad
29	VINIT RAJENDRA KACHINWAR	Vnit	Vnit	Vnit	Vnit	Vnit	Vnit
30	SURAJ MANIKCHAND SAKHRE	Ssakhre	Ssakhre	Ssakhre	Ssakhre	Ssakhre	Ssakhre
31	CHHAGAN ASHOK BANSOD	C.Bansod	C.Bansod	C.Bansod	C.Bansod	C.Bansod	C.Bansod
32	RAHUL DADAJI KAGADE	Rkagade	Rkagade	Rkagade	Rkagade	Rkagade	Rkagade

9204627610
7620063462
8080385041
7057436780

8407967990
1067132819

Participation List

B.Sc I

33	ASHISH HIVRAJ BARAI	Abarai	Abarai	Abarai	Abarai	Abarai	Abarai 96229747
34	NIKHIL GYANDAS NAITAM	Nnaitam		Nnaitam	Nnaitam	Nnaitam	Nnaitam
35	KUNAL SATISH NINAVE	Kninave		Kninave	Kninave	Kninave	Kninave
36	VIPIN MOHAN BHOYAR						
37	MAYUR PRAKASH NAKADE	Mnakade		Mnakade	Mnakade	Mnakade	Mnakade
38	SAHIL LILADHAR MESHAM	Smesham		Smesham	Smesham	Smesham	Smesham
39	KAJAL HARIDAS DARWADE	K.H.Darwade				K.H.Darwade	K.H.Darwade
40	RESHMA MANNULAL MOHARE						
41	AKASH UMAKANT AMLE						
42	BHAVIK MAYARAM MESHAM	Bmesham					
43	DINESH KUNDLIK GAWAL						
44	LOKESH MILIND BADOLE						
45	CHAKRADHAR MOHAN BHOYAR	Chbhojar	Chbhojar	Chbhojar	Chbhojar	Chbhojar	Chbhojar
46	PAYAL GANESH KHANDAIT	Pkhandait		Pkhandait	Pkhandait	Pkhandait	Pkhandait
47	HASTAKALA RAJNATH BOIR	Hboir	Hboir	Hboir	Hboir	Hboir	Hboir
48	SUSHMA YASHWANT MADAVI	Smadavi	Smadavi	Smadavi	Smadavi	Smadavi	Smadavi 93224518
49	LINTA LALJI SAHARE						
50	PUNAM DIWAKAR NANDESHWAR	Pnandeshwar	Pnandeshwar	Pnandeshwar	Pnandeshwar	Pnandeshwar	Pnandeshwar
51	PRANAY TEJRAM JALE						

Participation List

Page I

B.S.C I

52	SUPRIYA VASUDEO PURAM			Sup	Sup	Sup	Sup
53	AKASH UMAKANT AMBLE	Amble	Amble	Amble	Amble	Amble	Amble
54	DINESH KUNDLIK GAWAL	Gawal	Gawal	Gawal	Gawal	Gawal	Gawal
55	DINESH GOPAL PRADHAN	Pradhan	Pradhan	Pradhan	Pradhan	Pradhan	Pradhan
56	AVINASH JAYHARI KHANDARKAR			Avinash	Avinash	Avinash	Avinash
57	VIVEK RAMLAL TEKAM	Tejam	Tejam	Tejam	Tejam	Tejam	Tejam
58	Devid Shivaji Usendi - Dusendi	Dusendi	Dusendi	Dusendi	Dusendi	Dusendi	Dusendi
59	chetana ketan Dhandhukiyar - Chetna	Chetna	Chetna	Chetna	Chetna	Chetna	Chetna
60	Poochi Ganjadhare Uikay - Poochi	Poochi	Poochi	Poochi	Poochi	Poochi	Poochi
61	shradha Rajendra Matthalkar - Matthalkar	Matthalkar	Matthalkar	Matthalkar	Matthalkar	Matthalkar	Matthalkar
62	Reshma chandeshwar daswade - Daswade	Daswade	Daswade	Daswade	Daswade	Daswade	Daswade
63	Nirasha Ramdas Bambrhulkar - Bambrhulkar	Bambrhulkar	Bambrhulkar	Bambrhulkar	Bambrhulkar	Bambrhulkar	Bambrhulkar
64	Megha SEvak Rasekar - Rasekar	Rasekar	Rasekar	Rasekar	Rasekar	Rasekar	Rasekar
65	manisha Ramkrushna Deshmukh - Deshmukh	Deshmukh	Deshmukh	Deshmukh	Deshmukh	Deshmukh	Deshmukh
66	Reshma Mannul Mohare - Mohare	Mohare	Mohare	Mohare	Mohare	Mohare	Mohare
67	Ankita Devidas bhalam - Bhalam	Bhalam	Bhalam	Bhalam	Bhalam	Bhalam	Bhalam
68	Nikita shridhar kannake - Kannake	Kannake	Kannake	Kannake	Kannake	Kannake	Kannake
69	Piyush mangesh satibadane - Satibadane	Satibadane	Satibadane	Satibadane	Satibadane	Satibadane	Satibadane
70	Ritik Eknath gedam - Gedam	Gedam	Gedam	Gedam	Gedam	Gedam	Gedam
71	Aaksh' shivdas Meshram - Meshram	Meshram	Meshram	Meshram	Meshram	Meshram	Meshram
72	Lina Tulshiram Bakhane - Bakhane	Bakhane	Bakhane	Bakhane	Bakhane	Bakhane	Bakhane
73	Poochi Suresh Bakhane - Bakhane	Bakhane	Bakhane	Bakhane	Bakhane	Bakhane	Bakhane

Participation List

B.S.C II

73	CHETALI VILAS GAWANDE	Gawande	Gawande	Gawande	Gawande	Gawande	Gawande
74	DIMPAL RAMESH BORKAR	Borkar	Borkar	Borkar	Borkar	Borkar	Borkar
75	HUZAIFA MUSTAK SHEIKH	Sheikh	Sheikh	Sheikh	Sheikh	Sheikh	Sheikh
76	BHUMESHWARI TEJRAM BALBUDHE	Budhe	Budhe	Budhe	Budhe	Budhe	Budhe
77	DIHARTI KRUSHNA ATRAM	Atram	Atram	Atram	Atram	Atram	Atram
78	PRİYANKA RAGHUNATH NAKADE	Nakade	Nakade	Nakade	Nakade	Nakade	Nakade
79	AMISHA SUBHASH MESHRAM	Mesram	Mesram	Mesram	Mesram	Mesram	Mesram
80	UJWALA RAVINDRA UIKEY	Uikey	Uikey	Uikey	Uikey	Uikey	Uikey
81	SHRUTI PRABHAKR ROKADE	Rokade	Rokade	Rokade	Rokade	Rokade	Rokade
82	KIRAN SUNIL DAKHANE	Dakhane	Dakhane	Dakhane	Dakhane	Dakhane	Dakhane
83	YOGESHWARI DEORAO JANBANDHU	Janbandhu	Janbandhu	Janbandhu	Janbandhu	Janbandhu	Janbandhu
84	KUNDAN DHANRAJ BORKAR	Borkar	Borkar	Borkar	Borkar	Borkar	Borkar
85	GOVIND VINOD MAKADE	Makade	Makade	Makade	Makade	Makade	Makade
86	PANKAJ KISHOR HARADE	Harade	Harade	Harade	Harade	Harade	Harade
87	SAHIL RAVINDRA BODELE	Bodele	Bodele	Bodele	Bodele	Bodele	Bodele
88	DILESHWARI MANNUL MOHARE	Mohare	Mohare	Mohare	Mohare	Mohare	Mohare
89	SANJIWANI ASHOK SAHARE	Sahare	Sahare	Sahare	Sahare	Sahare	Sahare
90	VISHAKA BHAUDAS SAKHARE	Sakhare	Sakhare	Sakhare	Sakhare	Sakhare	Sakhare
91	PRANALI TULSHIRAM SHENDE	Shende	Shende	Shende	Shende	Shende	Shende

Participation List

92	DAMINI TULARAM MANDWE	Manday	Manday	Manday	Manday	Manday	Manday
93	RACHANA BABUDAN MESHAM	Breshram	Breshram	Breshram	Breshram	Breshram	Breshram
94	PUNAM JAGESHWAR MADAVI	Pandavi	Pandavi	Pandavi	Pandavi	Pandavi	Pandavi
95	MRUNAL YUWRAJ KHUNE	Pandavi	Pandavi	Pandavi	Pandavi	Pandavi	Pandavi
96	KARISHMA RAMESH PACHAKRASIYA	Pachakrasiya	Pachakrasiya	Pachakrasiya	Pachakrasiya	Pachakrasiya	Pachakrasiya
97	AMRAPALI BHASHKAR AMBADE	AAS	AAS	Pachakrasiya	Pachakrasiya	Pachakrasiya	Pachakrasiya
98	PRANALI TULSHIRAM SHENDE	AAS	AAS	Pachakrasiya	Pachakrasiya	AAS	AAS
99	GOPAL S. MANKAR	Amruti	Amruti	Amruti	Amruti	Amruti	Amruti
100	ASHISH SURESH SAHARE	Amruti	Amruti	Amruti	Amruti	Amruti	Amruti - 8767332144
101	Kimaya Jivan parate	Kimaya	Kimaya	Kimaya	Kimaya	Kimaya	Kimaya - 7835817929
102	cyohini Anil Buddhe	M.A.Buddhe	M.A.Buddhe	M.A.Buddhe	M.A.Buddhe	M.A.Buddhe	M.A.Buddhe - 7499698819
103	Tanu Vilas Raut	T.V.Raut	T.V.Raut	T.V.Raut	T.V.Raut	T.V.Raut	T.V.Raut - 8080614531
104	Urvata Ravindra Uike	Uike	Uike	Uike	Uike	Uike	Uike
105	Tejas Hiraji Ambade	Tejas	Tejas	Tejas	Tejas	Tejas	Tejas
106	Usha Santaram sonwane	Usha	Usha	Usha	Usha	Usha	Usha
107	Amisha Subha Bhuggaskar Bookar	Amisha	Amisha	Amisha	Amisha	Amisha	Amisha

Participation List

TARUNYABHAN							
Date: 22-24 th Feb, 2022 (3 Days)							
Shri Govindrao Mungthate Art and Science College Kurkheda							
National Service Scheme							
Three days TARUNYABHAN CAMP in collaboration with Search							
		22 nd Feb	23 rd Feb	24 th Feb	25 th Feb	26 th Feb	27 th Feb
8080262528	101	SHRIKANT SHAMRAO KUMRE	SKK	SKK	SKK	SKK	SKK
7620779876	102	GHANVIR KALIDAS GURNULE	GG	GG	GG	GG	GG
8390971201	103	NIKHIL RAJKUMAR LEDE	NL	NL	NL	NL	NL
9370205919	104	RAVI CHAMARU TULAVI	RT	RT	RT	RT	RT
8767175895	105	VIPUL LOKONATH BORKAR	VLB	VLB	VLB	VLB	VLB
	106	SURAJ GOPAL KOSARE	SK	SK	SK	SK	SK
	107	SHRIKANT KRUSHANA MANKAR	SK	SK	SK	SK	SK
7499503405	108	MAYUR ZASHIRAM THAKARE	MT	MT	MT	MT	MT
	109	MANISHA JOHARI BAGADERIYA	MB	MB	MB	MB	MB
	110	KHIKESH YUVRAJ MESHAM	KB	KB	KB	KB	KB
9763929473	111	RATAN GURUDEO WADAGURE	RW	RW	RW	RW	RW
	112	TANESHA NCHARU HUNDRA	TH	TH	TH	TH	TH
7763846760	113	LOKESH SHRIRAM HALAMI	LH	LH	LH	LH	LH
8605761863	114	TUSHAR DILIP KANNAMWAR	TK	TK	TK	TK	TK
7972393407	115	MOHSINKHA SHAMIMKHA PATHAN	MP	MP	MP	MP	MP

Participation List

TARUNYABHAN							B A Part I
Date: 22-24 th Feb, 2022 (3 Days)							
Shri Govindrao Mungthate Art and Science College Kurkheda							
National Service Scheme							
Three days TARUNYABHAN CAMP in collaboration with Search							
	22 nd Feb	22 nd Noon	23 rd Morning	23 rd Noon	24 th Mar	24 th Noon	
144	YOGESH MUKUNDA NAITAM	Ma					
145	BHUSHAN DADARAJ DOKARMARE	Bokarmar	Bokarmar	Bokarmar	Bokarmar	Bokarmar	
146	PAJWAL BRABHU BAVANE						
147	HARISH MANIK NANAWARE						
148	PRALHAD KHUSHAL GARMALÉ						
149	AMOL RAJKUMAR DAKHANE						
150	PRATIK SANJAY MOHURLE						
151	PRATIKSHA TULARAM JAMBULE						
152	PALLAVI BHAGATRAM SARPA	Bsarped	Bsarped	Bsarped	Bsarped	Bsarped	
153	ACHAL YADUNATH KATLAM	Achal	Achal	Achal			
154	HEMLATA PRABHAKAR DONGARWAR						
155	PRANALI RAJENDRA MADAVI						
156	PRANJALI INDIRSHAHA MADAVI						
157	SUSHIL MANGARUMADAVI	S. m. madavi	S. m. madavi	S. m. madavi	S. m. madavi	S. m. madavi	
158	PAJWAL PRABHU BAWNE	Bawalche	Bawalche	Bawalche	Bawalche	Bawalche	

Participation List

TARUNYABHAN							B A Part II
Date: 22-24 th Feb, 2022 (3 Days)							
Shri Govindrao Mungthate Art and Science College Kurkheda							
National Service Scheme							
Three days TARUNYABHAN CAMP in collaboration with Search							
	22 nd Mar	22 nd Noon	23 rd Mar	23 rd Noon	24 th Mar	24 th Noon	
164	PUJA MADHUKAR MADAVI	Madavi	Madavi	Madavi	Madavi	Madavi	
165	GIRIDHAR PRABHUDAS BANJAR						
166	AAISHWARYA SHAMRAO NAITAM	Anaitam	Anaitam	Anaitam	Anaitam	Anaitam	
167	GAYTRI BALIRAM NAT	Gnat	Gnat	Gnat	Gnat	Gnat	
168	JOTSNA MADHUKAR WALDE	Prwalde	Prwalde	Prwalde	Prwalde	Prwalde	
169	SAMIR SURESH MADAVI	Madavi	Madavi	Madavi	Madavi	Madavi	
170	BHUSHAN DHYANESHWAR BOGARE	Bogare					
171	KHEMRAJ GOPAL CHANDIKAR	Chandikar					
172	NAILESH SAMALDAS DUDHKAWARA	Dudhkar	Dudhkar	Dudhkar	Dudhkar	Dudhkar	
173	SANKET DURGESHWAR DESHMUKH						
174	ROHIT SUBHASH MESHAM						
175	KUMUDINI JIVAN UIKEY	Jikey	Jikey	Jikey	Jikey	Jikey	
176	REHA PRABHAKAR BARSAGADE	N.P. Barsagade	N.P. Barsagade	N.P. Barsagade	N.P. Barsagade	N.P. Barsagade	
177	DHYANESHWARI NAJUK LANJE	Dlanje	Dlanje	Dlanje	Dlanje	Dlanje	
178	GITANJALI KHEMRAJ KARCHAL	Gkarchal	Gkarchal	Gkarchal	Gkarchal	Gkarchal	
179	ANJALI KHRUSHNA CHAWAR	Archawar	Archawar	Archawar	Archawar	Archawar	

Participation List

180	AMRUTA RAJIV HOLI	Atoli	Atoli	Atoli	Atoli	Atoli	Atoli
181	SWITY GOKULDAS GOURKAR	Swithe	Swithe	Swithe	Swithe	Swithe	Swithe
182	MANJUSH NARENDRA BORGHARE	Manghure	Manghure	Manghure	Manghure	Manghure	Manghure
183	Reshma Kavidas Navote	Reshma	Reshma	Reshma	Reshma	Reshma	Reshma
184	Pootik R. Raut	P.R.Raut	P.R.Raut	P.R.Raut	P.R.Raut	P.R.Raut	P.R.Raut
185	Maksh K Shehde	Maksh	Maksh	Maksh	Maksh	Maksh	Maksh
186	Peiyanka Ravindra Kumare	Kumare	Kumare	Kumare	Kumare	Kumare	Kumare

Participation List

TARUNYABHAN							CLASS 11 TH	
Date: 22-24 th Feb, 2022 (3 Days)								
Shri Govindrao Mungthate Art and Science College Kurkheda								
National Service Scheme								
Three days TARUNYABHAN CAMP in collaboration with Search								
		22 nd MOE	22 nd Noon	23 rd MOE	23 rd Noon	24 th MOE	24 th Noon	
187	CHANDNI KUMBHADEO CHANDANKHEDE	Chandni	Chandni	Chandni	Chandni	Chandni	Chandni	✓
188	PRATIKSHA ASHOK MADAVI	Pratiksha	Pratiksha	Pratiksha	Pratiksha	Pratiksha	Pratiksha	✓
189	SAKSHI SANKAR BAGMARE	Sakshi	Sakshi	Sakshi	Sakshi	Sakshi	Sakshi	✓
190	TAHERA ZAKIR ANSARI	Tahera	Tahera	Tahera	Tahera	Tahera	Tahera	✓
191	CHANDANI DHANANJAY WALDE	Chandani	Chandani	Chandani	Chandani	Chandani	Chandani	✓
192	SWATI MORESHWAR TULAVI	Swati	Swati	Swati	Swati	Swati	Swati	✓
193	TRUPTI RAJENDRA PILLEWAN	Trupti	Trupti	Trupti	Trupti	Trupti	Trupti	✓
194	NEHA WASUDEO PURAM	---	---	---	---	---	---	✓
195	SAMIKSHA GANESH AURASE	Samiksha	Samiksha	Samiksha	Samiksha	Samiksha	Samiksha	✓
196	SANDHYA VASANT JAMKATAN	Sandhya	Sandhya	Sandhya	Sandhya	Sandhya	Sandhya	✓
197	SUMAN SHYAMSING GANGAKACHUR	Suman	Suman	Suman	Suman	Suman	Suman	✓
198	MOHIT VIKRAM BODELE	Mohit	Mohit	Mohit	Mohit	Mohit	Mohit	✓
199	AMBRIN FIROJ PATHAN	Ambrin	Ambrin	Ambrin	Ambrin	Ambrin	Ambrin	✓
200	ISHA RAMESH NANDESHWAR	---	---	---	---	---	---	✓
201	KUNIKA PAWAN DAHALE	---	---	Kunika	Kunika	Kunika	Kunika	✓
202	PRAJKTA JALANDAR BODELE	---	---	---	---	---	---	✓

Participation List

202	MAYURI YOGRAJ MADAVI			<u>Mayuri</u>	<u>Mayuri</u>		
203	TEENATAI PYARELAL DAUDASRIYA	<u>Daudasariya</u>	<u>Daudasariya</u>	<u>Daudasariya</u>	<u>Daudasariya</u>	<u>Daudasariya</u>	<u>Daudasariya</u>
204	PUJA NAMDEO KUMBHARE	<u>Pujakumbhare</u>	<u>Pujakumbhare</u>	<u>Pujakumbhare</u>	<u>Pujakumbhare</u>	<u>Pujakumbhare</u>	<u>Pujakumbhare</u>
205	SHWETA RUPCHAND KAPGATE	<u>S.R.Kapgate</u>	<u>S.R.Kapgate</u>	<u>S.R.Kapgate</u>	<u>S.R.Kapgate</u>	<u>S.R.Kapgate</u>	<u>S.R.Kapgate</u>
206	ABHAY REKHACHAND BANSOD						
207	HITESH WADGURE						
208	TANMAY KHOBRADE						
209	MOHIT RAMANI						
210	ISHAN BAWANTHADE						
211	Himani khune	<u>khune</u>	<u>khune</u>	<u>khune</u>	<u>khune</u>	<u>khune</u>	<u>khune</u>
212	Dhanshai Bhaissare	<u>Bhaissare</u>	<u>Bhaissare</u>	<u>Bhaissare</u>	<u>Bhaissare</u>	<u>Bhaissare</u>	<u>Bhaissare</u>
213	Jyoti Raut	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>
214	Shweta Raut	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>
215							
216)	Manish Bawantade	<u>M.P.Bawantade</u>	<u>M.P.Bawantade</u>	<u>M.P.Bawantade</u>	<u>M.P.Bawantade</u>	<u>M.P.Bawantade</u>	<u>M.P.Bawantade</u>
217)	Nitalkumar sidam	<u>Nitalkumar</u>	<u>Nitalkumar</u>	<u>Nitalkumar</u>	<u>Nitalkumar</u>	<u>Nitalkumar</u>	<u>Nitalkumar</u>
218)	Anirudha Jankulkarni	<u>Anirudha</u>	<u>Anirudha</u>	<u>Anirudha</u>	<u>Anirudha</u>	<u>Anirudha</u>	<u>Anirudha</u>
219)	Omkar Dakhane	<u>O.R.Dakhane</u>	<u>O.R.Dakhane</u>	<u>O.R.Dakhane</u>	<u>O.R.Dakhane</u>	<u>O.R.Dakhane</u>	<u>O.R.Dakhane</u>
220)	Sanir Ashok Kawarke	<u>Sanir</u>	<u>Sanir</u>	<u>Sanir</u>	<u>Sanir</u>	<u>Sanir</u>	<u>Sanir</u>
221)	Alina wasim sheikh						
222)	Hemlata Hemraj Raut	<u>Hemlata Raut</u>	<u>Hemlata Raut</u>	<u>Hemlata Raut</u>	<u>Hemlata Raut</u>	<u>Hemlata Raut</u>	<u>Hemlata Raut</u>
223)	Hemlata Hariram Kawarke	<u>Hemlata Kawarke</u>	<u>Hemlata Kawarke</u>	<u>Hemlata Kawarke</u>	<u>Hemlata Kawarke</u>	<u>Hemlata Kawarke</u>	<u>Hemlata Kawarke</u>
224)	Pratiksha Dnyaneshwar	<u>Pratiksha</u>	<u>Pratiksha</u>	<u>Pratiksha</u>	<u>Pratiksha</u>	<u>Pratiksha</u>	<u>Pratiksha</u>

Participation List

2. INTERNATIONAL WOMEN'S DAY



मुनघाटे महाविद्यालयाद्वारे जांभूळखेडा येथे जागतिक महिला दिन

कुरखेडा - दंडकारण्य मुख्याध्यापिका हेमलता कुमारे शैक्षणिक व सांस्कृतिक विकास संशोधन संस्था गडचिरोली द्वारा संचालित श्री गोविंदराव मुनघाटे महाविद्यालयच्या वतीने जागतिक महिला दिन प्राचार्य डॉ. राजाभाऊ मुनघाटे यांच्या मार्गदर्शनात उन्नत भारत अभियानांतर्गत दत्तक ग्राम जांभूळखेडा येथे साजरा करण्यात आला. या कार्यक्रमाच्या बचत गटाच्या अध्यक्षा व प्राचार्य डॉ. राजाभाऊ मुनघाटे यांच्या मार्गदर्शनात उन्नत भारत अभियानांतर्गत दत्तक ग्राम जांभूळखेडा येथील महिला मंडळाच्या सदस्या जिल्हा परिषद शाळेच्या बहुसंख्येने उपस्थित होत्या.

3. FILM FESTIVAL IN COLLABORATION WITH MAVA MUMBAI ON GENDER EQUALITY.



Films, powerful medium to solve social problems: Gampawar

■ District Correspondent
GADCHIROLI, Dec 20

"FILMS are not only a medium of entertainment but also helps to resolve the problems of society. Films are more effective than the thousand words that create social orientation," said well-known film critic and graphic designer Ajay Gampawar.

He was speaking at the inauguration of film festival organised jointly by Mawa Sanstha, Amhi Amchya Arogyasathi (AAA) and Govindrao Munghate Arts and Science College, Kurkheda, recently. Dr Rajabhau Munghate, President of Dandakaranya Shikshan Sanstha and Principal of the College, presided the function, while Dr Pramod Munghate, Head of Marathi Department, Rashtrasant Tukdoji Maharaj Nagpur University, Harish Sadani, co-founder of Mawa Sanstha, Dr Satish Gogulwar of

AAA, Adv Lalsu Nogoti, ZP Councillor, Vandana Tai Munghate, Shubhda Deshmukh were prominently present.

Gampawar further said many things are not spoken openly in the society but in films things are spoken with open mind. Our culture speaks about equality and this principle is needed to be reached to the people through film festivals.

The festival would help in raising the problems of the society and also to resolve them, he hoped. Dr Munghate said films are very important for the task of social orientation.

It also plays vital role in bringing about gender equality and help in changing the concept of the people. For this social approach of the people is essential, besides education and the films bring about such an approach which is not possible by hundred of books, he added.



Dr Rajabhau Munghate addressing the programme as other guests are seated.

Dr Rajabhau Munghate in his presidential speech thanked the Mawa Sanstha for organising the film festival in the college and hoped that it would help the students to get proper message that will later on be taken by these

students to the society. He also called upon the students to make the small films and reach them to the society.

Harish Sadani, Dr Gogulwar also spoke on the occasion and extended their best wishes to the

film festival.

As many as 14 films acclaimed on national and international level in different languages based on gender equality including *Natkhat*, *Maida*, *Sunday*, *Black Roses*, *Juice*, *Umbhartha*, etc were exhibited in this two-day festival.

Praveen Thote of Mawa Sanstha presented these films. Many eminent personalities including Nanabhau Nakade, NCP leader, Dongarwar, Manager of SBI, Saurabh Munghate, Dr Kawle and others visited this film festival and appreciated the venture.

Prof Dr Narendra Arekar conducted the programme and Dr Ganesh Satpute proposed a vote of thanks. Prof Bhashkar Tupte of Movie Club, Dr Gunwant Wadpalliwar, Head of NSS, Dr Ravindra Vikhar, Ashish Bagmare and others took pains for the success of the festival.

Film Festival in Collaboration With MAVA



DANDAKARANYA EDUCATIONAL & CULTURAL DEVELOPMENT RESEARCH SOCIETY GADCHIROLI'S
SHRI GOVINDRAO MUNGHATE ARTS & SCIENCE COLLEGE
KURKHEDA, (DIST.) GADCHIROLI

Govindrao Munghate Arts & Science College, Kurkheda
in collaboration with
Aamhi Aamchya Arogyasathi
&
Men Against Violence and Abuse
Invites
College Students, Faculty, Young Filmmakers & Social Workers
in Kurkheda Region

On 17- 18 December 2021
10 am to 5 pm

SAMABHAV

An exciting 2 days Film festival
On Gender, Masculinity & Relationships



ENTRY FREE, 12-14 REGIONAL AND NATIONAL FILMS WILL BE SCREENED VENUE :
MUNGHATE COLLEGE AUDITORIUM, KURKHEDA, GADCHIROLI
FOR REGISTRATION & OTHER DETAILS, CONTACT
PROF. BHASKAR TUTE: 8308415060 / VIJAYALAXMI: 09421987758



Film Festival in Collaboration With MAVA



Shri Govindrao Munghate Arts & Science College Kurkheda, Dist. Gadchiroli

Munghate College Movie Club Department

TWO DAY FLIM FESTIVAL

Dated- 17 & 18 December 2021

Introduction:

Munghate College Movie Club department of Shri. Govindrao Munghate College, Kurkheda on 17th and 18th December 2021. A two-day film festival on social awareness was organized in association with Mawa Sanstha Mumbai.

The inaugural program of this film festival was presided over by the president of the institute and the principal of the college. Dr. Rajabhau Munghate was present. The famous writer Ajay Gampawar as the inaugural function and the Head of Marathi Department of Rashtrasant Tukdoji Maharaj University, Nagpur Dr. Pramod Munghate was present as the chief guest virtually. On the platform we Dr. Founder President of this organization for our health. Satish Gogulwar. Zilla Parishad Member Adv. Lalsu Nagoti, Harish Sadani, Praveen Thote, Vandana Munghate, members of the organization Saurabh Munghate were present.

In this two-day long film festival, a total of 14 nationally and internationally popular films like Natkhat, Maida, Sunday, Black Rose Red Dresses, Umbertha, Juice, Sunder were presented. This presentation was done in collaboration with Praveen Thote of Mawa Institute.

Natkhat: Sonu is a seven year old boy in Natkhat. At this age, children model and imitate the patriarchal family system. One day Sonu casually told his family about a terrible act he had done in his school and how the work of adults takes a toll on children. He listens to his mother who convinces Sonu how children imitate adults and learns the value of gender equality from his mother.

Maida: Maida is a documentary film shot over a period of eight years. The film explores the social norms and practices of dowry, child marriage, dropping out of school after the onset of menstruation. It indicates the dropout rate of girls in school.

The Little Goddess: The plot of the short film The Little Goddess is based on the folk art of Bahurupi. In this, the girl adopts this practice of polygamy to earn a living. But one day the film's casting director invites her to Calcutta but her mother, father and sister are bound. She is unwilling to go there, given in this narrative.

Sunday: In the short film Sunday, a middle-aged man named Kamble. The person visits their neighborhood case office every week. Because they don't live without the touch of a person

called Jan to shave or otherwise. An attempt has been made to show homosexuality in this plot.

Bhaap: The film Bhaap portrays the harsh reality of the micro-socialization of patriarchy and patriarchy in the lives of not one but many women. The plot revolves around the life of a middle-class housewife living in a small space in Mumbai.

Black Roses and Red Dresses: In the short film Black Roses and Red Dresses, three young Indian acid attack survivors confront the violence against their attackers by writing letters to them in an attempt to reconcile.

Turup: The short film Trump briefly mentions the game of chess and its themes include morality and religion. That is why social and political tensions arise during the competition. But men are only shown to be secondary players.

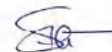
U Ushacha: In the movie U Ushacha, Usha is an illiterate loner who works as a farm laborer in a rural area. She finds herself attracted to a female teacher at the local elementary school, which she has never experienced before. This sexual awareness of Usha is depicted in detail. Also, Bode Charm continues to control her life and shape her everyday self.

Juice: In the short film Juice, Manju Singh and her husband organize a party with their friends. There, between snacks, drinks and laughter, something unexpected happens. Juice subtly portrays patriarchy and misogyny in an Indian household.

Umbaratha is a plot based on a teenage boy. Pankaj is looking for sex. The opportunity to express his desires is limited by his cultural code of conduct, which comes from the patriarchal Indian upbringing that comes with gender stereotypes and his natural desire to identify with the opposite sex.

Sunder: In this film sunder comments on freedom of expression and equality, freedom to live as one wants. Which oppress a person and deprive him of his fundamental rights.

Co-coordinator



Dr. Ganesh D. Satpute



**DRAFT**

Dandakaranya Educational & Cultural Development Research Institute, Gadchiroli's

SHRI GOVINDRAO MUNGHATE ARTS AND SCIENCE

COLLEGE, KURKHEDA,

**RULES FOR PREVENTION OF SEXUAL
HARASSMENT 2013**

**SHRI GOVINDRAO MUNGHATE ARTS AND SCIENCE COLLEGE, RULES FOR
PREVENTION OF SEXUAL HARASSMENT**

Preamble

The Supreme Court of India in its 1997 judgment in Vishakha & others vs. State of Rajasthan makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace.

Educational institutions are also bound by the same directive. In compliance with the mandate of the aforementioned judgement of the Supreme Court, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, have proposed to adopt this policy to prevent, prohibit and punish sexual harassment of women at the college campus. Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, is committed to providing for all women who fall within its jurisdiction including academic, non-academic staff and students, a place of work and study free environment from sexual harassment, intimidation and exploitation. Every woman shall have a Right to be free from Sexual Harassment and the Right to Work in an environment free from any form of Sexual Harassment in the campus of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, Governed Institutions and schools.

Short title, Extent of Applicability and commencement

(1) This Rule may be called Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, ***Rules for Prevention of Sexual Harassment***.

(2) The extent of applicability of these Rules shall include all places of work and residences in the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli,, all places of instruction, research and administration, hostels, health centres, sports grounds, staff quarters or in public places. Such public places include not just the physical premises under the supervision of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, system but include areas outside the area of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, where the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, members reside or travel to as part of their work as members of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. The jurisdiction



will include fieldtrips, sports tournaments, conferences, seminar, college festivals and all other activities undertaken by any person as a member of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli,.

(3) The Rules shall come into force w.e.f. the date of approval by the Management Council of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Policy

The right of women to protection from sexual harassment and the right to work with dignity are recognised as universal human rights by international instruments such as the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), which has been ratified by India. The Supreme Court in the Vishakha judgment has held that each incident of sexual harassment results in the violation of the fundamental rights of Gender Equality and the Right to Life and Liberty. Sexual harassment is a clear violation of a woman's right to gender equality as guaranteed under **Articles 14 and 15, her right to live with dignity under Article 21 and her right to work with dignity in a safe environment under Article 19(1) (g)** of the Constitution of India.

Objectives of the Rules

The Rules are framed with the following objectives:

- To fulfil the directive of the Supreme Court of India, the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, shall have to frame and implement a policy against sexual harassment of women at the work place.
- To uphold Women's Right to Protection against Sexual Harassment and the Right to Livelihood and towards that end for the prevention and redressal of Sexual Harassment of Women.
- To evolve a permanent mechanism for the prevention, prohibition and redress of sexual harassment of women within the jurisdiction of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.
- To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women in the campus.
- To ensure the implementation of the policy in letter and spirit by taking all necessary and reasonable steps including the constitution of appropriate Committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.
- To uphold the commitment of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, to provide an environment free of discrimination and violence against women.



• To generate public opinion against sexual harassment of women at the workplace.

Definition of the Sexual Harassment

For purposes of this Rule the following shall constitute sexual harassment of women:

1. When submission to unwelcome sexually determined behaviour such as sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature, are explicitly or implicitly made a term or condition of teaching/guidance, education, employment, participation or evaluation of a woman's engagement in any activity.

2. When unwelcome sexually determined behaviour, including but not limited to, sexual advances, physical and/or verbal or non-verbal or conduct, such as loaded comments, remarks or jokes, letters, phone calls, SMS or emails, gestures, exhibition of pornography, physical contact, stalking, sounds or display of a derogatory nature have the purpose and/or effect of interfering with a woman's work or academic performance or of creating an intimidating, hostile or offensive employment, educational or living environment.

3. When a man uses with a sexual purpose, the body or any part of it or any object as an extension of the body in relation to a woman without her consent or against her will, such conduct will amount to sexual assault.

Explanation

(a) It is clarified that it is the reasonable perception of the woman that would be relevant in determining whether any conduct was sexually determined and, if so, whether such conduct was unwelcome or not and that her objection would disadvantage her in connection with her education or employment, including evaluation, grading, recruitment or promotion, or when it creates a hostile working, educational or living environment.

(b) "Hostile Environment" is said to be created when any act of Sexual Harassment has the purpose or effect of interfering with an individuals work performance or creating an intimidating, hostile or offensive employment, educational or living environment. This policy shall be respected by and binding upon all members of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, including management, academic staff, non teaching staff, administrative staff, technical staff, support staff, students, consultants, visitors, service providers, holding permanent, temporary, honorary, ad hoc, voluntary or short term positions. Sexual Harassment will amount to misconduct in employment under the relevant Conduct and Service Rules and Regulations. The said Rules/Regulations shall stand amended accordingly.

Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, shall take all necessary and reasonable steps to prevent and ensure that no woman within its jurisdiction is subject to sexual harassment by any Third Party. Where any such Sexual Harassment occurs, the employer shall take all necessary and reasonable steps to assist the aggrieved woman to redress the act of Sexual harassment. It shall be



unlawful to retaliate against an employee, student or staff member for filing a complaint of sexual harassment or for cooperating in an enquiry of sexual harassment.

Other Definitions

(i) "Institutions" means Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, established under the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, Act, as amended upto date).

(ii) "Complaint Committee" means the committee to check the menace of sexual harassment & violence against women at their work place.

(iii) "Student" includes regular students pursuing study in the campus as well as ex-students of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(iv) "Teaching staff" includes any teacher of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. It also includes honorary teacher or teachers on special duty or deputation and shall also include teachers employed on a contractual or project basis.

(v) "Non-Teaching staff" includes any person on the staff of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, who is not included in teaching staff. It shall include any person rendering service on honorary, or special duty or deputation and shall also include employees employed on a causal or project basis.

(vi) "Member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli," includes all the persons mentioned under (iv) & (v) above and shall also include students as per the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, (as amended upto date).

(vii) "Resident" includes any person who is a temporary or permanent resident of any of the accommodations or premises allotted to an employee/teacher/student and visitor by the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(viii) "Outsider" includes any person who is not a member or resident of the University. It also includes, but is not limited to, any private person offering residential, food and other facilities to students, teaching staff or non-teaching staff of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli,.

(ix) "Campus" includes all places of work and residence in the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. It includes all places of instruction, research and administration, as well as hostel, health centers, sports grounds, staff quarters and public places (including shopping centers, eating places, parks, streets and lanes) on the University campus.

Jurisdiction

The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:

I. By a member of the university against any other member of the Dandakaranya Educational & Cultural Development research Institute,



Gadchiroli, irrespective of whether the harassment is alleged to have taken place within or outside the campus.

II. By a resident against a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, or made by a member against a resident irrespective of whether sexual harassment is alleged to have taken place within or outside the campus.

III. By an outsider against a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, or by a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, against an outsider if the sexual harassment is alleged to have taken place within the campus.

IV. By a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases the Committee shall recommend that the university authorities initiate action by making a complaint with the appropriate authority. Further the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

Establishment of Complaint Committee

The President/Secretary, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, shall constitute the Complaint Committee and the qualifications, tenure, terms and conditions of the Chairperson shall be determined by the Executive Council of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. The Chairperson of the Committee shall be a woman appointed by the President/Secretary from amongst the senior Professors of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Composition of the Committee

The composition of the Committee shall be as under:-

(i) Chairperson

(ii) 03 (three) teachers of the University {out of them 02 (two) shall be women}

(iii) 01 (one) representative from the Administrative branch, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(iv) 01 (one) representative from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, Officers' Association

(v) 01 (one) representative from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli Employees' Association.

(vi) 01 (one) representative from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli Post Graduate Students' Union, preferably a woman.

(vii) The Department representative/Centre representative of the concerned Department and Centres of Study of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli who shall be a woman.



(viii) 01 (one) woman representative from outside the University Community belonging to any registered NGO, law practitioner or one who is conversant with the matter of sexual harassment.

(ix) A Member Secretary - (who shall be a woman)

The Dandakaranya Educational & Cultural Development research Institute, Gadchiroli shall also provide support staff and necessary infrastructure for conducting the meeting.

The Dandakaranya Educational & Cultural Development research Institute, Gadchiroli shall also entrust the responsibility of a Nodal Officer to a women member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli in addition to the setting up of the Complaint Committee who could easily be contacted from time to time for information/suggestion related to the complaint of sexual harassment.

Complaint filing process

(i) Any student, resident, service provider, outsider, or a member of the academic or non-teaching staff may lodge a complaint of sexual harassment against a student, resident, service provider, outsider, or a member of the academic or non-teaching staff. Third party complaints and witness shall also be

entertained. The Complaint Committee shall take suo moto notice of grave violations of the basic principles of gender sensitivity and justice on the campus.

(ii) Complaints can be lodged directly with the Chairperson or the Member Secretary of the Complaint Committee or the President/Secretary or the Head of the Institutions runned by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(iii) The complaint should be in writing under his/her dated signature or thumb impression as the case may be or by a third party with the signature of the complainant of the body of the complainant.

Formal Enquiry

Once the Complaint Committee has decided that the complaint shall require further investigation, it shall conduct formal enquiry by a committee and provide its resources to ensure the complainant's safety on the campus. For this purpose, the Chairperson of Complaint Committee shall convene an Emergency meeting to constitute the Enquiry Committee.

Composition of the Enquiry Committee

An Enquiry Committee shall be constitutes as under:

a. The Committee shall consist of not less than three persons and not more that five persons.

b. Atleast 50% of the members of the Committee shall be women.

c. It shall include 01 (one) member of a NGO/representative or legal practitioner who is conversant with the matter of sexual harassment.

d. No person who is a complainant, witness, or defendant in the complaint of sexual harassment shall be a member of an Enquiry Committee.

f. The Chairperson of the Committee shall be a woman academician and the Convenor of the Committee shall be preferably the Member Secretary of the Complaint Committee.



g. The membership of an Enquiry Committee shall not be changed or in any other way modified during its proceedings.

Functions of the Enquiry Committee

a. The Enquiry Committee shall enquire into the complaint of sexual harassment using procedures in conformity with the principles of natural justice and gender sensitivity.

b. The Enquiry Committee shall submit a detailed report to Complaint Committee in which it shall communicate its findings based on its investigations and its recommendations regarding the nature of disciplinary action, if any.

c. The Enquiry Committee shall submit a detailed report to Complaint Committee in which it shall communicate its findings based on its investigations and its recommendations regarding the nature of disciplinary action, if any.

Procedure to be followed by the Enquiry Committee

a. The Enquiry Committee shall not, at any time in the enquiry proceedings, cause the defendant and the complainant and/or their witnesses to be placed face to face, or put in a situation where they may be face to face (e.g. they shall not be called at the same time and be made to wait in the same place), keeping strictly in view the need to protect the complainant from facing any serious health and/or safety problems, in accordance with the guidelines in the Supreme Court Judgment.

b. The Enquiry Committee shall strive to complete the enquiry in the shortest possible time, not exceeding three months from the date that a complaint is referred to it, except for reasons that the Enquiry Committee shall provide in writing to Complaint Committee.

c. The Enquiry Committee shall provide reasonable opportunity to the complainant and the defendant for presenting and defending her/his case.

d. The Enquiry Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice.

e. The Enquiry Committee shall have the power to summon any official papers or documents pertaining to the complainant as well as the defendant.

f. The character and antecedents of the defendant may be taken in consideration by the Committee, if necessary in the interest of the justice.

g. The Enquiry Committee shall have the right to summon, as many times as required, the defendant, complainant and/or any witnesses for the purpose of supplementary testimony and/or clarifications.

h. The Enquiry Committee shall have the right to terminate the enquiry proceedings and to give an ex parte decision on the complaint, should the defendant fail, without valid ground, to present herself/himself for three consecutive hearings convened by the Enquiry Committee.

i. Within not more than ten working days on the receipt of the first intimation of the enquiry, the complainant and the defendant shall submit to the Chairperson of the Committee, in writing, a list of witnesses,



together with their contact details, that she/he desires the Enquiry Committee to examine.

j. The Committee shall convene the first hearing of the enquiry. The defendant, the complainant, and witnesses shall be intimated at least seventy-two hours in advance in writing of the date, time and venue of the enquiry proceedings.

k. If the complainant, defendant, or witness desire to appear before the Enquiry Committee accompanied by on companion of their choice, who shall be a teacher, non-teaching staff or student of the university, they shall communicate to the Chairperson the name of that person. Such a person shall have only observer status and her/his presence during the proceedings shall be restricted to the testimony of the individual she/he is accompanying. However, the decision of the Chairperson shall be final as to the inclusion of an observer in the Enquiry proceedings.

l. The identities of all witnesses shall throughout be protected by the Enquiry Committee by the use of a coding system for this purpose.

m. The complainant(s) and the defendant shall have the right to examine written transcripts of the recordings with the exclusion of witnesses' names and identities.

Any person nominated by the complainant and/or the defendant on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. The complainant(s)/defendant shall inform the Chairperson specifically if they wish to exercise this right. The Enquiry Officer may allow access to such documents on a specific date to be intimated at least two days in advance to each of the parties concerned. Under the circumstances, however, the concerned parties shall be allowed to take these documents outside the office of the Complaint Committee.

n. The complainant and the defendant shall have the right of cross-examining of all witnesses. Such cross examination shall be conducted in the form of written questions and responses via the Enquiry Committee.

o. The defendant/complainant shall submit to the Chairperson, a written list of questions that she/he desires to pose to the witness. The Enquiry Committee shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, or gender-insensitive. Any behavior, verbal or otherwise, on the part of the defendant or her/his nominee, that is designed to intimidate or subject the complainant to mental and physical trauma, shall be construed as a violation of the order of restraint issued by Complaint Committee as defined here in below :

p. The complainant and the defendant shall be responsible for presenting their witnesses before the Enquiry Committee. However, if the Enquiry Committee is convinced that the absence of either of the parties to the disputes is on valid grounds, the Enquiry Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person



concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.

q. All proceedings of the Enquiry Committee shall be recorded in writing and the same together with the statement of witnesses shall be endorsed by the persons concerned in token of authenticity thereof.

r. All persons heard by the Enquiry Committee, shall take and observe an oath of secrecy about the proceedings.

Any violation of the oath of secrecy may invite the full range of penalties outlined here in below:

s. If the complainant desires to tender any document by way of evidence, the Enquiry Committee shall supply true copies of such documents to the defendant.

Similarly, if the defendant desires to tender any documents in evidence, the Enquiry Committee shall supply true copies of such documents to the complainant.

t. In the event that the Chairperson thinks that supplementary testimony is required, the Enquiry Officer shall forward to the person concerned a summary of the proceedings and allow for a time period of seven days submitting such testimony, in person or in writing, to the Enquiry Committee.

u. After concluding its investigation, the Enquiry Committee shall submit a detailed reasoned report of its findings to the Chairperson of Complaint Committee. In the event that it finds the defendant guilty of sexual harassment, it shall also recommend the nature of disciplinary action to be taken on the complaint as referred here in below. It shall also recommend whether Complaint Committee and the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities should, after disciplinary action has been taken, publicize the identity of the offender, the act and the disciplinary action taken.

If the Enquiry Committee finds no merit in the complaint, it shall write to the Chairperson of Complaint Committee, giving reasons for its conclusions.

v. Nothing precludes Complaint Committee from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the enquiry proceedings and even after the communication of the findings to appropriate University authorities, provided that in the latter case, the composition of the reconvened Enquiry Committee shall be at least half of the members of the Enquiry Committee that originally enquired into the said complaint.

Restraint Order

(i) A restraint order in terms of Complaint Committee Rules shall provide a summary of the complaint, the date (s), time (s), and location (s), of the alleged incident (s). It shall warn the defendant (s) that any attempt on her/his part or by person (s) acting on his/her behalf, to contact, or influence, or intimidate, or exert pressure on the complainant or any person in the complainant's confidence may prove prejudicial to her/his case.



(ii) The complainant or any other person should intimate in writing the Complaints Screening Committee, the Chairperson of Complaint Committee and/or the Enquiry Committee of any violation of the order of restraint by the defendant (s), or any person acting on her/his behalf.

(iii) Should the Complaint Screening Committee, the Chairperson of Complaint Committee, or the Enquiry Committee be convinced of the truth of such allegations, the Chairperson of CASH and/or the Chief Enquiry Officer may summon the defendant (s) in person and issue a verbal and written warning that such behavior may lead to an adverse inference being drawn against her/him. The Enquiry Committee or Complaint Committee shall retain to close the enquiry proceedings, and to give an expert decision on the complaint.

(iv) The Enquiry Committee and Complaint Committee shall consider all violations of the restraint order when determining the nature of offence of a defendant found guilty of sexual harassment.

Communication of findings

(i) Within seven working days of the receipt of the report and recommendations of the Enquiry Committee, the Chairperson of Complaint Committee shall convene an Emergency meeting. Each member of Complaint Committee shall have the right to access the entire enquiry proceedings, or any part thereof, and to participate in Complaint Committee deliberations on the complaint.

Within seven working days of the adoption of the report of the Enquiry Committee, the Chairperson of Complaint Committee shall forward the report of the Enquiry Committee, together with a summary of the opinions of the members of Complaint Committee (including dissenting opinions) to the Management Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli through the President/Secretary, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(ii) The Management Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli shall in its meeting shall discuss the recommendation of the Complaint Committee and shall take appropriate action of imposing penalty on the defendant.

Penalties

Any student, service provider, resident, outsider, or a member of the academic or non-teaching staff found guilty of sexual harassment shall be liable for disciplinary action. The penalties listed below (in ascending order) are indicative, and shall not constrain the Executive Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities from considering others, in accordance with the rules governing the conduct of employees and students in practice at time.

Penalties in Case of Academic Staff

a. Warning, reprimand, or censure.

b. Withholding of one or more increments for a period not exceeding one year.



- c. Removal from an administrative position at the Centre, School and/or College levels.
 - d. Disbarment from holding an administrative position at the Centre, School and/or College levels.
 - e. Suspension from service from a limited period.
 - f. Compulsory retirement.
 - g. Dismissal from service.
- Further, the penalty awarded shall be recorded in his/her Confidential Record.

Penalties in Case of Non-Teaching Staff

- a. Warning, reprimand, or censure.
 - b. Transfer
 - c. Withholding of one or more increments for a period not exceeding one year.
 - d. Suspension from service for a limited period.
 - e. Compulsory retirement.
 - f. Dismissal from service.
- Further, the penalty awarded shall be recorded in his/her Confidential Record.

Penalties in Case of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli Students

- a. Warning or reprimand.
- b. Transfer to another hostel.
- c. Withdrawal of hostel accommodation for a period up to one semester.
- d. Withdrawal of the right to an official character certificate from Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.
- e. Withdrawal of hostel accommodation for the entire period of study.
- f. Rustication from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli for a period up to two semesters.
- g. Expulsion from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, and/or a bar on appearing for the entrance examination/interview to any programme of study offered by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.
- h. Withholding of a degree awarded deemed to be University of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Penalties in Case of Outsiders

- a. Warning or reprimand, or censure.
- b. A letter communicating her/his misconduct to her/his place of education, employment or residence.
- c. Declaration of the campus as out of bounds for her/him, and/or a bar on appearing for the entrance examination/interview to any programme of study offered by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.



d. Any other legal action as may be necessary.

Penalties in Case of Service Providers

a. Warning or reprimand, or censure.

b. A letter communicating her/his misconduct to her/his place of employment.

c. Declaration of the campus as out of bounds for her/him.

d. Withdrawal of the right to run/manage/work in any commercial enterprise, or to provide services, on the campus.

e. Any other action as may be necessary.

In addition to the penalties specified above, the person may be advised to undergo counseling and gender sensitization, and to give a written and/or public apology to the complainant.

Penalty in Case of a Second Offence

A second or repeated offence, may, on the recommendation of Complaint Committee, attract a major penalty.

Obligations of University Authorities and Functionaries

i. The Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities shall, through a notification each academic year, notify the names and contact details of the members of Complaint Committee, and the fact that Complaint Committee is the University body responsible for gender sensitization and enquiries into complaints of sexual harassment.

ii. The University authorities will ensure that the policy is included in the Admission Brochure and circulated at the time of registration. The University authorities will ensure that recruitment announcements to all academic and non-teaching positions include the following statement, as notification of the Policy:

Dandakaranya Educational & Cultural Development research Institute, Gadchiroli has a Policy against sexual harassment and is committed to providing an environment free from gender discrimination and harassment.

iii. In order to ensure the permanent placement of the Policy, the University authorities and functionaries shall arrange for several copies to be placed on boards for display in prominent places, such as the entrances to the campus, academic and administration buildings, hostels, etc.

iv. The University authorities and functionaries shall provide legal, medical and counseling assistance to those complainants who have to take recourse to the law.

v. The University authorities and functionaries shall forward all complaints of sexual harassment to Complaint Committee, save in cases in which the complainant has expressly prohibited such forwarding.

vi. The University authorities shall maintain full confidentiality with respect to matters pertaining to Complaint Committee enquiries into complaints of sexual harassment. The University authorities shall extend all necessary assistance for ensuring full, effective and speedy implantation of these Rules and Procedures of Complaint Committee.



vii. As is required by the Supreme Court Judgment, the University authorities and functionaries shall strive to create a workplace in which the functioning of Complaint Committee and/or the interests of justice are not subjected to undue "pressure from senior levels".

Other Functions

False Complaint/Deposition

i. If the Enquiry Committee finds no merit in any complaint /deposition, it shall write to the Chairperson of Complaint Committee giving reasons for its conclusions.

ii. Within four working days of the receipt of this communication, the Chairperson of Complaint Committee shall call a Special Meeting to discuss the recommendations of the Enquiry Committee, and to decide whether a show-cause notice shall be issued to the Complainant/witness(es).

iii. Upon the decision to issue a show-cause notice, the Chairperson of Complaint Committee shall issue it to the complainant/witness(es). The show-cause notice shall cite the bases of the committee's conclusions and require the complainant /witness(es) to explain, within seven days (in writing and/or in person), as to why disciplinary action shall not be taken against her/him.

iv. Within four working days of receipt of any explanation from the complainant/witness(es) to this show-cause notice, or after the expiry of the time specified for such explanation, the Chairperson of Complaint Committee shall convene a Special Meeting to consider the explanation or any lack thereof.

v. In event of no, insufficient or unconvincing explanation, Complaint Committee shall forward its findings to the appropriate University Authority for further action.

Protection against Victimization

i. If the complainant is a student and the defendant(s) is a teacher, during the investigation and enquiry, and even after such an enquiry if the teacher is found guilty, the defendant(s) shall not supervise any academic activity of the student, including but not limited to, evaluation and examination, reexamination, and supervision of research.

ii. If a witness named by the complainant is a student and the defendant(s) is a teacher, during the duration of the investigation and enquiry, and even after such an enquiry if the teacher is found guilty, the defendant shall not supervise any academic activity of the student, including but not limited to, evaluation and examination, re-examination, and supervision of research.

iii. If both the complainant and the defendant (s) are members of the academic and/or non teaching staff of the University, during the duration of the investigation and enquiry, and even after such an enquiry if the defendant is found guilty, the defendant shall not write the Confidential Reports of the complainant, if she/he is otherwise so authorized.

iv. If witnesses named by the complainant and the defendant(s) are members of the academic and/or nonteaching staff of the University, during the duration of the investigation and enquiry, and even after such an enquiry



if the defendant is found guilty, the defendant shall not write the Confidential Reports of the complainant, if she/he is otherwise so authorized.

v. If the defendant(s) is an outsider, during the duration of the investigation and enquiry, and even after such an enquiry if the defendant is found guilty, the defendant shall not be allowed to enter the campus, except for the purpose of attending the present enquiry.

vi. If the defendant(s) is a resident/service provider, during the duration of the investigation and enquiry, and even after such an enquiry if the defendant is found guilty, the order of restraint issued in accordance with the procedures in Section shall be in force at all times.

Provision for Appeal

In the event of the Complaint Committee not taking action on a complaint, or if the complainant or defendant is dissatisfied with the disciplinary action taken by the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities, she/he shall have the right to appeal to the Management Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Amendment to the Rules & Procedures of Complaint Committee

i. Amendments to the Rules and Procedures of COMPLAINT COMMITTEE shall have effect only if they are in consonance with the letter and spirit of the Supreme Court Judgment.

ii. Amendments shall be effected by a decision taken in a Special Meeting of Complaint Committee called for the purpose.

iii. The proposed amendment (s), together with the objectives and reasons thereof, shall be recorded in writing and circulated by the proposer of the amendment (s) at least fifteen working days prior to the Special Meeting called for the purpose.

iv. An amendment motion shall be earned by two-third of the members present and voting. In the event of a tie on an amendment motion, it shall be put to vote one more time. If a tie recurs, the amendment motion shall be reconsidered by another Special Meeting to be called after at least fifteen working days.

Interpretation

The Executive Council shall have the power to interpret any clause(s) of the Regulation as and when necessary.

The Executive Council shall also have the power to take decision(s) on any matter(s) not strictly covered by the Rules, by taking into consideration the gravity and nature of the same, in consonance with relevant judgment of the Supreme Court/guidelines of the UGC/Govt. etc.

Removal of difficulties

If any difficulty arises in giving effect to the provision of the policy, the Chairperson of the Executive Council is empowered to remove such difficulties.

Savings

No Officer/Member shall be liable for any legal proceedings for anything done in good faith in discharge of duties under these policies.



Miscellaneous

i. The provisions of these Rules and Procedures of Complaint Committee shall be duly incorporated within any other Statute, Circular or Ordinance of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli as may be relevant, in keeping with the Supreme Court Judgment.

ii. The proceedings under these Rules and Procedures of Complaint Committee shall not, in any way, be affected by any other proceedings against the defendant preferred by the complainant under any other provision of civil or criminal law, except to the extent specifically ordered by a court of law.

iii. The provisions of these Rules and Procedures of Complaint Committee shall not restricted the powers of the University or the complainant to proceed against the defendant for any other misconduct, or pursue criminal or civil remedies, whether or not connected with the misconduct within the purview of these rules.

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Shri. Govindrao Munghate Arts and Science College, Kurkheda, Dist. Gadchiroli.

Minutes of meeting of Sexual Harassment at Committee

The following sexual harassment committee were formed but due to the Covid -19 pandemic college was mostly closed and only online lecturer was held, hence no meeting was done.

Chairperson : Dr. R. G.Munghate (Principal)

Member Secretary : Hemlata A. Urade (Assit. Prof. of Marathi)

Members : D. D. Ade (Assit. Prof. of History)

R. B. Shambharkar (Assit. Prof. of Botany)

T. D. Wakde (Assit. Prof. of Microbiology)

A. A. Bhoyar (Librarian)

P. S.Khobe (Vice principal & Assit. Prof. of Pol. Sci.)

The Anti-Sexual Harassment Committee ("Committee") unanimously appointed **Hemlata A. Urade** as Member Secretary and accorded to her the responsibility of setting out the agenda and general conduct of the meeting. The Chairperson thanked the Committee for her selection and agreed to conduct the current and all future meetings of the Committee and setting the agenda in discussion with all members. The Chairperson, after deliberations with the members, announced the agenda for the meeting as under:

- (i) General introductions of all members;
- (ii) Brief discussion by members on case-law relating to sexual harassment;
- (iii) Determination of date / time of next meeting;
- (iv) Any other issue which members wanted to discuss.

The Committee agreed to meet on quarterly basis or when any case arises. The Committee agreed that should there be any modification to the above the revised schedule and agenda will be communicated to all members by email / telephone.

There being no other agenda for discussion or consideration of the Committee, the meeting was adjourned till next meeting.

Chairperson



**Shri. Govindrao Munghate Arts and Science College,
Kurkheda, Dist. Gadchiroli.**

Minutes of meeting of Sexual Harassment at Committee

- Chairperson** : Dr. R. G. Munghate (Principal)
- Member Secretary** : Hemlata A. Urade (Assit. Prof. of Marathi)
- Members** : D. D. Ade (Assit. Prof. of History)
- R. B. Shambharkar (Assit. Prof. of Botany)
- T. D. Wakde (Assit. Prof. of Microbiology)
- A. A. Bhoyar (Librarian)
- P. S. Khope (Vice principal & Assit. Prof. of Pol. Sci.)

Agenda: Review of incidence of sexual harassments.

Proceedings: Above sexual harassment committee were formed but due to the Covid -19 pandemic college was mostly closed and only online lecturer was held, hence No incidences of Sexual Harassments have been reported. The committee meeting is held every 4 month (semester) or as and when required. Hence no meeting was held.

Chairperson



**Shri Govindrao Munghate Arts and Science College,
Kurkheda, District Gadchiroli
Cell at College/Society level**

1 Name of the Appellant	
2 Age & Sex	
3 Positions (Principal/ Head of Department /Teacher/Student/Non-Teaching Employee)	
4 Name of the College/Department/ Administrative Section:	
5 Residential Address of the person who is launching Appeal:	
6 Phone Numbers	
Landline – Office :	
Landline – Resi.	
Mobile :	
7 E- mail Address :	
8 Name of the Committee against whom the Appeal is made	
9 Name of the College:	
10 Details of College/ Department / Section in the College/P.G. Department.	
11 Nature of Appeal with details of the inquiry held by respective Committee:	
12 Attachments/Documents of evidence, if any for launching Appeal	
(Note: - A copy of original complaint in the respective case should be attached)	

Date:-
Place:-

Signature

**DRAFT**

Dandakaranya Educational & Cultural Development Research Institute, Gadchiroli's

SHRI GOVINDRAO MUNGHATE ARTS AND SCIENCE

COLLEGE, KURKHEDA,

**RULES FOR PREVENTION OF SEXUAL
HARASSMENT 2013**

**SHRI GOVINDRAO MUNGHATE ARTS AND SCIENCE COLLEGE, RULES FOR
PREVENTION OF SEXUAL HARASSMENT**

Preamble

The Supreme Court of India in its 1997 judgment in Vishakha & others vs. State of Rajasthan makes it obligatory for every employer and other responsible persons to follow the guidelines laid down by the Court and to evolve a specific policy to combat sexual harassment in the workplace.

Educational institutions are also bound by the same directive. In compliance with the mandate of the aforementioned judgement of the Supreme Court, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, have proposed to adopt this policy to prevent, prohibit and punish sexual harassment of women at the college campus. Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, is committed to providing for all women who fall within its jurisdiction including academic, non-academic staff and students, a place of work and study free environment from sexual harassment, intimidation and exploitation. Every woman shall have a Right to be free from Sexual Harassment and the Right to Work in an environment free from any form of Sexual Harassment in the campus of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, Governed Institutions and schools.

Short title, Extent of Applicability and commencement

(1) This Rule may be called Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, **Rules for Prevention of Sexual Harassment**.

(2) The extent of applicability of these Rules shall include all places of work and residences in the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli,, all places of instruction, research and administration, hostels, health centres, sports grounds, staff quarters or in public places. Such public places include not just the physical premises under the supervision of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, system but include areas outside the area of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, where the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, members reside or travel to as part of their work as members of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. The jurisdiction



will include fieldtrips, sports tournaments, conferences, seminar, college festivals and all other activities undertaken by any person as a member of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli,.

(3) The Rules shall come into force w.e.f. the date of approval by the Management Council of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Policy

The right of women to protection from sexual harassment and the right to work with dignity are recognised as universal human rights by international instruments such as the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), which has been ratified by India. The Supreme Court in the Vishakha judgment has held that each incident of sexual harassment results in the violation of the fundamental rights of Gender Equality and the Right to Life and Liberty. Sexual harassment is a clear violation of a woman's right to gender equality as guaranteed under **Articles 14 and 15, her right to live with dignity under Article 21 and her right to work with dignity in a safe environment under Article 19(1) (g)** of the Constitution of India.

Objectives of the Rules

The Rules are framed with the following objectives:

- To fulfil the directive of the Supreme Court of India, the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, shall have to frame and implement a policy against sexual harassment of women at the work place.
- To uphold Women's Right to Protection against Sexual Harassment and the Right to Livelihood and towards that end for the prevention and redressal of Sexual Harassment of Women.
- To evolve a permanent mechanism for the prevention, prohibition and redress of sexual harassment of women within the jurisdiction of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.
- To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women in the campus.
- To ensure the implementation of the policy in letter and spirit by taking all necessary and reasonable steps including the constitution of appropriate Committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.
- To uphold the commitment of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, to provide an environment free of discrimination and violence against women.



• To generate public opinion against sexual harassment of women at the workplace.

Definition of the Sexual Harassment

For purposes of this Rule the following shall constitute sexual harassment of women:

1. When submission to unwelcome sexually determined behaviour such as sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature, are explicitly or implicitly made a term or condition of teaching/guidance, education, employment, participation or evaluation of a woman's engagement in any activity.

2. When unwelcome sexually determined behaviour, including but not limited to, sexual advances, physical and/or verbal or non-verbal or conduct, such as loaded comments, remarks or jokes, letters, phone calls, SMS or emails, gestures, exhibition of pornography, physical contact, stalking, sounds or display of a derogatory nature have the purpose and/or effect of interfering with a woman's work or academic performance or of creating an intimidating, hostile or offensive employment, educational or living environment.

3. When a man uses with a sexual purpose, the body or any part of it or any object as an extension of the body in relation to a woman without her consent or against her will, such conduct will amount to sexual assault.

Explanation

(a) It is clarified that it is the reasonable perception of the woman that would be relevant in determining whether any conduct was sexually determined and, if so, whether such conduct was unwelcome or not and that her objection would disadvantage her in connection with her education or employment, including evaluation, grading, recruitment or promotion, or when it creates a hostile working, educational or living environment.

(b) "Hostile Environment" is said to be created when any act of Sexual Harassment has the purpose or effect of interfering with an individuals work performance or creating an intimidating, hostile or offensive employment, educational or living environment. This policy shall be respected by and binding upon all members of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, including management, academic staff, non teaching staff, administrative staff, technical staff, support staff, students, consultants, visitors, service providers, holding permanent, temporary, honorary, ad hoc, voluntary or short term positions. Sexual Harassment will amount to misconduct in employment under the relevant Conduct and Service Rules and Regulations. The said Rules/Regulations shall stand amended accordingly.

Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, shall take all necessary and reasonable steps to prevent and ensure that no woman within its jurisdiction is subject to sexual harassment by any Third Party. Where any such Sexual Harassment occurs, the employer shall take all necessary and reasonable steps to assist the aggrieved woman to redress the act of Sexual harassment. It shall be



unlawful to retaliate against an employee, student or staff member for filing a complaint of sexual harassment or for cooperating in an enquiry of sexual harassment.

Other Definitions

(i) "Institutions" means Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, established under the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, Act, as amended upto date).

(ii) "Complaint Committee" means the committee to check the menace of sexual harassment & violence against women at their work place.

(iii) "Student" includes regular students pursuing study in the campus as well as ex-students of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(iv) "Teaching staff" includes any teacher of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. It also includes honorary teacher or teachers on special duty or deputation and shall also include teachers employed on a contractual or project basis.

(v) "Non-Teaching staff" includes any person on the staff of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, who is not included in teaching staff. It shall include any person rendering service on honorary, or special duty or deputation and shall also include employees employed on a causal or project basis.

(vi) "Member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli," includes all the persons mentioned under (iv) & (v) above and shall also include students as per the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, (as amended upto date).

(vii) "Resident" includes any person who is a temporary or permanent resident of any of the accommodations or premises allotted to an employee/teacher/student and visitor by the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(viii) "Outsider" includes any person who is not a member or resident of the University. It also includes, but is not limited to, any private person offering residential, food and other facilities to students, teaching staff or non-teaching staff of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli,.

(ix) "Campus" includes all places of work and residence in the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. It includes all places of instruction, research and administration, as well as hostel, health centers, sports grounds, staff quarters and public places (including shopping centers, eating places, parks, streets and lanes) on the University campus.

Jurisdiction

The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:

I. By a member of the university against any other member of the Dandakaranya Educational & Cultural Development research Institute,



Gadchiroli, irrespective of whether the harassment is alleged to have taken place within or outside the campus.

II. By a resident against a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, or made by a member against a resident irrespective of whether sexual harassment is alleged to have taken place within or outside the campus.

III. By an outsider against a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, or by a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, against an outsider if the sexual harassment is alleged to have taken place within the campus.

IV. By a member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases the Committee shall recommend that the university authorities initiate action by making a complaint with the appropriate authority. Further the committee will actively assist and provide available resources to the complainant in pursuing the complaint.

Establishment of Complaint Committee

The President/Secretary, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, shall constitute the Complaint Committee and the qualifications, tenure, terms and conditions of the Chairperson shall be determined by the Executive Council of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. The Chairperson of the Committee shall be a woman appointed by the President/Secretary from amongst the senior Professors of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Composition of the Committee

The composition of the Committee shall be as under:-

(i) Chairperson

(ii) 03 (three) teachers of the University {out of them 02 (two) shall be women}

(iii) 01 (one) representative from the Administrative branch, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(iv) 01 (one) representative from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, Officers' Association

(v) 01 (one) representative from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli Employees' Association.

(vi) 01 (one) representative from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli Post Graduate Students' Union, preferably a woman.

(vii) The Department representative/Centre representative of the concerned Department and Centres of Study of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli who shall be a woman.



(viii) 01 (one) woman representative from outside the University Community belonging to any registered NGO, law practitioner or one who is conversant with the matter of sexual harassment.

(ix) A Member Secretary - (who shall be a woman)

The Dandakaranya Educational & Cultural Development research Institute, Gadchiroli shall also provide support staff and necessary infrastructure for conducting the meeting.

The Dandakaranya Educational & Cultural Development research Institute, Gadchiroli shall also entrust the responsibility of a Nodal Officer to a women member of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli in addition to the setting up of the Complaint Committee who could easily be contacted from time to time for information/suggestion related to the complaint of sexual harassment.

Complaint filing process

(i) Any student, resident, service provider, outsider, or a member of the academic or non-teaching staff may lodge a complaint of sexual harassment against a student, resident, service provider, outsider, or a member of the academic or non-teaching staff. Third party complaints and witness shall also be

entertained. The Complaint Committee shall take suo moto notice of grave violations of the basic principles of gender sensitivity and justice on the campus.

(ii) Complaints can be lodged directly with the Chairperson or the Member Secretary of the Complaint Committee or the President/Secretary or the Head of the Institutions runned by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(iii) The complaint should be in writing under his/her dated signature or thumb impression as the case may be or by a third party with the signature of the complainant of the body of the complainant.

Formal Enquiry

Once the Complaint Committee has decided that the complaint shall require further investigation, it shall conduct formal enquiry by a committee and provide its resources to ensure the complainant's safety on the campus. For this purpose, the Chairperson of Complaint Committee shall convene an Emergency meeting to constitute the Enquiry Committee.

Composition of the Enquiry Committee

An Enquiry Committee shall be constitutes as under:

a. The Committee shall consist of not less than three persons and not more that five persons.

b. Atleast 50% of the members of the Committee shall be women.

c. It shall include 01 (one) member of a NGO/representative or legal practitioner who is conversant with the matter of sexual harassment.

d. No person who is a complainant, witness, or defendant in the complaint of sexual harassment shall be a member of an Enquiry Committee.

f. The Chairperson of the Committee shall be a woman academician and the Convenor of the Committee shall be preferably the Member Secretary of the Complaint Committee.



g. The membership of an Enquiry Committee shall not be changed or in any other way modified during its proceedings.

Functions of the Enquiry Committee

a. The Enquiry Committee shall enquire into the complaint of sexual harassment using procedures in conformity with the principles of natural justice and gender sensitivity.

b. The Enquiry Committee shall submit a detailed report to Complaint Committee in which it shall communicate its findings based on its investigations and its recommendations regarding the nature of disciplinary action, if any.

c. The Enquiry Committee shall submit a detailed report to Complaint Committee in which it shall communicate its findings based on its investigations and its recommendations regarding the nature of disciplinary action, if any.

Procedure to be followed by the Enquiry Committee

a. The Enquiry Committee shall not, at any time in the enquiry proceedings, cause the defendant and the complainant and/or their witnesses to be placed face to face, or put in a situation where they may be face to face (e.g. they shall not be called at the same time and be made to wait in the same place), keeping strictly in view the need to protect the complainant from facing any serious health and/or safety problems, in accordance with the guidelines in the Supreme Court Judgment.

b. The Enquiry Committee shall strive to complete the enquiry in the shortest possible time, not exceeding three months from the date that a complaint is referred to it, except for reasons that the Enquiry Committee shall provide in writing to Complaint Committee.

c. The Enquiry Committee shall provide reasonable opportunity to the complainant and the defendant for presenting and defending her/his case.

d. The Enquiry Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice.

e. The Enquiry Committee shall have the power to summon any official papers or documents pertaining to the complainant as well as the defendant.

f. The character and antecedents of the defendant may be taken in consideration by the Committee, if necessary in the interest of the justice.

g. The Enquiry Committee shall have the right to summon, as many times as required, the defendant, complainant and/or any witnesses for the purpose of supplementary testimony and/or clarifications.

h. The Enquiry Committee shall have the right to terminate the enquiry proceedings and to give an ex parte decision on the complaint, should the defendant fail, without valid ground, to present herself/himself for three consecutive hearings convened by the Enquiry Committee.

i. Within not more than ten working days on the receipt of the first intimation of the enquiry, the complainant and the defendant shall submit to the Chairperson of the Committee, in writing, a list of witnesses,



together with their contact details, that she/he desires the Enquiry Committee to examine.

j. The Committee shall convene the first hearing of the enquiry. The defendant, the complainant, and witnesses shall be intimated at least seventy-two hours in advance in writing of the date, time and venue of the enquiry proceedings.

k. If the complainant, defendant, or witness desire to appear before the Enquiry Committee accompanied by on companion of their choice, who shall be a teacher, non-teaching staff or student of the university, they shall communicate to the Chairperson the name of that person. Such a person shall have only observer status and her/his presence during the proceedings shall be restricted to the testimony of the individual she/he is accompanying. However, the decision of the Chairperson shall be final as to the inclusion of an observer in the Enquiry proceedings.

l. The identities of all witnesses shall throughout be protected by the Enquiry Committee by the use of a coding system for this purpose.

m. The complainant(s) and the defendant shall have the right to examine written transcripts of the recordings with the exclusion of witnesses' names and identities.

Any person nominated by the complainant and/or the defendant on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli. The complainant(s)/defendant shall inform the Chairperson specifically if they wish to exercise this right. The Enquiry Officer may allow access to such documents on a specific date to be intimated at least two days in advance to each of the parties concerned. Under the circumstances, however, the concerned parties shall be allowed to take these documents outside the office of the Complaint Committee.

n. The complainant and the defendant shall have the right of cross-examining of all witnesses. Such cross examination shall be conducted in the form of written questions and responses via the Enquiry Committee.

o. The defendant/complainant shall submit to the Chairperson, a written list of questions that she/he desires to pose to the witness. The Enquiry Committee shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, or gender-insensitive. Any behavior, verbal or otherwise, on the part of the defendant or her/his nominee, that is designed to intimidate or subject the complainant to mental and physical trauma, shall be construed as a violation of the order of restraint issued by Complaint Committee as defined here in below :

p. The complainant and the defendant shall be responsible for presenting their witnesses before the Enquiry Committee. However, if the Enquiry Committee is convinced that the absence of either of the parties to the disputes is on valid grounds, the Enquiry Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person



concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.

q. All proceedings of the Enquiry Committee shall be recorded in writing and the same together with the statement of witnesses shall be endorsed by the persons concerned in token of authenticity thereof.

r. All persons heard by the Enquiry Committee, shall take and observe an oath of secrecy about the proceedings.

Any violation of the oath of secrecy may invite the full range of penalties outlined here in below:

s. If the complainant desires to tender any document by way of evidence, the Enquiry Committee shall supply true copies of such documents to the defendant.

Similarly, if the defendant desires to tender any documents in evidence, the Enquiry Committee shall supply true copies of such documents to the complainant.

t. In the event that the Chairperson thinks that supplementary testimony is required, the Enquiry Officer shall forward to the person concerned a summary of the proceedings and allow for a time period of seven days submitting such testimony, in person or in writing, to the Enquiry Committee.

u. After concluding its investigation, the Enquiry Committee shall submit a detailed reasoned report of its findings to the Chairperson of Complaint Committee. In the event that it finds the defendant guilty of sexual harassment, it shall also recommend the nature of disciplinary action to be taken on the complaint as referred here in below. It shall also recommend whether Complaint Committee and the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities should, after disciplinary action has been taken, publicize the identity of the offender, the act and the disciplinary action taken.

If the Enquiry Committee finds no merit in the complaint, it shall write to the Chairperson of Complaint Committee, giving reasons for its conclusions.

v. Nothing precludes Complaint Committee from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the enquiry proceedings and even after the communication of the findings to appropriate University authorities, provided that in the latter case, the composition of the reconvened Enquiry Committee shall be at least half of the members of the Enquiry Committee that originally enquired into the said complaint.

Restraint Order

(i) A restraint order in terms of Complaint Committee Rules shall provide a summary of the complaint, the date (s), time (s), and location (s), of the alleged incident (s). It shall warn the defendant (s) that any attempt on her/his part or by person (s) acting on his/her behalf, to contact, or influence, or intimidate, or exert pressure on the complainant or any person in the complainant's confidence may prove prejudicial to her/his case.



(ii) The complainant or any other person should intimate in writing the Complaints Screening Committee, the Chairperson of Complaint Committee and/or the Enquiry Committee of any violation of the order of restraint by the defendant (s), or any person acting on her/his behalf.

(iii) Should the Complaint Screening Committee, the Chairperson of Complaint Committee, or the Enquiry Committee be convinced of the truth of such allegations, the Chairperson of CASH and/or the Chief Enquiry Officer may summon the defendant (s) in person and issue a verbal and written warning that such behavior may lead to an adverse inference being drawn against her/him. The Enquiry Committee or Complaint Committee shall retain to close the enquiry proceedings, and to give an expert decision on the complaint.

(iv) The Enquiry Committee and Complaint Committee shall consider all violations of the restraint order when determining the nature of offence of a defendant found guilty of sexual harassment.

Communication of findings

(i) Within seven working days of the receipt of the report and recommendations of the Enquiry Committee, the Chairperson of Complaint Committee shall convene an Emergency meeting. Each member of Complaint Committee shall have the right to access the entire enquiry proceedings, or any part thereof, and to participate in Complaint Committee deliberations on the complaint.

Within seven working days of the adoption of the report of the Enquiry Committee, the Chairperson of Complaint Committee shall forward the report of the Enquiry Committee, together with a summary of the opinions of the members of Complaint Committee (including dissenting opinions) to the Management Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli through the President/Secretary, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

(ii) The Management Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli shall in its meeting shall discuss the recommendation of the Complaint Committee and shall take appropriate action of imposing penalty on the defendant.

Penalties

Any student, service provider, resident, outsider, or a member of the academic or non-teaching staff found guilty of sexual harassment shall be liable for disciplinary action. The penalties listed below (in ascending order) are indicative, and shall not constrain the Executive Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities from considering others, in accordance with the rules governing the conduct of employees and students in practice at time.

Penalties in Case of Academic Staff

a. Warning, reprimand, or censure.

b. Withholding of one or more increments for a period not exceeding one year.



- c. Removal from an administrative position at the Centre, School and/or College levels.
 - d. Disbarment from holding an administrative position at the Centre, School and/or College levels.
 - e. Suspension from service from a limited period.
 - f. Compulsory retirement.
 - g. Dismissal from service.
- Further, the penalty awarded shall be recorded in his/her Confidential Record.

Penalties in Case of Non-Teaching Staff

- a. Warning, reprimand, or censure.
 - b. Transfer
 - c. Withholding of one or more increments for a period not exceeding one year.
 - d. Suspension from service for a limited period.
 - e. Compulsory retirement.
 - f. Dismissal from service.
- Further, the penalty awarded shall be recorded in his/her Confidential Record.

Penalties in Case of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli Students

- a. Warning or reprimand.
- b. Transfer to another hostel.
- c. Withdrawal of hostel accommodation for a period up to one semester.
- d. Withdrawal of the right to an official character certificate from Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.
- e. Withdrawal of hostel accommodation for the entire period of study.
- f. Rustication from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli for a period up to two semesters.
- g. Expulsion from the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, and/or a bar on appearing for the entrance examination/interview to any programme of study offered by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.
- h. Withholding of a degree awarded deemed to be University of Dandakaranya Educational & Cultural Development research Institute, Gadchiroli, by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Penalties in Case of Outsiders

- a. Warning or reprimand, or censure.
- b. A letter communicating her/his misconduct to her/his place of education, employment or residence.
- c. Declaration of the campus as out of bounds for her/him, and/or a bar on appearing for the entrance examination/interview to any programme of study offered by Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.



d. Any other legal action as may be necessary.

Penalties in Case of Service Providers

a. Warning or reprimand, or censure.

b. A letter communicating her/his misconduct to her/his place of employment.

c. Declaration of the campus as out of bounds for her/him.

d. Withdrawal of the right to run/manage/work in any commercial enterprise, or to provide services, on the campus.

e. Any other action as may be necessary.

In addition to the penalties specified above, the person may be advised to undergo counseling and gender sensitization, and to give a written and/or public apology to the complainant.

Penalty in Case of a Second Offence

A second or repeated offence, may, on the recommendation of Complaint Committee, attract a major penalty.

Obligations of University Authorities and Functionaries

i. The Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities shall, through a notification each academic year, notify the names and contact details of the members of Complaint Committee, and the fact that Complaint Committee is the University body responsible for gender sensitization and enquiries into complaints of sexual harassment.

ii. The University authorities will ensure that the policy is included in the Admission Brochure and circulated at the time of registration. The University authorities will ensure that recruitment announcements to all academic and non-teaching positions include the following statement, as notification of the Policy:

Dandakaranya Educational & Cultural Development research Institute, Gadchiroli has a Policy against sexual harassment and is committed to providing an environment free from gender discrimination and harassment.

iii. In order to ensure the permanent placement of the Policy, the University authorities and functionaries shall arrange for several copies to be placed on boards for display in prominent places, such as the entrances to the campus, academic and administration buildings, hostels, etc.

iv. The University authorities and functionaries shall provide legal, medical and counseling assistance to those complainants who have to take recourse to the law.

v. The University authorities and functionaries shall forward all complaints of sexual harassment to Complaint Committee, save in cases in which the complainant has expressly prohibited such forwarding.

vi. The University authorities shall maintain full confidentiality with respect to matters pertaining to Complaint Committee enquiries into complaints of sexual harassment. The University authorities shall extend all necessary assistance for ensuring full, effective and speedy implantation of these Rules and Procedures of Complaint Committee.



vii. As is required by the Supreme Court Judgment, the University authorities and functionaries shall strive to create a workplace in which the functioning of Complaint Committee and/or the interests of justice are not subjected to undue "pressure from senior levels".

Other Functions

False Complaint/Deposition

i. If the Enquiry Committee finds no merit in any complaint /deposition, it shall write to the Chairperson of Complaint Committee giving reasons for its conclusions.

ii. Within four working days of the receipt of this communication, the Chairperson of Complaint Committee shall call a Special Meeting to discuss the recommendations of the Enquiry Committee, and to decide whether a show-cause notice shall be issued to the Complainant/witness(es).

iii. Upon the decision to issue a show-cause notice, the Chairperson of Complaint Committee shall issue it to the complainant/witness(es). The show-cause notice shall cite the bases of the committee's conclusions and require the complainant /witness(es) to explain, within seven days (in writing and/or in person), as to why disciplinary action shall not be taken against her/him.

iv. Within four working days of receipt of any explanation from the complainant/witness(es) to this show-cause notice, or after the expiry of the time specified for such explanation, the Chairperson of Complaint Committee shall convene a Special Meeting to consider the explanation or any lack thereof.

v. In event of no, insufficient or unconvincing explanation, Complaint Committee shall forward its findings to the appropriate University Authority for further action.

Protection against Victimization

i. If the complainant is a student and the defendant(s) is a teacher, during the investigation and enquiry, and even after such an enquiry if the teacher is found guilty, the defendant(s) shall not supervise any academic activity of the student, including but not limited to, evaluation and examination, reexamination, and supervision of research.

ii. If a witness named by the complainant is a student and the defendant(s) is a teacher, during the duration of the investigation and enquiry, and even after such an enquiry if the teacher is found guilty, the defendant shall not supervise any academic activity of the student, including but not limited to, evaluation and examination, re-examination, and supervision of research.

iii. If both the complainant and the defendant (s) are members of the academic and/or non teaching staff of the University, during the duration of the investigation and enquiry, and even after such an enquiry if the defendant is found guilty, the defendant shall not write the Confidential Reports of the complainant, if she/he is otherwise so authorized.

iv. If witnesses named by the complainant and the defendant(s) are members of the academic and/or nonteaching staff of the University, during the duration of the investigation and enquiry, and even after such an enquiry



if the defendant is found guilty, the defendant shall not write the Confidential Reports of the complainant, if she/he is otherwise so authorized.

v. If the defendant(s) is an outsider, during the duration of the investigation and enquiry, and even after such an enquiry if the defendant is found guilty, the defendant shall not be allowed to enter the campus, except for the purpose of attending the present enquiry.

vi. If the defendant(s) is a resident/service provider, during the duration of the investigation and enquiry, and even after such an enquiry if the defendant is found guilty, the order of restraint issued in accordance with the procedures in Section shall be in force at all times.

Provision for Appeal

In the event of the Complaint Committee not taking action on a complaint, or if the complainant or defendant is dissatisfied with the disciplinary action taken by the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli authorities, she/he shall have the right to appeal to the Management Council, Dandakaranya Educational & Cultural Development research Institute, Gadchiroli.

Amendment to the Rules & Procedures of Complaint Committee

i. Amendments to the Rules and Procedures of COMPLAINT COMMITTEE shall have effect only if they are in consonance with the letter and spirit of the Supreme Court Judgment.

ii. Amendments shall be effected by a decision taken in a Special Meeting of Complaint Committee called for the purpose.

iii. The proposed amendment (s), together with the objectives and reasons thereof, shall be recorded in writing and circulated by the proposer of the amendment (s) at least fifteen working days prior to the Special Meeting called for the purpose.

iv. An amendment motion shall be earned by two-third of the members present and voting. In the event of a tie on an amendment motion, it shall be put to vote one more time. If a tie recurs, the amendment motion shall be reconsidered by another Special Meeting to be called after at least fifteen working days.

Interpretation

The Executive Council shall have the power to interpret any clause(s) of the Regulation as and when necessary.

The Executive Council shall also have the power to take decision(s) on any matter(s) not strictly covered by the Rules, by taking into consideration the gravity and nature of the same, in consonance with relevant judgment of the Supreme Court/guidelines of the UGC/Govt. etc.

Removal of difficulties

If any difficulty arises in giving effect to the provision of the policy, the Chairperson of the Executive Council is empowered to remove such difficulties.

Savings

No Officer/Member shall be liable for any legal proceedings for anything done in good faith in discharge of duties under these policies.



Miscellaneous

i. The provisions of these Rules and Procedures of Complaint Committee shall be duly incorporated within any other Statute, Circular or Ordinance of the Dandakaranya Educational & Cultural Development research Institute, Gadchiroli as may be relevant, in keeping with the Supreme Court Judgment.

ii. The proceedings under these Rules and Procedures of Complaint Committee shall not, in any way, be affected by any other proceedings against the defendant preferred by the complainant under any other provision of civil or criminal law, except to the extent specifically ordered by a court of law.

iii. The provisions of these Rules and Procedures of Complaint Committee shall not restricted the powers of the University or the complainant to proceed against the defendant for any other misconduct, or pursue criminal or civil remedies, whether or not connected with the misconduct within the purview of these rules.

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Shri. Govindrao Munghate Arts and Science College, Kurkheda, Dist. Gadchiroli.

Minutes of meeting of Sexual Harassment at Committee

The following sexual harassment committee were formed but due to the Covid -19 pandemic college was mostly closed and only online lecturer was held, hence no meeting was done.

- Chairperson** : Dr. R. G.Munghate (Principal)
- Member Secretary** : Hemlata A. Urade (Assit. Prof. of Marathi)
- Members** : D. D. Ade (Assit. Prof. of History)
- R. B. Shambharkar (Assit. Prof. of Botany)
- T. D. Wakde (Assit. Prof. of Microbiology)
- A. A. Bhoyar (Librarian)
- P. S.Khope (Vice principal & Assit. Prof. of Pol. Sci.)

The Anti-Sexual Harassment Committee ("Committee") unanimously appointed **Hemlata A. Urade** as Member Secretary and accorded to her the responsibility of setting out the agenda and general conduct of the meeting. The Chairperson thanked the Committee for her selection and agreed to conduct the current and all future meetings of the Committee and setting the agenda in discussion with all members. The Chairperson, after deliberations with the members, announced the agenda for the meeting as under:

- (i) General introductions of all members;
- (ii) Brief discussion by members on case-law relating to sexual harassment;
- (iii) Determination of date / time of next meeting;
- (iv) Any other issue which members wanted to discuss.

The Committee agreed to meet on quarterly basis or when any case arises. The Committee agreed that should there be any modification to the above the revised schedule and agenda will be communicated to all members by email / telephone.

There being no other agenda for discussion or consideration of the Committee, the meeting was adjourned till next meeting.

Principal



**Shri. Govindrao Munghate Arts and Science College,
Kurkheda, Dist. Gadchiroli.**

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- P. S. Khope (Vice principal & Assit. Prof. of Pol. Sci.)

Agenda: Review of incidence of sexual harassments.

Proceedings: Above sexual harassment committee were formed but due to the Covid -19 pandemic college was mostly closed and only online lecturer was held, hence No incidences of Sexual Harassments have been reported. The committee meeting is held every 4 month (semester) or as and when required. Hence no meeting was held.

Principal



**Shri Govindrao Munghate Arts and Science College,
Kurkheda, District Gadchiroli
Cell at College/Society level**

1 Name of the Appellant	
2 Age & Sex	
3 Positions (Principal/ Head of Department /Teacher/Student/Non-Teaching Employee)	
4 Name of the College/Department/ Administrative Section:	
5 Residential Address of the person who is launching Appeal:	
6 Phone Numbers	
Landline – Office :	
Landline – Resi.	
Mobile :	
7 E- mail Address :	
8 Name of the Committee against whom the Appeal is made	
9 Name of the College:	
10 Details of College/ Department / Section in the College/P.G. Department.	
11 Nature of Appeal with details of the inquiry held by respective Committee:	
12 Attachments/Documents of evidence, if any for launching Appeal	
(Note: - A copy of original complaint in the respective case should be attached)	

Signature

Date:-

Place:-

**RAJU
GOVINDRAO
MUNGHATE**

Digitally signed by RAJU
GOVINDRAO MUNGHATE
Date: 2023.02.10 12:12:47
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