



Rural Foundation, Nandurbar Sanchalit (02567-252820)

SENIOR SCIENCE COLLEGE, AKKALKUWA

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Affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

Ref No.

Date:

CODE OF CONDUCT

DUTIES AND RESPONSIBILITIES OF THE OFFICERS AND OTHER EMPLOYEES OF THE INSTITUTE

As per UGC:

1. The UGC circular states that teachers should try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet them in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.
2. It also directs teachers to respect the right and dignity of the student in expressing his/her opinion, deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics, recognise the difference in aptitude and capabilities among students and strive to meet their individual needs.
3. It calls upon the teachers to encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare, inculcate scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace.
4. Teachers have also be told to be affectionate to the students and not behave in a vindictive manner, make themselves available to the students even beyond their class hours and aid students to develop an understanding of our national heritage and national goals.
5. Teachers should also refrain from inciting students against other students, colleagues or administration.

6. As a part of their social duty, teachers have also been asked to strengthen the community's moral and intellectual life, take part in activities conducive to the progress of society, participate in community activities and shoulder responsibilities of public offices and refrain from any activity which promotes differences in the name of caste, faith, language etc.

7. Calling upon the teachers to lead by example, the circular states: "A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice... teachers should manage their private affairs in a manner consistent with the dignity of the profession, express free and frank opinion as well as participate in extra-curricular activities including community service."

8. Teachers should, the UGC expects, treat colleagues in the same manner as they themselves wish to be treated and consider non-teaching staff as equal partners. It also asks teachers to refrain from undertaking private tuitions and coaching classes, cooperate in the formulation of policies of the institution by accepting various offices and refrain from taking leave except on unavoidable circumstances.

THERE ARE FOLLOWING PRINCIPLES:

PRINCIPLE I: Ethical Conduct toward Students

The professional educator accepts personal responsibility for teaching students character qualities that will help them evaluate the consequences of and accept the responsibility for their actions and choices. We strongly affirm parents as the primary moral educators of their children. Nevertheless, we believe all educators are obligated to help foster civic virtues such as integrity, diligence, responsibility, cooperation, loyalty, fidelity, and respect-for the law, for human life, for others, and for self.

The professional educator, in accepting his or her position of public trust, measures success not only by the progress of each student toward realization of his or her personal potential, but also as a citizen of the greater community of the republic.

1. The professional educator deals considerately and justly with each student, and seeks to resolve problems, including discipline, according to law and school policy.

2. The professional educator does not intentionally expose the student to disparagement. 3. The professional educator does not reveal confidential information concerning students, unless required by law.

4. The professional educator makes a constructive effort to protect the student from conditions detrimental to learning, health, or safety.

5. The professional educator endeavors to present facts without distortion, bias, or personal prejudice.

PRINCIPLE II: Ethical Conduct toward Practices and Performance

The professional educator assumes responsibility and accountability for his or her performance and continually strives to demonstrate competence.

The professional educator endeavors to maintain the dignity of the profession by respecting and obeying the law, and by demonstrating personal integrity.

1. The professional educator applies for, accepts, or assigns a position or a responsibility on the basis of professional qualifications, and adheres to the terms of a contract or appointment.

2. The professional educator maintains sound mental health, physical stamina, and social prudence necessary to perform the duties of any professional assignment.

3. The professional educator continues professional growth.

4. The professional educator complies with written local school policies and applicable laws and regulations that are not in conflict with this code of ethics.

5. The professional educator does not intentionally misrepresent official policies of the school or educational organizations, and clearly distinguishes those views from his or her own personal opinions.

6. The professional educator honestly accounts for all funds committed to his or her charge.

7. The professional educator does not use institutional or professional privileges for personal or partisan advantage.

PRINCIPLE III: Ethical Conduct toward Professional Colleagues

The professional educator, in exemplifying ethical relations with colleagues, accords just and equitable treatment to all members of the profession.

1. The professional educator does not reveal confidential information concerning colleagues unless required by law.
2. The professional educator does not willfully make false statements about a colleague or the school system.
3. The professional educator does not interfere with a colleague's freedom of choice, and works to eliminate coercion that forces educators to support actions and ideologies that violate individual professional integrity.

PRINCIPLE IV: Ethical Conduct toward Parents and Community

The professional educator pledges to protect public sovereignty over public education and private control of private education. The professional educator recognizes that quality education is the common goal of the public, boards of education, and educators, and that a cooperative effort is essential among these groups to attain that goal.

1. The professional educator makes concerted efforts to communicate to parents all information that should be revealed in the interest of the student.
2. The professional educator endeavours to understand and respect the values and traditions of the diverse cultures represented in the community and in his or her classroom.
3. The professional educator manifests a positive and active role in school/community relations.

Responsibilities of the Head of the Department/ Principal:

The Head of the Department/Principal as an administrative and academic Head of the College and shall be responsible for:

1. Academic growth of the Department/College.
2. Assessing reports of teachers.

3. Any other work relating to the Department/Institute as may be assigned to Him/her by the Competent Authority from time to time.
4. Admissions of students and maintaining discipline.

Duties and responsibilities of Faculty

The Faculty of any Department shall be responsible for:

1. Development of teaching material, planning of lessons, setting up laboratories and experiment, unscheduled teaching activities such student counseling, setting and grading test papers, arranging and conducting tests, conduct of Local/Board examinations, implementation of project for students, setting and evaluation.
2. Curriculum Development due to the ever expanding demand of knowledge and changing needs of the industry.
3. Student's activities as an adviser to literary, games, student associations, etc.
4. Administration which may be departmental and or institutional as member of some committee.
5. Professional activities i.e. involvement in professional and technical societies.
6. Continuing education activities both as on organizer instructor and as a participant.
7. He/she shall organize sports events for the students time to time.
8. Shall take care of sports equipments.
9. To promote good health, giving students a new way to make them fit and learn their lessons at the same time.
10. Shall also promote team play. Working as a part of a team is always encouraged to make the students competitive.

Duties and responsibilities of Sports In-charge/Physical Director

1. He/she shall organize sports events for the students time to time.
2. Shall take care of sports equipments.
3. To promote good health, giving students a new way to make them fit and learn their lessons at the same time.
4. Shall also promote team play. Working as a part of a team is always encouraged to make the students competitive.

Duties and responsibilities of Statutory committees of Institute

Anti-Ragging Committee

Anti-ragging In-charge will be Responsible for the following:

1. They will form duty chart & carryout regular checks for any Ragging activity in their areas.
2. They will carry-out surprise checks in probable areas of ragging. In case of any incidence noticed on the spot, assessment of the incidence be made and necessary action to be taken and inform the control cell immediately
3. Each squad in charge will make detailed duty plan in respect of his squad and forward a list copy of the same to the control room.
4. Every squad in charge will brief all members of his squad about their duties / action regarding anti ragging.
5. In case of inadequacy of the member detailed in their respective teams, they may float additional requirements to the in charge of anti ragging committee.

Women Grievance Cell

1. To resolve issues pertaining to girls'/women's sexual harassment.
2. To equip the female students, faculty and staff members with knowledge of their legal rights.
3. To safeguard the rights of female students, faculty and staff members.
4. To provide a platform for listening to complaints and redressed of grievances.
5. To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
6. To ensure personality along with academic development of students

Committee for SC/ST

1. To investigate and monitor all matters relating to the safeguards provided for the Scheduled Castes under this Constitution or under any other law for the time being in force or under any order of the Government and to evaluate the working of such safeguards.
2. To inquire into specific complaints with respect to the deprivation of rights and safeguards of the Scheduled Castes.
3. To participate and advise on the planning process of socio-economic development of the Scheduled Castes and to evaluate the progress of their development.

Internal Complaints Committee

1. To understand what is Workplace Harassment and how women are prone to it.
2. To know the statutory implication by Indian legislature to control Workplace harassment.
3. To suggest Standard Operating Procedures to transform the organizations as safe workplace for women.

Alumni Association Committee

1. Maintaining and updating alumni database.
2. Organizing Annual Alumni Meet.
3. Continuous liasoning with alumni for curriculum enrichment, activities of entrepreneurship development cell etc.

Duties and responsibilities of Head Clerk/ Equivalent Cadres

1. Head Clerk shall have the powers to take disciplinary action against the non-teaching staff working in the department/institutions. Ordinarily such disciplinary action shall be taken with the recommendation of the concerned head of the Department /Head of the institute.
2. To exercise, check and to follow up the incoming letters received from the University /Colleges/Students etc.
3. To ensure the prompt dispatch of letters.
4. To arrange filing of the papers and arrange files in order, year-wise and subject-wise.
5. To maintain calendar of periodical returns for incoming and outgoing, separately.
6. To attend to such other work that may be assigned to him.

Duties and responsibilities of Laboratory Assistants

1. To assist students and teachers in conducting practical and experiments.
2. To maintain dead stock register and register of consumable materials and to undertake physical stock verification of laboratory materials.
3. To assist the In-charge of Laboratory in purchase and procurement of laboratory materials.
4. To supervise the work of laboratory attendants working under him.
5. To assist the In-charge of laboratory in routine administrative matters and to ensure that the laboratory facilities are not misused by any person
6. To report about breakages/losses in laboratory, to his superiors.

7. To report to In-charge of laboratory about misbehaviors inside the laboratory.
8. To ensure that all the cupboards, doors, windows and gates are properly closed by the laboratory attendants.
9. To attend to such other duties as may be specially brought to his notice, with the approval of the Head of the Department.

Duties and responsibilities of Laboratory Attendants

1. To render physical assistance to students, teachers and other Laboratory Staff in movement of laboratory equipment, instruments chemical and other materials within and outside the laboratory.
2. To assist Laboratory Assistant and other laboratory staff in physical stock verification of laboratory equipment, instruments, chemicals and other materials.
3. To render physical assistance to students and teachers in conducting practical and experiments.
4. To report about loss of laboratory equipment and other materials to his superiors.
5. To open and to lock cupboards, doors, windows and gates of laboratory.
6. To attend to delivery of letters connected with laboratory and its staff.
7. To attend to such other duties which are assigned to him by the Laboratory staff, with the approval of In-charge of the Laboratory.

Duties and responsibilities of Peons

1. To open windows etc. in morning and switch on fans and lights and closing to close the same, when not required.
2. Do dustings of office furniture, machines, files, table equipment, switch on light and fans and switch them off when not required, remove and replace covers of machines, filling up inkpots.
3. Do the work of opening, pasting and sorting and arranging paper and circulars in accordance with instructions of the Section Officer/ Head.
4. Carry messages, papers, registers, files, circulars, bags, portable size etc., from one place to another inside office or outside as the case may be.
5. Carry papers, franking machines, etc., within building and other such portable items (office equipment) from one place to another.

6. Serve drinking water to employees and to visitors, when required.
7. Any other work as may be assigned to him by the concerned officer from time to time.

Duties and responsibilities of Other Non-teaching staff working in the Institute

The Principal shall assign duties to non-teaching employees working under them, as per the needs/requirements of the concerned, from time to time.

Code of Conduct for Staff/ Employee

- 1 Discrimination is prohibited against any applicant in hiring, promotions, demotions, discharge or other aspects of employment on the basis of that person's disability.
- 2 Drug, alcohol and smoking things are prohibited in the college premises. If any employee found guilty of practicing such things shall be punished accordingly.
- 3 Sexual harassment of employee or students in the college premises is prohibited and shall subject the offender to dismissal or other appropriate disciplinary action.
- 4 No teacher shall exclude or discard any students on the basis of race, color, creed, sex, national origin, marital status, political or religious belief, family, social or cultural background and any other relevant subject.
- 5 Nostaff members shall use professional relationships with students for private advantage.
- 6 No one can leave the college without informing the Principal in between College hours.
- 7 Use of mobile phones during the lecture is strictly prohibited. If found violating this rule, the mobile phone may be confiscated for the whole day keeping it switched off.
- 8 All the works assigned to the staff must be done with honesty and dedication. Any laxity in doing one's duty shall be intolerable and disciplinary action may be taken against him/her.
- 9 Application for grant C. L. (Casual Leave) or any other Leaves for preplanned/prescheduled programmes must be given in advance.
- 10 All kinds of Leave for employees are given as per University rules and Maharashtra Government Statutes with prior permission of the Principal.
- 11 Teachers have to finish syllabi in the stipulated time. The progress of the teaching shall be watched and monitored by Principal and the Management.

- 12 All employees must have to cooperate in all college activities even if on Sundays or Holidays.
- 13 An employee, against whom criminal proceedings are initiated in a Court of Law, shall immediately inform the competent authority of the College regarding the details thereof.
- 14 An employee of the college should avoid actual or apparent conflict of interest between his college's obligations and responsibilities and outside activities.
- 15 All employees are required to come before the scheduled time of the College, before the final bell rings and be in the classroom within time.

Rules and Regulations for Students

- 1 Every student shall attend classes regularly and punctually.
- 2 Every student is required to maintain a minimum of 80% attendance separately for lectures, tutorials and/or practical conducted for each semester / term, failing which the terms will not be granted, and the student cannot appear for the term end and/or annual examination conducted by the College on behalf of the University / Board or by the University or by the Maharashtra Board.
- 3 Every student shall carry Identity card in the college premises.
- 4 Every student must wear Uniform every day.
- 5 Students must not do anything inside or outside the college that will in anyway interfere with its orderly administration and discipline.
- 6 Students are liable to lose their term for disobedience, misbehavior, or for any act of indiscipline.
- 7 Students are expected to take proper care of college property and help the college authorities in keeping the premises clean. Damaging college property e.g. disfiguring walls, doors, fittings or breaking furniture, misuse of fittings, or breaking furniture etc., is breach of discipline, and the guilty will be duly punished.
- 8 Smoking, Tobacco-chewing and consumption of alcohol are strictly prohibited in the College premises.
- 9 Use of Mobile Phones, I-pods, I-pad, Laptops etc in college premises is strictly prohibited.

- 10 No association or organization shall be formed, no meeting shall be held, no person will be invited to address the students in the college without the prior written permission of the Principal.
- 11 No picnics, socials, excursion or tours shall be arranged without the prior permission of the Principal. If students join an unofficial picnic or tour, the College shall not be responsible for anything that happens in the picnic or tour.
- 12 No students shall collect money as contribution to picnic, trip, educational visit, get-together, study notes, charity or any other activity without the prior permission of the Principal.



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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NEW DELHI, TUESDAY, APRIL 23, 2013/ VAISAKHA 3, 1935 (SAKA)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:—

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 OF 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.

Be it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

Short title,
extent and
commencement

1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions.

2. In this Act, unless the context otherwise requires,—

(a) “aggrieved woman” means—

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) “appropriate Government” means—

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly—

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) “Chairperson” means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) “District Officer” means an officer notified under section 5;

(e) “domestic worker” means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) “employee” means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) “employer” means—

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.

Explanation.— For the purposes of this sub-clause “management” includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) “Internal Committee” means an Internal Complaints Committee constituted under section 4;

(i) “Local Committee” means the Local Complaints Committee constituted under section 6;

(j) “Member” means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) “prescribed” means prescribed by rules made under this Act;

(l) “Presiding Officer” means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) “respondent” means a person against whom the aggrieved woman has made a complaint under section 9;

(n) “sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) “workplace” includes —

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;

(vi) a dwelling place or a house;

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of
sexual
harassment

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:—

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution
of Internal
Complaints
Committee.

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.

(5) Where the Presiding Officer or any Member of the Internal Committee,---

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

Notification
of District
Officer

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

Constitution
and
jurisdiction of
Local
Complaints
Committee

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely:--

Composition,
tenure and
other terms
and conditions
of Local
Complaints
Committee

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.

(3) Where the Chairperson or any Member of the Local Complaints Committee—

- (a) contravenes the provisions of section 16; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

Grants and
audit

8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

Complaint of
sexual
harassment

9. (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing:

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Conciliation

10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:

Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:

Inquiry into
complaint

45 of 1860

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

45 of 1860.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

5 of 1908

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents; and

(c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

CHAPTER V

INQUIRY INTO COMPLAINT

12. (1) During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Committee or the Local Committee, as the case may be, may recommend to the employer to—

Action during
pendency of
inquiry

(a) transfer the aggrieved woman or the respondent to any other workplace; or

(b) grant leave to the aggrieved woman up to a period of three months; or

(c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be—

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

Punishment
for false or
malicious
complaint and
false evidence

14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to —

Determination of compensation

(a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;

(b) the loss in the career opportunity due to the incident of sexual harassment;

(c) medical expenses incurred by the victim for physical or psychiatric treatment;

(d) the income and financial status of the respondent;

(e) feasibility of such payment in lump sum or in instalments.

22 of 2005

16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Prohibition of publication or making known contents of complaint and inquiry proceedings

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

Penalty for publication or making known contents of complaint and inquiry proceedings

18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

Appeal

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations.

CHAPTER VI

DUTIES OF EMPLOYER

19. Every employer shall —

Duties of employer.

(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;

(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force; 45 of 1860.

(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place; 45 of 1860.

(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

Duties and powers of District Officer

20. The District Officer shall, —

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

Committee to submit annual report

21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

Employer to include information in annual report

22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

Appropriate Government to monitor implementation and maintain data

23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

Appropriate Government to take measures to publicise the Act

24. The appropriate Government may, subject to the availability of financial and other resources, —

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace;

(b) formulate orientation and training programmes for the members of the Local Complaints Committee.

25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,—

Power to call for information and inspection of records

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. (1) Where the employer fails to—

(a) constitute an Internal Committee under sub-section (1) of section 4;

(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

Penalty for non-compliance with provisions of Act.

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to—

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

Cognizance of offence by courts

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

Act not in derogation of any other law

29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

Power of appropriate Government to make rules

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—

(a) the fees or allowances to be paid to the Members under sub-section (1) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (1) of section 7;

- (d) the person who may make complaint under sub-section (2) of section 9;
- (e) the manner of inquiry under sub-section (1) of section 11;
- (f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;
- (g) the relief to be recommended under clause (c) of sub-section (1) of section 12;
- (h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;
- (i) the manner of action to be taken under sub-sections (1) and (2) of section 14;
- (j) the manner of action to be taken under section 17;
- (k) the manner of appeal under sub-section (1) of section 18;
- (l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and
- (m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

Power to
remove
difficulties.

30. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.

P.K. MALHOTRA,
Secy. to the Govt. of India

Notice.

It's inform to all student-staff of RENS,
Senior Science College Akkalkuwa that there
is a meeting on 17 Dec. 2019 for maintain
discipline in student.

So requested to meet the zoology
Dept at 10:00 am.

Se.

Mr. Gota K. Suryawanshi 2/12/19

Mr. B. R. Patil I Santil

Mr. R. S. Padavi

Dr. B. N. Patil

Mr. A. J. Thakare

Mr. D. M. Dshi

Dr. M. D. Mndholkar

Mr. B. N. Salun

Mr. N. R. Patil

Shri K. N. Patil

Mr. M. R. Patel

Mr. J. N. Patel

an

Epapatil

Pthukane

Onkar

Chhkh

BNSang

NPatil

KP

Prash

Shree

16/12/2019.

Discipline Committee.

Minutes of Meeting held on 16/12/2019.

Action Taken

The meeting were started on time, many staff member of college were their. Dr. M Zuber Shaikh address the issue of meet & with the discussion of staff & final decision of Dr. B.N. Patil sir (principal of college) it was decided that student should to know & remind about the duties & discipline of the college & which things have to perform in the campus.

So immediately after the overing of class student were gather in hall & inform about the said order of principal.



Dr. M Zuber Shaikh.
(Co-ordinators)
Discipline Committee,
RFNS, Sr. Science College, A'kuwa.

Discipline Committee .

2020-2021

Students Notice Board .

It is informed to all the students of RFNS, Senior Science College, Akkalkuwa that due to covid-19. their lecture & practical are conducted through online mode according to time table of Academic Year 2020-21.

They are suppose to be present on each lecture & take care of ourself & family member to stay home & following the covid-19 guideline given by Maharashtra government time to time.

Stay Home Stay Safe .



Coordinator .

Discipline Committee

RFNS, Sr. Science College, Akkalkuwa

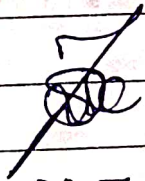
Minutes of Meeting held on 20/10/2021.

Action Taken

On 20th Oct. 2021 the meeting were started on time in zoology dept. & all teaching & non-teaching staff were present. Following rule had made on that day and inform the student for strictly follow it.

1. Maintaining social distance
2. Wearing mask whole time.
3. Bring ~~se~~separate water bottle.
4. Checking of body temp. & Oxygen at the time of entering in college.
5. Maintain discipline in campus.
6. Inform college authority if any issue.

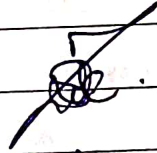
Every were assure to follow the covid-19 guidelines & maintaing the discipline.


Dr. M Zuber Shaikh.

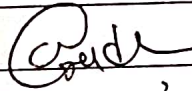
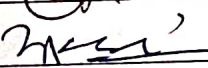


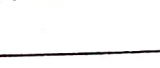
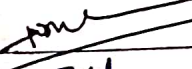
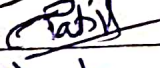

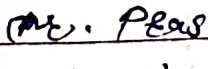
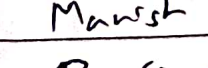
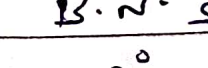
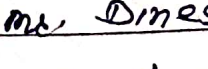
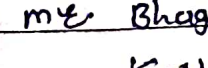
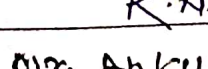
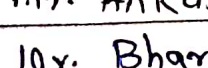
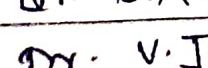
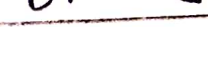
Anti-Ragging.

It's inform to all staff of RENS Senior Science college, Akkalkuwa that student are suppose to attend the offline lecture from today in our Institute.

So for following covid-19 guidelines & maintaining discipline betⁿ them we have organized a meeting at 11:00 am. Requested please meet in Zoology dept. for said issue.



Dr. M Zuber Shaikh.

1.  - Mr. A. C. Kholagude
2.  Mr. G. K. Suryawarshi
3.  Mr. Gopal M. Shende
4.  Dr. Yogesh Anna Dusing
5.  Dr. Vinod R. Jodani
6.  Mr. R. S. Padam
7.  Dr. V. S. Patil
8.  Patel J. N.
9.  Mr. Parshant R. Pimpale
10.  Manish R. Paley - Pres
11.  B. N. Samal
12.  Mr. Dinesh Mithulal Ishi
13.  Mr. Bhagwan Patil
14.  K. N. Patil
15.  Mr. Ankush J. Thakore
16.  Dr. Bharat N. Patil
17.  Dr. V. J. Kharat

EXPERIMENT :

No.

Notice

Page No.

Date

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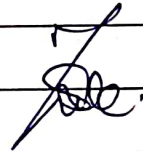
Anti-Ragging / Discipline Committee.

It is inform to all the teaching staff of RFNS, Senior Science College, Akalkuwa that college has been started regular from this academic Year 2022-23, so we are organized meeting on following agenter.

- 1) Discipline to be followed by student in college campus.
- 2) No. Ragging of the student.
- 3) How to live in campus & student & teacher. etc.

Please attend the meeting on 20th August 2022.

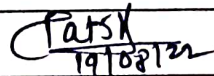
In Zoology Dept. at 12:00 P.M.



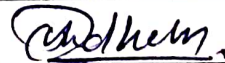
(Dr. M Zuber Shaikh)

Incharge Discipline Committee).

1) Dr. Vilay shiraji patil



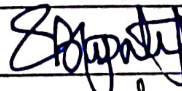
2) Dr. manoj D. mudholkar



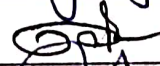
3) Dr. Yashesh A Dushing



4) Dr. Bharat N. Patil



5) Mr. Gopal M. Shende



6) Dr. Vinod R. Jogelani



Date: 20/08/2022.

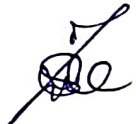
Anti-Ragging/ Discipline Committee-

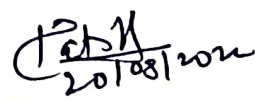
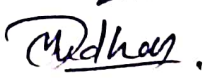
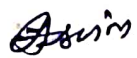
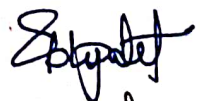
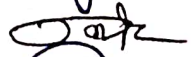

Minutes of the meeting held on 20th August 2022 ..
Action Taken

The meeting was started in presence of all teaching staff with the presidency of Dr. M. Zuber Shaikh (Incharge of Discipline Committee). Agenda of the meeting is discuss & finalize as follows.

- 1) In the welcome function of cultural programme student should inform of the rule & regulation of the college.
- 2) Notice about Ragging activity will also say on the same day.
- 3) Class representative of discipline will be inform & come forward to give their name.

All teaching staff were there & agreed with the agenda.


(Dr. M. Zuber Shaikh),

- 1) Dr. Vilay Shiradi Patil - 
- 2) Dr. Manoj D. Mudholkar - 
- 3) Dr. Yogesh A. Dushiny - 
- 4) Dr. Bharat N. Patil - 
- 5) Mr. Gopal M. Shende - 
- 6) Dr. Vinod R. Jogdand - 

Discipline / Anti-Ragging Committee

Page :

Date : 12/08/2023 .

Students Notice Board .

It is inform to all the students of RFNS, senior science college, Akkalkuwa that their Discipline Anti-Ragging committee for the Academic Year 2023-24 will be held in seminar hall at 4:00 PM on. 14/08/2023

The class representative also will be finalized there so interested candidate give their name to Dr. M Zuber Shaikh & all will be present their on time.

(Dr. M Zuber Shaikh)

(Co-ordinator - Anti-Ragging & Discipline Committee) .

- 1) Dr. A-C. Khobragade -
- 2) Dr. M. D. Mudholkar -
- 3) Mr. G. K. Suryawashi -
- 4) Vinish Chandran -
- 5) Mr. R. S. Padam -
- 6) Dr. Bharat N. Patil -
- 7) Dr. Vijay S. Patil -
- 8) Mr. Gopal M. Shende -
- 9) Dr. Vinod. R. Jagdand -

Student Attendance

1)	Ghadab cili Isfan Ali Sayyed	Shirali
2)	Ghanchi Abujar Abdul Raheman	Rahmani
3)	Makrani Mudassim Abdul Wahid	Makrani
4)	Shaikh Zakir	Shaikh
5)	Makrani Arkam	Makrani
6)	Maimun Makrani	Maimun
7)	Sayyad Juned Ali	Sayyad
8)	Makrani Ubed Anis	Ubed
9)	Bhaidas Shrawan Tdv	Bhaidas
10)	Somnath Acum Singh Valvi	Somnath
11)	Pruthiwaray Krishna Valvi	Pruthiwaray
12)	Purvesh Ravindra Chavhan	P. Chavhan
13)	Kankhaya Balwant Salunkhi	Kankhaya
14)	Vivek Sunil Valvi	Vivek
15)	Rutik Krishna more	RK More
16)	Peculhad Subhash Valvi	Subhash
17)	Tadvi Kailas Rajesh	Kailas
18)	Vasave Sushas Krishna	Sushas
19)	Ganesh Suresh Vasave	Ganesh
20)	Ansari Ali Shaheed	Ansari
21)	Vesta Vasave	Vesta
22)	Mayur Rakesh Suryawanshi	Mayur
23)	Chetan Kantilal Padui	Chetan
24)	Satish Dilip Bhoi	Satish
25)	Daashana Gangaram Vasave	Daashana
26)	Mamta Amarasing Vasave	Mamta
27)	Mina Surupsing Vasave	Mina

M. K. Kulkarni
Cultural Co-Ordinator



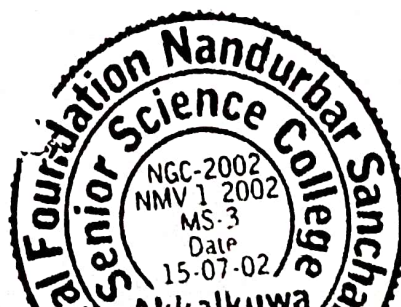
[Signature]
Principal
Rural Foundation Nandurbar Sanchalit
Senior Science College
Akkalkuwa, Dist. Nandurbar


Class: F Y B Sc

Student Attendance

[illegible]


Cultural Co-Ordinator




Principal
Principal
Kural Foundation Nandurbar Sans
Senior Science College
Akkalkuwa, Dist. Nandurbar

Date: - 14/08/2023

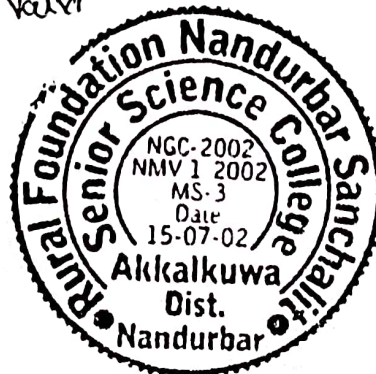
Time :- 9:00 AM

Class: S Y B Sc

Student Attendance

1	Puja Hanuman Chaudhari	Pradhar
2	Nehalini Kailash Bhutada	Nehalini
3	Aarti Rajesing Chavhan	Pradhar
4	Madhaliben Anandbhai Vasave	Madhaliben
5	Ravina Narendran Vasave	Ravina
6	Safiya Ismail Chanchi	Safiya
7	Jayshri Kishor Solanki	Jayshri
8	Nisha Anil Padvi	Nisha
9	Dipika Indrasing Valvi	Dipika
10	Sunehya Geopriyanku Padvi	Sunehya
11	Nirmala Parshi Vasave	Nirmala
12	Dikshika Yeshu Valvi	Dikshika
13	Rajeshree Santosh Padvi	Rajeshree
14	Dinda Pramodsing Valvi	Dinda
15	Sneha Parash Shukla	Sneha
16	Shubh Sukshi Rajesh	Shubh
17	Rutel Dixit Umesh	Rutel
18	Safiya Ismail Chanchi	Safiya
19	Roshani Hiratal Vasave	Roshani
20	Dipak Raja Vasave	Dipak
21	Jitenendra Pulsing Padvi	Jitenendra
22	Hasmukh Ajmullak Mamsani	Hasmukh
23	Jahir Gurmahidat Baloch	Jahir
24	Ashray Jashwant Prajapati	Ashray
25	Suresh Gopal Vasave	Suresh
26	Lalsing Gedarya Valvi	Lalsing
27	Radip Dinesh Padvi	Radip
(28)	Ashwin Samy Padvi	Ashwin
29	Ravindra Dharmaling Valvi	Ravindra

(Signature)
Cultural Co-Ordinator



(Signature)
Principal
Principal
Rural Foundation Nandurbar Sanchalit
Senior Science College
Akkalkuwa, Dist. Nandurbar


Date: - 14/08/2023

Time :- 9:00 AM

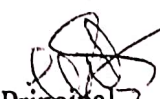
Class: T Y B Sc

Student Attendance

1.	Solanki Poonam kishor.	Boalanki.
2.	Gauri mukesh Tawar.	@Gauri.
3.	Solanki Sonam shyam	Sonam
4.	Naik priti Anandising	PAdalrik
5.	Shital Mahendra padvi	SMpadvi
6.	Harshada vijesing valvi	Hvalvi.
7.	Shonal Rajendra vasave	SRVasave.
8.	Sweta Chandrashekar Boise	SBoise.
9.	Khushbu Suresh Chavan	Khushbu
10.	AHIRE TEJSWINI KHEMENDRA.	Tejswini
11.	Aarti kishor phale	Aarti
12.	Harshda Pramod Jashi	HJashi.
13.	Devidas Subhash Vasave	Devidas
14.	Kunal Pramod marathe	Kumarathe
15.	Sharad Ramesh valavi	Sharad
16.	Piyush Rajiv Padvi	Padi.
17.	Mangya Sausing Padvi	Mangya
18.	Ayaman Abdul Jamil Nijami	Ayaman
19.	Jain Manish Ramesh	Jain
20.	Vijay Jadar Zakade	Vakade.
21.	Supriya Santosh Sonar	Supriya


Cultural Co-Ordinator

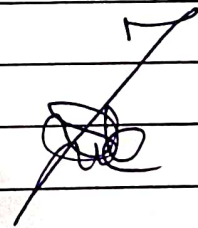



Principal
Rural Foundation Nandurbar Sanchalit
Senior Science College
Akkalkuwa, Dist. Nandurbar

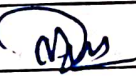
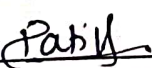
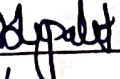

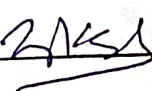

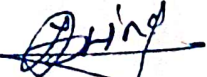
Action Taken / Minutes of the Meeting
2023-24

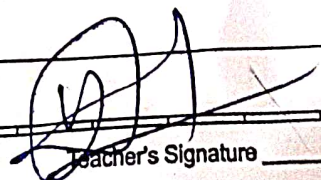
The meeting was started under the presidency of Principal Sir, all the students & staff were present. The co-ordinator explain about how to live in the class & campus to the student like regular attending the class, wearing ID, not to torture the junior & no one student show dominance in the campus for the useless things. Formal class representative were made & inform them to observe the students about any indiscipline & ragging activity in campus.

The co-ordinator & all the staff regularly keep watch on the student for all illegal activity & misbehave and action will be taken them. But till date there will be no such ragging & etc issues in the campus.



Dr. M Zuber Shaikh.
Co-ordinator.

- 1) Dr. M.D. Mudholkar 
- 2) Dr. V.S. Patil - Patil  Discipline / Anti Ragging Committee
- 3) Dr. Bharat N. Patel - 
- ④ Mr. G.M. Shende 
- ⑤ Mr. Gofu K. Suryaweshi 
- ⑥ Mr. V. R. Jagtap 
- ⑦ Dr. T.A. Dhumring 



Teacher's Signature

Notice.

It's inform to all student-staff of RENS,
Senior Science College Akkalkuwa that there
is a meeting on 17 Dec. 2019 for maintain
discipline in student.

So requested to meet the zoology
Dept at 10:00 am.

Se.

Mr. Gota K. Suryawanshi 2/12/19

Mr. B. R. Patil I Santil

Mr. R. S. Padavi

Dr. B. N. Patil

Mr. A. J. Thakare

Mr. D. M. Dshi

Dr. M. D. Mndholkar

Mr. B. N. Salun

Mr. N. R. Patil

Shri K. N. Patil

Mr. M. R. Patel

Mr. J. N. Patel

Se

Se

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16/12/2019.

Discipline Committee.

Minutes of Meeting held on 16/12/2019.

Action Taken

The meeting were started on time, many staff member of college were their. Dr. M Zuber Shaikh address the issue of meet & with the discussion of staff & final decision of Dr. B.N. Patil sir (principal of college) it was decided that student should to know & remind about the duties & discipline of the college & which things have to perform in the campus.

So immediately after the overing of class student were gather in hall & inform about the said order of principal.



Dr. M Zuber Shaikh.
(Co-ordinators)
Discipline Committee,
RFNS, Sr. Science College, A'kuwa.

Discipline Committee .

2020-2021

Students Notice Board .

It is informed to all the students of RFNS, Senior Science College, Akkalkuwa that due to covid-19. their lecture & practical are conducted through online mode according to time table of Academic Year 2020-21.

They are suppose to be present on each lecture & take care of ourself & family member to stay home & following the covid-19 guideline given by Maharashtra government time to time.

Stay Home Stay Safe .



Coordinator .

Discipline Committee

RFNS, Sr. Science College, Akkalkuwa

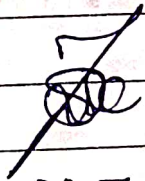
Minutes of Meeting held on 20/10/2021.

Action Taken

On 20th Oct. 2021 the meeting were started on time in zoology dept. & all teaching & non-teaching staff were present. Following rule had made on that day and inform the student for strictly follow it.

1. Maintaining social distance
2. Wearing mask whole time.
3. Bring ~~se~~seperate water bottle.
4. checking of body temp. & Oxygen at the time of entering in college.
5. maintain discipline in campus.
6. Inform college authority if any issue.

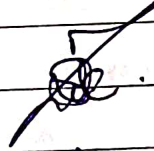
Every were assure to follow the covid-19 guidelines & maintaing the discipline.


Dr. M Zuber Shaikh.

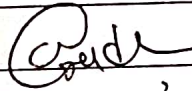
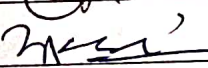


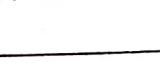
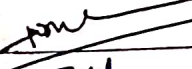
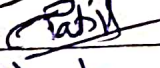

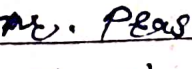
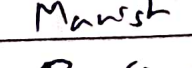
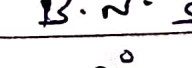
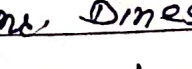
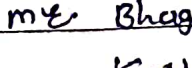
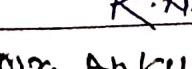
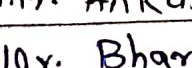
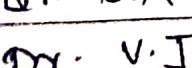

Anti-Ragging .

It's inform to all staff of RENS Senior Science college, Akkalkuwa that student are suppose to attend the offline lecture from today in our Institute.

So for following covid-19 guidelines & maintaining discipline betⁿ them we have organized a meeting at 11:00 am. Requested please meet in Zoology dept. for said issue.



Dr. M Zuber Shaikh.

1.  - Mr. A. C. Kholgade
2.  Mr. G. K. Suryawarshi
3.  Mr. Gopal M. Shende
4.  Dr. Yogesh Anna Dusing
5.  Dr. Vinod R. Jogdani
6.  Mr. R. S. Padam
7.  Dr. V. S. Patil
8.  Patel J. N.
9.  Mr. Parshant R. Pimpale
10.  Manish R. Paley - Print
11.  B. N. Samal
12.  Mr. Dinesh Mithulal Ishi
13.  Mr. Bhagwan Patil
14.  K. N. Patil
15.  Mr. Ankush J. Thakore
16.  Dr. Bharat N. Patil
17.  Dr. V. J. Kharat

EXPERIMENT :

No.

Notice

Page No.

Date

19 08 22

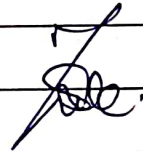
Anti-Ragging / Discipline Committee.

It is inform to all the teaching staff of RFNS, Senior Science College, Akalkuwa that college has been started regular from this academic Year 2022-23, so we are organized meeting on following agenter.

- 1) Discipline to be followed by student in college campus.
- 2) No. Ragging of the student.
- 3) How to live in campus & student & teacher. etc.

Please attend the meeting on 20th August 2022.

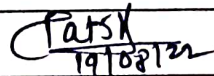
In Zoology Dept. at 12:00 P.M.



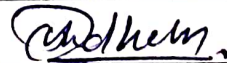
(Dr. M Zuber Shaikh)

Incharge Discipline Committee).

1) Dr. Vijay shiraji patil



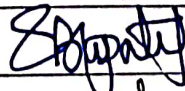
2) Dr. Manoj D. Mudholkar



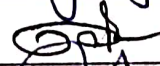
3) Dr. Yashesh A. Dushing



4) Dr. Bharat N. Patil



5) Mr. Gopal M. Shende



6) Dr. Vinod R. Jogelani



Date: 20/08/2022.

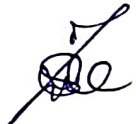
Anti-Ragging/ Discipline Committee-

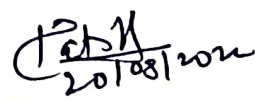
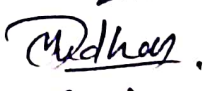

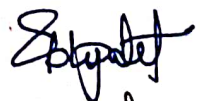


Minutes of the meeting held on 20th August 2022 ..
Action Taken

The meeting was started in presence of all teaching staff with the presidency of Dr. M. Zuber Shaikh (Incharge of Discipline Committee). Agenda of the meeting is discuss & finalize as follows.

- 1) In the welcome function of cultural programme student should inform of the rule & regulation of the college.
- 2) Notice about Ragging activity will also say on the same day.
- 3) Class representative of discipline will be inform & come forward to give their name.

All teaching staff were there & agreed with the agenda.


(Dr. M. Zuber Shaikh),

- 1) Dr. Vilay Shiradi Patil - 
- 2) Dr. Manoj D. Mudholkar - 
- 3) Dr. Yogesh A. Dushiny - 
- 4) Dr. Bharat N. Patil - 
- 5) Mr. Gopal M. Shende - 
- 6) Dr. Vinod R. Jogdand - 

Discipline / Anti-Ragging Committee

Page :

Date : 12/08/2023 .

Students Notice Board .

It is inform to all the students of RFNS, senior science college, Akkalkuwa that their Discipline Anti-Ragging committee for the Academic Year 2023-24 will be held in seminar hall at 4:00 PM on. 14/08/2023

The class representative also will be finalized there so intrested candidate give their name to Dr. M Zuber Shaikh & all will be present their on time.

(Dr. M Zuber Shaikh)

(Co-ordinator - Anti-Ragging & Discipline Committee) .

- 1) Dr. A-C. Khobragade -
- 2) Dr. M. D. Mudholkar -
- 3) Mr. G. K. Suryawasi -
- 4) Vinish Chandran -
- 5) Mr. R. S. Padam -
- 6) Dr. Bharat N. Patil -
- 7) Dr. Vilay S. Patil -
- 8) Mr. Gopal M. Shende -
- 9) Dr. Vinod. R. Jagdand -

Student Attendance

1)	Ghadab cili Isfan Ali Sayyed	Shirali
2)	Ghanchi Abujar Abdul Raheman	Rahmani
3)	Makrani Mudassim Abdul Wahid	Makrani
4)	Shaikh Zakir	Shaikh
5)	Makrani Arkam	Makrani
6)	Maimun Makrani	Maimun
7)	Sayyad Juned Ali	Sayyad
8)	Makrani Ubed Anis	Ubed
9)	Bhaidas Shrawan Tdv	Bhaidas
10)	Somnath Acum Singh Valvi	Somnath
11)	Pruthiwaray Krishna Valvi	Pruthiwaray
12)	Purvesh Ravindra Chavhan	P. Chavhan
13)	Kankhaya Balwant Salunkhi	Kankhaya
14)	Vivek Sunil Valvi	Vivek
15)	Rutik Krishna more	RK More
16)	Peculhad Subhash Valvi	Subhash
17)	Tadvi Kailas Rajesh	Kailas
18)	Vasave Sushas Krishna	Sushas
19)	Ganesh Suresh Vasave	Ganesh
20)	Ansari Ali Shaheed	Ansari
21)	Vesta Vasave	Vesta
22)	Mayur Rakesh Suryawanshi	Mayur
23)	Chetan Kantilal Padui	Chetan
24)	Satish Dilip Bhoi	Satish
25)	Daashana Gangaram Vasave	Daashana
26)	Mamta Amarasing Vasave	Mamta
27)	Mina Surupsing Vasave	Mina

M. K. Kulkarni
Cultural Co-Ordinator



[Signature]
Principal
Rural Foundation Nandurbar Sanchalit
Senior Science College
Akkalkuwa, Dist. Nandurbar


Class: F Y B Sc

Student Attendance

[illegible]


Cultural Co-Ordinator




Principal
Principal
Kural Foundation Nandurbar Sans
Senior Science College
Akkalkuwa, Dist. Nandurbar

Date: - 14/08/2023

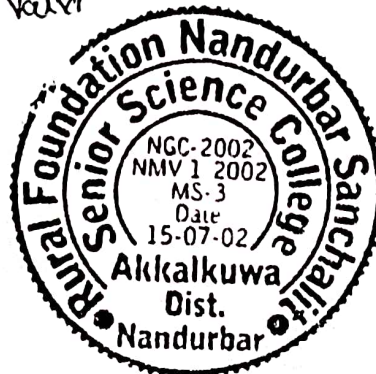
Time :- 9:00 AM

Class: S Y B Sc

Student Attendance

1	Puja Hanuman Chaudhari	Pradhar
2	Nehadahi Kailash Bhutada	Nehadahi
3	Aarti Rajesing chavhan	Prabhan
4	Madhaliben Anandbhai Vasave	Makale
5	Ravina Narendran Vasave	R. Vasave
6	Safiya Ismail Chanchi	S. Chanchi
7	Jayshri Kishor Solanki	J. Solanki
8	Nisha Anil Padvi	N. Padvi
9	Dipika Indrasing Valvi	D. Valvi
10	Sunehya Georhienes padvi	S. padvi
11	Nirmala Parshi Vasave	N. Vasave
12	Dikshika Yeshu Valvi	D. Valvi
13	Rajeshree Santosh padvi	R. padvi
14	Dinda Pramodsing Valvi	D. Valvi
15	Sneha parash shukla	S. shukla
16	Shubh Sukshi Rajesh	S. Rajesh
17	Rutel Dixit Umesh	R. Umesh
18	Safiya Ismail Chanchi	S. Chanchi
19	Roshani Hiratal Vasave	R. Vasave
20	Dipak Raja Vasave	D. Vasave
21	Jitenendra Pulsing Padvi	J. Padvi
22	Hasmeh Aynullaik Mamsuni	H. Mamsuni
23	Jahir Guranhaidar Baloch	J. Baloch
24	Ashray jashwant Prajapati	A. Prajapati
25	Suresh Gerdh Vasave	S. Vasave
26	Lalsing Gedarya Valvi	L. Valvi
27	Radip Dinesh Padvi	R. Padvi
(28)	Ashwin samy padvi	A. Padvi
29	Ravindra Sharaning Valvi	R. Valvi

(Signature)
Cultural Co-Ordinator



(Signature)
Principal
Principal
Rural Foundation Nandurbar Sanchalit
Senior Science College
Akkalkuwa, Dist. Nandurbar


Date: - 14/08/2023

Time :- 9:00 AM

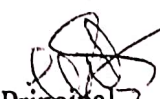
Class: T Y B Sc

Student Attendance

1.	Solanki Poonam kishor.	Boalanki.
2.	Gauri mukesh Tawar.	@Gauri.
3.	Solanki Sonam shyam	Sonam
4.	Naik priti Anandising	PAdalrik
5.	Shital Mahendra padvi	SMpadvi
6.	Harshada vijesing valvi	Hvalvi.
7.	Shonal Rajendra vasave	SRVasave.
8.	Sweta Chandrashekhar Boise	SBoise.
9.	Khushbu Suresh Chavan	Khushbu
10.	AHIRE TEJSWINI KHEMENDRA.	Tejswini
11.	Aarti kishor phale	Aarti
12.	Harshda Pramod Jashi	HJashi.
13.	Devidas Subhash Vasave	Devidas
14.	Kunal Pramod marathe	Kumarathe
15.	Sharad Ramesh valavi	Sharad
16.	Piyush Rajiv Padvi	Padi.
17.	Mangya Sausing Padvi	Mangya
18.	Ayaman Abdul Jamil Nijami	Ayaman
19.	Jain Manish Ramesh	Jain
20.	Vijay Jadar Zakade	VZakade.
21.	Supriya Santosh Sonar	Supriya


Cultural Co-Ordinator

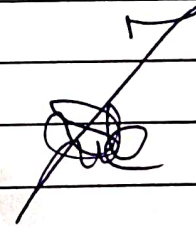



Principal
Rural Foundation Nandurbar Sanchalit
Senior Science College
Akkalkuwa, Dist. Nandurbar


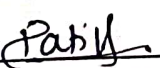
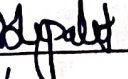

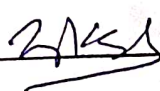

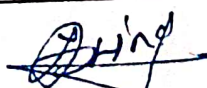
Action Taken / Minutes of the Meeting 14/08/2023
2023-24

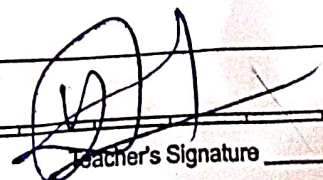
The meeting was started under the presidency of Principal Sir, all the students & staff were present. The co-ordinator explain about how to live in the class & campus to the student like regular attending the class, wearing ID, not to torture the junior & no one student show dominance in the campus for the useless things. Formal class representative were made & inform them to observe the students about any indiscipline & ragging activity in campus.

The co-ordinator & all the staff regularly keep watch on the student for all illegal activity & misbehave and action will be taken them. But till date there will be no such ragging & etc issues in the campus.



Dr. M Zuber Shaikh.
Co-ordinator.

- 1) Dr. M.D. Mudholkar 
- 2) Dr. V.S. Patil - Patil  Discipline / Anti Ragging Committee
- 3) Dr. Bharat N. Patel - 
- 4) Mr. G.M. Shende 
- 5) Mr. Gofu K. Suryaweshi 
- 6) Mr. V. R. Jagtap 
- 7) Dr. T.A. Dhumring 



Teacher's Signature

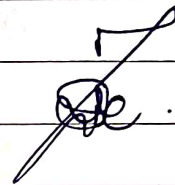
Redressal Cell.

Date: 12/08/2023.

Student Notice Board

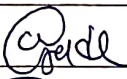
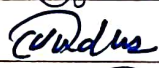
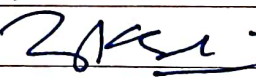

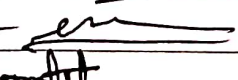

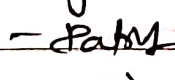
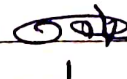
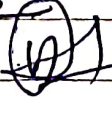
All students of RFNS, Senior Science college, Akkalkuwa are informed that their Redressal cell meeting for the Academic Year 2023-24 is going to be held in seminar hall at 4:00 pm on. 14/08/2023.

They all are suppose to ~~pr~~ be present there on time.



(Dr. M Zuber Shaikh)

(Co-ordinator - Redressal cell).

- 1) Dr. A.C. Khobragade - 
- 2) Dr. M.D. Mudholkar - 
- 3) Mr. G.K. Suryawarshi 
- 4) Vinish chandran - 
- 5) Mr. R. S. Padam - 
- 6) Dr. Bharat N. Patel - 
- 7) Dr. Vilay S. Patil - 
- 8) Mr. Gopal M. Shende - 
- 9) Mr. Vinod R. Jagtap - 

Redressal Cell meeting Students

Sr.No.	Name of students.	Class.	Signature.
1)	Shubh Sukshi Rujesh	F.Y.B.Sc	<u>Shubh</u>
2	Tayshri Kishor Solanki	F.Y.B.Sc.	<u>Tayshri</u>
3)	Gafya Israil Ghanchi	F.Y.B.Sc	<u>Ghanchi</u>
4)	Dixita Umesh Patel	F.Y.B.Sc	<u>Dixita</u>
5)	Punam Kashinath Valvi	F.Y.B.Sc	<u>Valvi</u>
6)	Shaila Sanyarsing Padvi	F.Y.B.Sc	<u>Padvi</u>
7	Divya Paramodising Valvi	F.Y.B.Sc	<u>Valvi</u>
8)	Nirmala Parshi Vasave	F.Y.B.Sc	<u>(N)Vasave</u>
9)	Gauri Mukesh Tawar	S.Y.B.Sc	<u>Gauri</u>
10)	Sonam Shyam Solanki	S.Y.B.Sc	<u>Sonam</u>
11)	Poonam Kishor Solanki	S.Y.B.Sc	<u>Solanki</u>
12)	Shweta Chandrashekhaz Borse	S.Y.B.Sc	<u>Borse</u>
13)	Vasave Rava Khuma	T.Y.B.Sc	<u>Vasave</u>
14)	Padvi Sunita Khema	T.Y.B.Sc.	<u>SK Padvi</u>
15)	Raut Vanjari Sipa	F.Y.B.Sc.	<u>Vasave</u>
16)	Neha Chandrasing Vasave	F.Y.B.Sc	<u>Vasave</u>
17)	Ravina Narendra Vasave	F.Y.B.Sc	<u>Vasave</u>
18)	Anandi Amarsing Vasave	F.Y.B.Sc	<u>(A)Vasave</u>
19)	Shital Remanlal Valvi	F.Y.B.Sc	<u>Valvi</u>
20)	Nilisha Keesarsing Valvi	F.Y.B.Sc	<u>(N)V Valvi</u>
21)	Sneha Paresh Shukla	F.Y.B.Sc	<u>SP. Shukla</u>
22)	Aarti Rajesing Chavhan	F.Y.B.Sc	<u>Chavhan</u>
23)	Dhimaj Dilip Shirsath	F.Y.B.Sc	<u>Shirsath</u>
24)	Amen Bhanu Chavhan	F.Y.B.Sc	<u>Chavhan</u>
25)	Ravindra Dharamsing Valvi	F.Y.B.Sc	<u>Valvi</u>
26)	Alshay Yashwantrao Patil	F.Y.B.Sc	<u>Patil</u>
27)	Rameez Farug Khatik	F.Y.B.Sc	<u>Khatik</u>
28)	Pathan Rizwan Muntaz	S.Y.B.Sc	<u>Pathan</u>
29)	Baloch Rameez Sharif	S.Y.B.Sc	<u>B. Baloch</u>
30)	Ayman Abdul Jamil Nijami	S.Y.B.Sc	<u>Nijami</u>
31)	MAKRANI SAHIL SHARBIH	F.Y.B.Sc	<u>SAHIL</u>

Redressal Cell.

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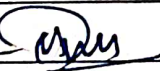
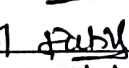
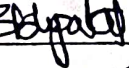
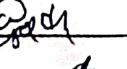



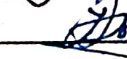
Action Taken / Minutes of the meeting. 2023-24.

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- ⑨ Dr. Y.A. Rushing 

Teacher's Signature

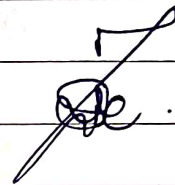
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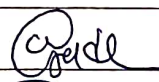
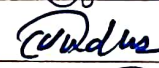
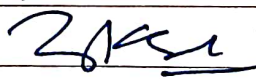

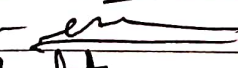
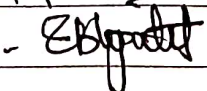
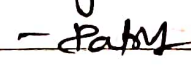
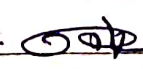
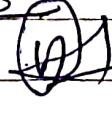
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Redressal Cell.

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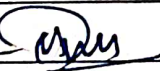
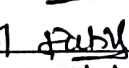
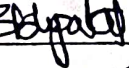
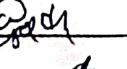



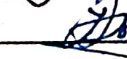
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Teacher's Signature



SEXUAL HARASSMENT COMMITTEE

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It helps the female staff of the office of working place to address their grievances regarding violence & harassment cases, if any. The Prevention Sexual Harassment cell is committed to: •Observing the law on Sexual Harassment

- Sensitizing the community on gender issues
- Assisting internal Complaint Committee
- Addressing complaints from victims

The law on sexual harassment:

In 2013, the Central Government enacted a law to ensure a safe environment for women in the workplace and to address cases of sexual harassment. This law is known as the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and it applies throughout India.

According to Section 2(n) of the Act, the term "sexual harassment" includes one or more of the following acts:

- Physical contact and advances.
- A demand or request for sexual favors.
- Making sexually colored remarks.
- Showing pornography.
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.
- Use of electronic media (phone, internet, intranet) to perpetrate any of the above.

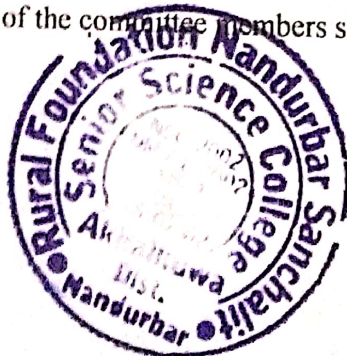
The law covers a broad spectrum of unwelcome behavior, ensuring comprehensive protection for women in the workplace.

Constitution of the Committee:

As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the Internal Complaints Committee (ICC) is constituted as follows:

- Presiding Officer: A senior woman employee in the workplace.
- Members: At least two members from among the employees, preferably committed to the cause of women or who have experience in social work or have legal knowledge.
- One external member from an NGO or an association committed to the cause of women or a person familiar with issues relating to sexual harassment.

At least 50% of the committee members should be women.





Rural Foundation Nandurbar Sanchalit,
SENIOR SCIENCE COLLEGE, AKKALKUWA
Tal. Akkalkuwa Dist. Nandurbar- 425415
email-rfnsseniorscienceakk@gmail.com, (02567-252820)
Affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

Working of the Committee:

- Awareness and Training: Conduct awareness programs for employees about the POSH Act and the organization's policy against sexual harassment.
- Organize training sessions for ICC members on handling complaints and conducting inquiries.

Receiving Complaints:

- Provide a safe and confidential environment for complainants to report incidents of sexual harassment.
- Ensure that complaints can be submitted in writing or electronically.

Initial Inquiry:

- Conduct a preliminary inquiry to understand the complaint and assess its validity.
- Ensure that both the complainant and the respondent are heard.

Formal Inquiry:

- Set up an inquiry committee if the preliminary inquiry establishes a prima facie case.
- Follow the principles of natural justice, ensuring that both parties are given an opportunity to present their case and evidence.
- Maintain confidentiality throughout the inquiry process.

Report and Recommendations:

- Prepare a detailed report of the findings and submit it to the employer.
- Recommend actions based on the findings, which could include disciplinary action against the respondent if the complaint is substantiated.

Support to Complainant:

- Provide necessary support to the complainant during the inquiry process.
- Ensure that the complainant does not face any retaliation or victimization.

Record-Keeping:

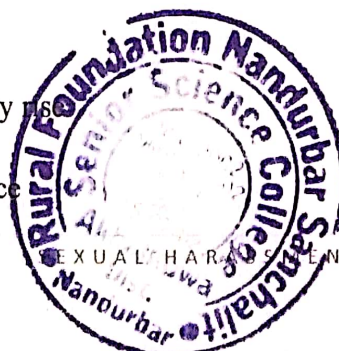
- Maintain records of all complaints, inquiries, and actions taken.
- Ensure these records are kept confidential and are only accessible to authorized personnel.

Punishments:

- The committee may recommend the following actions against the respondent if found guilty of sexual harassment:

1. Disciplinary Action

- Written apology
- Warning, reprimand, or censure
- Withholding of promotion or pay
- Termination from service
- Counseling or community service




Principal

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Senior Science College
Akkalkuwa, Dist. Nandurbar



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2. Monetary Penalties:

- Deduction from salary or wages as compensation to the complainant.

3. Other Actions:

- Any other action as deemed appropriate, depending on the severity of the incident.

Conclusion:

The Sexual Harassment Committee plays a crucial role in ensuring a safe and respectful workplace. It is essential to adhere to the guidelines laid out by the POSH Act and the organization's policies to prevent and address instances of sexual harassment effectively. The committee's work must be transparent, fair, and supportive of the complainants, ensuring justice and maintaining the integrity of the workplace.



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Sexual Harassment Committee
Meeting Minutes and Action Taken Reports
Academic Year 2018-19
Meeting Minutes

Date: 22nd June 2018

Time: 11:00 AM

Agenda:

- Review of the previous year's activities.
- Awareness programs for the current academic year.
- Discussion on complaint mechanism and support systems.
- Any other issues or suggestions.

Minutes:

- The meeting commenced with a review of the previous year's activities, highlighting the successful organization of workshops and seminars.
- An action plan was discussed for conducting awareness programs, including workshops, guest lectures, and distribution of informative materials.
- The committee reviewed the complaint mechanism and discussed ways to make it more accessible to students.
- No complaints were reported for the academic year 2017-18.
- The meeting concluded with an open discussion where members suggested increased visibility of the committee through posters and regular announcements.

Action Taken Report:

- Conducted two workshops on gender sensitization and sexual harassment awareness.
- Organized a guest lecture by an external expert on legal aspects of sexual harassment.
- Distributed informative brochures to students and staff.

Venue: Staff Room, Senior Science College, Akkalkuwa

Attendees:

Dr. B. N. Patil (Coordinator)
Dr. Y. A. Dushing
Dr. V. S. Patil
Dr. M. Z. Shaikh




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Sexual Harassment Committee
Meeting Minutes and Action Taken Reports
Academic Year 2019-20
Meeting Minutes

Date: 4th July 2019

Time: 11:00 AM

Agenda:

- Review of the previous year's activities.
- Planning for the current academic year's awareness programs.
- Enhancement of the complaint mechanism.
- Open discussion for suggestions.

Minutes:

- Reviewed the activities and awareness programs conducted in the previous year.
- Discussed the plan for the current year's awareness programs, focusing on interactive sessions and student participation.
- Examined the existing complaint mechanism and proposed adding an anonymous reporting option.
- No complaints were reported for the academic year 2018-19.
- Concluded with an open discussion where members suggested collaborating with NGOs for specialized workshops.

Action Taken Report:

- Organized interactive sessions on sexual harassment awareness.
- Organized a guest lecture by an external expert on legal aspects of sexual harassment.
- Distributed informative brochures to students and staff.

Venue: Staff Room, Senior Science College, Akkalkuwa

Attendees:

Dr. B. N. Patil (Chairperson)

Dr. Y. A. Dushing (Coordinator)

Dr. V. S. Patil

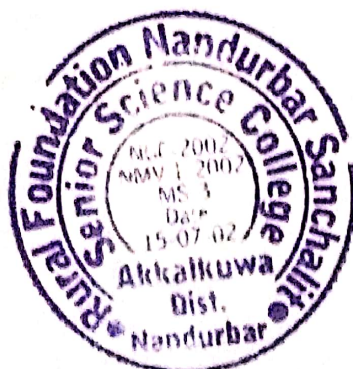
Dr. M. Z. Shaikh

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Meeting Minutes and Action Taken Reports
Academic Year 2020-21
Meeting Minutes

Date: 17th July 2020

Time: 05:00 PM

Venue: Online (due to COVID-19 pandemic)

Agenda:

- Adapting to online platforms for committee activities
- Ensuring accessibility of the complaint mechanism online
- Review of the previous year's activities.
- Adapting awareness programs to the online format.
- Ensuring accessibility to the complaint mechanism during the pandemic.
- Open discussion for suggestions.

Minutes:

- Reviewed the activities and challenges faced in the previous year.
- Planned to adapt awareness programs to the online format due to the pandemic.
- Discussed ways to ensure the complaint mechanism is accessible online.
- No complaints were reported for the academic year 2019-20.
- Open discussion suggested creating online resources and virtual support groups.

Action Taken Report:

- Conducted three online workshops.
- Developed and shared online resources on the college website.
- Ensured the complaint mechanism was accessible through email and online forms.

Attendees:

Dr. B. N. Patil (Chairperson)

Dr. Y. A. Dushing (Coordinator)

Dr. V. S. Patil

Dr. M. Z. Shaikh

B. N. Patil
Y. A. Dushing
V. S. Patil
M. Z. Shaikh



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Sexual Harassment Committee

Meeting Minutes and Action Taken Reports

Academic Year 2021-22

Meeting Minutes

Date: 15th July 2021

Time: 11:00 AM

Venue: Principal cabin, Senior Science College, Akkalkuwa

Agenda:

- Review of the previous year's activities.
- Transitioning back to in-person awareness programs.
- Evaluation of the online complaint mechanism.
- Open discussion for suggestions.

Minutes:

- Reviewed the previous year's activities and the effectiveness of online programs.
- Discussed the transition back to in-person awareness programs while maintaining some online resources.
- Evaluated the online complaint mechanism and its usage.
- No complaints were reported for the academic year 2020-21.
- Concluded with suggestions to integrate both online and offline resources for better outreach.

Action Taken Report:

- Conducted offline / online seminar on sexual harassment awareness.
- Maintained online resources and complaint mechanisms.
- No complaints were received during the academic year 2021-22.

Attendees:

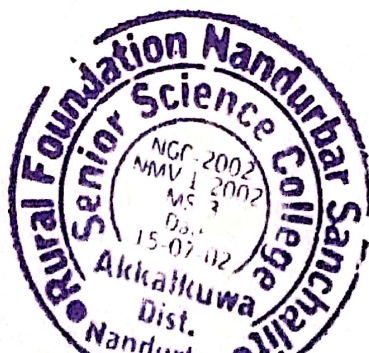
Dr. B. N. Patil (Coordinator)

Dr. Y. A. Dushing

Dr. V. S. Patil

Dr. M. Z. Shaikh

[Signatures of attendees]



[Signature of Principal]
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Sexual Harassment Committee

Meeting Minutes and Action Taken Reports

Academic Year 2022-23

Meeting Minutes

Date: 2nd August 2022

Time: 01:00 PM

Venue: Staff Room, Senior Science College, Akkalkuwa

Agenda:

- Review of the previous year's activities.
- Enhancing awareness programs with hybrid models.
- Improving the visibility of the complaint mechanism.
- Open discussion for suggestions.

Minutes:

- Reviewed the activities and feedback from the previous year.
- Planned to enhance awareness programs using a hybrid model combining in-person and online sessions.
- Discussed strategies to improve the visibility of the complaint mechanism.
- No complaints were reported for the academic year 2021-22.
- Open discussion led to the suggestion of peer-led awareness initiatives.

Action Taken Report:

- Conducted hybrid workshops on sexual harassment awareness.
- Increased visibility of the complaint mechanism through posters and online announcements.
- No complaints were received during the academic year 2022-23.

Attendees:

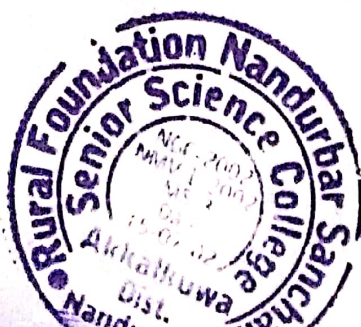
Dr. B. N. Patil (Coordinator)

Dr. Y. A. Dushing

Dr. V. S. Patil

Dr. M. Z. Shaikh

[Handwritten signatures of Dr. B. N. Patil, Dr. Y. A. Dushing, and Dr. V. S. Patil]



[Handwritten signature of Dr. M. Z. Shaikh]
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Sexual Harassment Committee
Meeting Minutes and Action Taken Reports
Academic Year 2023-24
Meeting Minutes

Date: 15th July 2023

Time: 09:00 AM

Venue: Principal cabin, Senior Science College, Akkalkuwa

Agenda:

- Review of the previous year's activities.
- Planning innovative awareness programs for the current academic year.
- Strengthening the complaint mechanism and support systems.
- Open discussion for suggestions.

Minutes:

- Reviewed the previous year's activities and their impact.
- Planned innovative awareness programs.
- Discussed strengthening the complaint mechanism and providing additional support systems.
- No complaints were reported for the academic year 2022-23.

Action Taken Report:

- Organized innovative awareness programs, including interactive and role-playing sessions.
- Strengthened the complaint mechanism with additional support systems and counselling services.
- No complaints were received during the academic year 2023-24.
- These reports ensure continuous efforts in creating a safe and supportive environment, despite the absence of complaints, through proactive awareness and enhanced support systems.

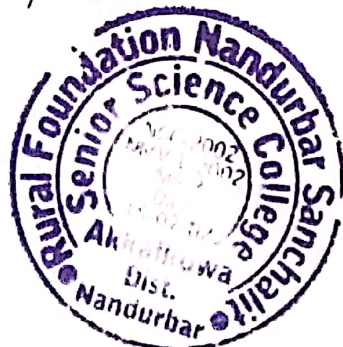
Attendees:

Dr. B. N. Patil (Coordinator)

Dr. Y. A. Dushing

Dr. V. S. Patil

Dr. M. Z. Shaikh




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