



॥ उत्तमं भेषजं निर्माणार्थं कटिबद्धम् ॥

JAYWANT SHIKSHAN PRASARAK MANDAL'S

**RAJARSHI SHAHU COLLEGE OF PHARMACY & RESEARCH**

(Approved by AICTE & PCI, Affiliated to SPPU &

Accredited by NAAC With 'A' Grade)

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**Prof. Dr. T. J. Sawant**  
B.E. (Elec.), PGDM, Ph.D.  
FOUNDER SECRETARY

**Dr. K. R. Khandelwal**  
M. Pharm, Ph. D.  
PRINCIPAL

Ref. No RSCOP/R/2044a/ICC/22-23

Date-12/07/2022

**INTERNAL COMPLAINT COMMITTEE  
(VISHKHA CELL- WOMEN'S GRIVANCES)**

**MINUTES OF THE MEETING**

Academic Year 2022-23

**CONSTITUTION OF INTERNAL COMPLAINT COMMITTEE**

**Date** : 11/07/2022

**Place** : Conference room.

**Time** : 1.30 pm.

**Sr. No. of meeting**: 01

The status and the position of women in society is the best way to understand a civilization, its progress and its shortcomings. In India, women are gracing various positions like in the armed force, IT sector, politics industry, academics balancing the role as a daughter, wife and mother. While all these are positive developments, harassment at workplace is rampant. To facilitate speedy delivery of justice to women, JSPM's Rajarshi Shahu College of Pharmacy and Research has constituted "Internal Complaint Committee". The ICC seeks to adhere to the spirit of Vishakha guidelines preceding this legislation in order to address the issue of sexual harassment at workplace for ensuring gender equality.

**The Members of Internal Complaint Committee**

Sr. No.	Name of the committee Member	Designation in committee
1	Dr. Ashlesha Pandit	Chairperson
2	Prof. Suvarna S. Vanjari	Secretary
3	Dr. Ujjawala Kandekar	Member
4	Prof. Nilima Chaudhary	Member
5	Ms. Kanchan Halgekar	Member
6	Ms. Kavita Jadhav	Member
7	Ms. Shrushti Joshi	Student
8	Ms. Janavi Linganwar	Student
9	Nisha Sharma	NGO Member

**Tenure**: The tenure of the members shall be of three years.

**Meeting**: The committee shall meet at least two times a year.

**Copy to:**

1. All members



(Dr. K. R. Khandelwal)

**PRINCIPAL**

Rajarshi Shahu College of Pharmacy & Research  
Tathawade, Pune - 411 033.

J.S.P.M.'s  
RajarshiShahu College of Pharmacy & Research, Tathawade, Pune-33

INTERNAL COMPLAINT COMMITTEE  
(VISHKHA CELL- WOMENS RIGHT GROUP)

MINUTES OF THE MEETING  
Academic Year 2022-23

Date: 03/08/2022  
Place: Conference room.  
Time: 3.30 pm  
Sr. No. of meeting: 02

**Agenda:**

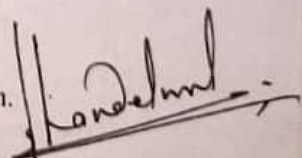
1. To conduct interactive sessions with girl students and women faculty members.
2. Decide rules on complaint of women's harassment.

It has been decided in meeting to conduct interactive sessions by Internal Complaint Committee with girl students and women faculty members help to aware them about Women's Right Group with its motto and action. It has been decided in meeting to educate girl student, teaching and non-teaching women's staff of college about their physical fitness and eating habits and suggested to practice yoga.

Rule has been discussed in the meeting if a complaint of women's harassment has found;

1. Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Complaint Committee.
2. As the case may be the Internal Complaint Committee, may before an initiating an enquiry and at the request of aggrieved women take steps to settle the matter between her and respondent through conciliation.
3. Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following.
  - i) Cancellation of admission
  - (ii) Suspension from attending classes
  - (iii) Withholding/withdrawing scholarship/fellowship and other benefits
  - (iv) Debarring from appearing in any test/examination or other evaluation process
  - (v) Withholding results
  - (vi) Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
  - (vii) Rustication from the institution for period ranging from 1 to 8 semesters
  - (ix) Expulsion from the institution and consequent debarring from admission to any other institution.



  
(Dr. K. R. Khandelwal)

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**INTERNAL COMPLAINT COMMITTEE  
(VISHKA CELL- WOMENS RIGHT GROUP)**

**MINUTES OF THE MEETING**

**Date:** 08/12/2022

**Place:** Conference Room, JSPM's RSCOP&R College, Tathwade.

**Time:** 3.30 pm.

**Sr. No. of meeting:** 03

**Agenda:**

1. Review of previous meeting.

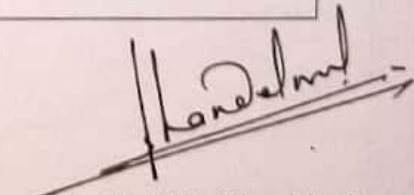
Chairman of Internal Complaint Committee has taken review of previous meeting and asked for any events of women's harassment found in the college campus and outside the campus. Ms. Janavi Linganwar, Member (Girl's Student representative) informed in meeting that no any case of women's harassment has been found in the college campus and outside the campus. It was decided in meeting to celebrate International women's day on 8th February 2023.

Prof. Suvarna S. Vanjari had informed that frequent meeting has taken with girl student, teaching and non-teaching women's staff of college and educated girl student, teaching and non-teaching women's staff of college about health and eating habits and suggested to practice yoga.

**Following Members of Internal Complaint Committee were present for meeting**

Sr. No.	Name of the committee Member	Designation in committee
1	Dr. Ashlesha Pandit	Chairperson
2	Prof. Suvarna S. Vanjari	Secretary
3	Dr. Ujjawala Kandekar	Member
4	Prof. Nilima Chaudhary	Member
5	Ms. Kanchan Halgekar	Member
6	Ms. Kavita Jadhav	Member
7	Ms. Shrushti Joshi	Student
8	Ms. Janavi Linganwar	Student



  
(Dr. K. R. Khandelwal)

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INTERNAL COMPLAINT COMMITTEE  
(VISHKHA CELL- WOMENS RIGHT GROUP)

MINUTES OF THE MEETING

Date: 10/03/2023

Place: Conference Room, JSPM's RSCOP&R College, Tathawade.

Time: 1.30 pm.

Sr. No. of meeting: 04

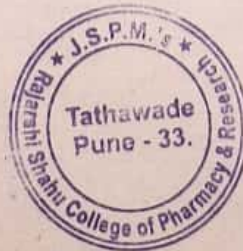
Agenda:

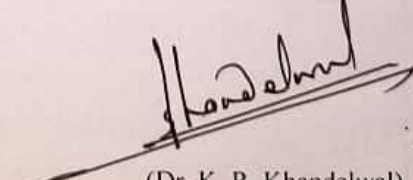
1. Review of previous meeting.
2. Any events of women's harassment in the college campus and outside the campus

Chairman of Internal Complaint Committee has taken review of previous meeting. Dr. Ujjawala Kandekar has given review on celebration of International women's day on 8<sup>th</sup> February 2023. Prof. Suvarna S. Vanjari had informed that frequent meeting had taken and not a single case of women's harassment is reported till date. Chairman appreciated the efforts taken by Internal Complaint Committee members to prevent women's harassment in the college campus and outside the campus.

Following Members of Internal Complaint Committee were present for meeting

Sr. No.	Name of the committee Member	Designation in committee
1	Dr. Ashlesha Pandit	Chairperson
2	Prof. Suvarna S. Vanjari	Secretary
3	Dr. Ujjawala Kandekar	Member
4	Prof. Nilima Chaudhary	Member
5	Ms. Kanchan Halgekar	Member
6	Ms. Kavita Jadhav	Member
7	Ms. Shrushti Joshi	Student
8	Ms. Janavi Linganwar	Student



  
(Dr. K. R. Khandelwal)

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**INTERNAL COMPLAINT COMMITTEE**  
**(VISHKA CELL- WOMENS RIGHT GROUP)**

**MINUTES OF THE MEETING**

**Date:** 05/10/2021

**Place:** Conference Room, JSPM's RSCOP&R College, Tathwade.

**Time:** 1.30 pm.

**Sr. No. of meeting:** 02

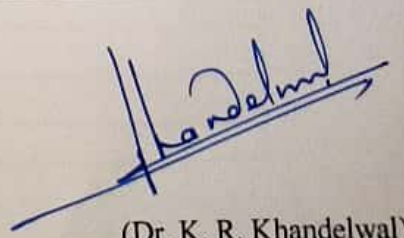
**Agenda:** Any events of women's harassment in the college campus and outside the campus

Chairman of Internal Complaint Committee Dr. Ashlesha Pandit asked committee members about meeting has taken with girl student, teaching and non-teaching women's staff of college for any events of women's harassment found in the college campus and outside the campus. Dr. Ujjawala Kandekar informed chairperson that committee members have educated girl student, teaching and non-teaching women's staff of college about their physical fitness and eating habits and suggested to practice yoga. Mrs. Suvarna S. Vanjari had informed that frequent meeting had taken and not a single case of women's harassment is reported till date.

**Remark:** Not a single case of women's harassment has been reported till date.

**The Members of Internal Complaint Committee**

Sr. No.	Name of the committee Member	Designation in committee
1.	Dr. Ashlesha Pandit	Chairperson
2.	Prof. Suvarna S. Vanjari	Member
3	Prof. Nilima Chaudhary	Member
4	Ms. Kanchan Halgekar	Member
5	Ms. Kavita Jadhav	Member
6	Ms. Shrushti Joshi	Student
7	Ms. Janavi Linganwar	Student
8	Ms. Nishu Sharma	NGO
8	Dr. Ujjawala Kandekar	Member

  
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**INTERNAL COMPLAINT COMMITTEE**  
**(VISHKHA CELL- WOMEN'S RIGHT GROUP)**

**MINUTES OF THE MEETING**

Academic Year 2021-22

Date : 05/03/2022

Place : Conference Room, JSPM's RSCOP&R College, Tathawade

Time : 1.30 pm.

Sr. No. of meeting: 03


Agenda: To celebrate International women's day.

Vishkha Cell- Women's Right Group meeting was schedule on 4<sup>th</sup> February 2022 to decide how to celebrate International women's day on 8<sup>th</sup> February 2022. It was decided in meeting;

- To Invite Chief Guest, Mrs. Priyanka Singh, Principal, Jayawant Institute of Management Studies to discuss the role of women's in family and society to deliver best professional services.
- To organized poem reciting competition. The theme was 'Break the Bias.
- To felicitate all Teaching and Non-teaching ladies staff felicitated during the programme

**The Members of Internal Complaint Committee**

Sr. No.	Name of the committee Member	Designation in committee
1.	Dr. Ashlesha Pandit	Chairperson
2.	Prof. Suvarna S. Vanjari	Member
3	Prof. Nilima Chaudhary	Member
4	Ms. Kanchan Halgekar	Member
5	Ms. Kavita Jadhav	Member
6	Ms. Shrushti Joshi	Student
7	Ms. Janavi Linganwar	Student
8	Ms. Nishu Sharma	NGO
8	Dr. Ujjawala Kandekar	Member

  
(Dr. K. R. Khandelwal)

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**INTERNAL COMPLAINT COMMITTEE**  
**(VISHKHA CELL- WOMENS RIGHT GROUP)**

**MINUTES OF THE MEETING**

**Academic Year 2020-21**

Date: 10/09/2020

Place: Online meeting on Zoom.

Time: 3.30 pm

Sr. No. of meeting: 01

Agenda: Review of webinar conducted on PCOC Awareness Program

The chairman has taken Review of WEBINAR conducted ON PCOC AWARENESS PROGRAM in association with Corona Remedies on 5 th Sep, 2020 at 5:00 PM. PCOS is a polycystic ovarian syndrome occurs in every 3rd or 4th college going girl having irregular periods, weight gain, Acne, and facial/ body hairs. Hence, to enhance education about PCOS for the future health benefits, we at JSPM'S Rajarshi Shahu College of Pharmacy and Research Tathawade, Pune in collaboration with Corona Remedies Pvt. Ltd. Ahmedabad have taken initiative to organize this PCOS workshop or awareness program

Prof. Nilima Chaudhary has given review of webinar. Dr Ami Date, a renowned Gynecologist, Obstetrician and infertility specialist and Director of Date Hospital, Parvati, Pune. committed to provide better healthcare services to improve women's quality of life.

**The Members of Internal Complaint Committee**

Sr. No.	Name of the committee Member	Designation in committee
1.	Dr. Ashlesha Pandit	Chairperson
2	Prof. Nilima Chaudhary	Member
3	Kanchan Halgekar	Member
4	Kavita Jadhav	Member
5	Shrushti Joshi	Student
6	Janavi Linganwar	Student
7	Ronal Naik	Student
8	Dr. Ujjawala Kandekar	Member



*Khandelwal*

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INTERNAL COMPLAINT COMMITTEE  
(WOMEN'S RIGHT GROUP)

MINUTES OF THE MEETING

Date : 18/06/2019

Place : Conference Room, JSPM's RSCOP&R College, Tathawade.

Time : 3.30 pm.





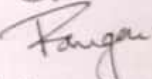
Sr. No. of meeting: 01

Agenda: Constitution of Internal Complaint Committee Called Vishkha Cell-Women's Right Group.

**Item No.:**

Keeping in view the directions and guidelines issued by National Commission for Women, New Delhi, University Grants Commission, New Delhi and State Government, Rajarshi Shahu College of Pharmacy and Research has constituted "Internal Complaint Committee Called Women's Right Group." To facilitate speedy delivery of justice to women, Women's Grievance Committee has been constituted

**The Members of Internal Complaint Committee (Women's Right Group)**

Prof. Mrs. Suvarna S. Vanjari	Chairman (Chairperson)	
Mr. Jaipal J. Rodge	Member (Legal advisor)	
Dr. Mrs. M. M. Puri	Member (Ex-officio member)	
Prof. Mrs. Nilima A. Chaudhari	Member (Women's teaching faculty representative)	
Prof. Priya Rodge	Member (Women's teaching faculty representative)	
Mrs. Kanchan C. Halgekar	Member (Women's teaching non-faculty representative)	
Miss. Nauseen Bare	Member (Girl's Student representative)	

**Tenure:** The tenure of the members shall be of three years.

**Meeting:** The committee shall meet at least two times a year.

**Remark/action taken on the resolution:** Internal Complaint Committee Called Vishkha Cell-Women's Right Group Constituted.

**Copy to:**

1. All members
2. Notice Board (College)
3. Notice Board (Girl's hostel)





(Dr. K. R. Khandelwal)

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**INTERNAL COMPLAINT COMMITTEE  
(VISHKHA CELL- WOMENS RIGHT GROUP)**

**MINUTES OF THE MEETING**

**Date:** 17/10/2019

**Place:** Conference Room, JSPM's RSCOP&R College, Tathawade.

**Time:** 3.30 pm

**Sr. No. of meeting:** 02

**Agenda:**

1. Functions and activities of Internal Complaint Committee.
2. Procedures to file complaint in case of sexual harassment in the college campus, hostel, canteen, and outside the campus.

**Item No.1. Functions and activities of Internal Complaint Committee have discussed:**

This committee will have following functions towards female students, teaching and non-teaching women staff of the institute:

1. To prevent sexual harassment and to promote the general well-being
2. To provide appropriate working conditions in respect of work, leisure, health, and hygiene.
3. To ensure that there is no hostile environment towards women at work places.
4. To provide guidelines for the redressal of grievances related to sexual harassment of women.
5. To provide counseling and support service on campus.
6. To advice complainants of means of resolution as specified by the legislation.

**Item No.2.**

Procedure how to file complaints in case of sexual harassment in the college campus, hostel, canteen, and outside the campus was discussed.

Mrs. Nilima Chaudhari committee member had explained in meeting the procedure on how to file complaints regarding harassment of women. She explains that complainants have to submit a written and signed complaint addressed to the chairman of the cell. Internal Complaint Committee will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.

Mrs. Priya Rodge, committee member told that, if the case comes under the purview of the cell committee will be submit a report to the principal of college Dr. K. R. Khandelwal and recommend the nature of action.

**Remark/action taken on the resolution:**

Procedure how to file complaints in case of sexual harassment in the college campus, hostel, canteen, and outside the campus was discussed.

Prof. Mrs. Suvarna S. Vanjari

Chairman (Chairperson)

Mr. Jaipal J. Rodge

Member (Legal advisor)

Dr. Mrs. M. M. Puri

Member (Ex-officio member)

Prof. Mrs. Nilima A. Chaudhari

Member (Women's teaching faculty representative)

Prof. Priya Rodge

Member (Women's teaching faculty representative)

Mrs. Kanchan C. Halgekar

Member (Women's teaching non-faculty representative)

Miss. Nauseen Bare

Member (Girl's Student representative)

  
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