



Rayat Shikshan Sanstha's,  
**Loknete Ramsheth Thakur Arts, Science and Commerce  
College, Mokhada Dist. Palghar**



**College Committees List for Academic Year 2023-2024**

Chairperson	Name of Committee	Signature
Prin. Dr. L. D. Bhor	<ol style="list-style-type: none"><li>1. Coordination Committee</li><li>2. Examination &amp; DEPD Committee</li><li>3. Purchase &amp; Building Maintenance Committee</li><li>4. Library Committee</li><li>5. Anti-Ragging Committee</li><li>6. Campus Development &amp; Beautification</li><li>7. IQAC</li></ol>	

Sr. No.	Name of Committee	Chairman and Members	Signature
1.	Coordination Committee	Mr. Saindanshiv S. E.-Chairman	
		Dr. Nagargoje D. R.	
		Mr. More V. M.	
		Mr. Mengal S. G.	
		Dr. Jadhav S. H.	
2.	Admission / Prospectus Committee	Mr. Mengal S. G. (Commerce) - Chairman	
		Dr. Ulvekar Y. H. (Arts)	
		Mr. Kawale R. A. (Science)	
		All Class Teachers	
3.	NAAC Committee	Dr. Chandore A.N. (Coordinator)	
		Mr. Saindanshiv S. E.- Chairman Criterion - I	
		Dr. Nagargoje D. R. -Chairman Criterion - II	
		Dr. Gade V. B. - Chairman Criterion - III	
		Mr. More V. M. - Chairman Criterion - IV	
		Dr. Shaikh A. L. - Chairman Criterion - V	
		Dr. Ulvekar Y. H. - Chairman Criterion - VI	

		Mr. Patil P. K. - Chairman Criterion - VII	<i>Patil</i>
		Mr. Kawale R. A.	<i>Bawale</i>
		Mr. Funde S. A.	<i>Funde</i>
		Mr. Pardhi K. K.	<i>Pardhi</i>
4.	Academic Calendar/ Time Table	Dr. Shaikh A. L. - Chairman	<i>Shaikh</i>
		Mr. Mengal S. G.	<i>Mengal</i>
		Dr. Jadhav S. H.	<i>Jadhav</i>
		Mr. Patil P. K.	<i>Patil</i>
		Mr. Kumbhar J. A.	<i>Kumbhar</i>
5.	Autonomy, UGC Proposal and Interface Committee	Dr. Chandore A. N.- Chairman	<i>Chandore</i>
		Dr. Nagargoje D. R.	<i>Nagargoje</i>
		Mr. Patil P. K.	<i>Patil</i>
6.	Examination & DEPD Committee	Dr. Shaikh A. L. - Chairman	<i>Shaikh</i>
		Mr. More V. M.	<i>More</i>
		Mr. Funde S. A.	<i>Funde</i>
		Mr. Patil P. K.	<i>Patil</i>
		Mr. Kawale R. A.	<i>Bawale</i>
		Mr. Pardhi K. K.	<i>Pardhi</i>
		Mr. Digha G. B.	
		Mrs. Patil L. M.	<i>Patil</i>
7.	Discipline & Varhanda Supervision	Dr. Ulvekar Y. H. - Chairman	<i>Ulvekar</i>
		Dr. Pawar S. K.	<i>Pawar</i>
		Mr. Paradke T. M.	<i>Paradke</i>
		Mr. Hawale P. R.	<i>Hawale</i>
		Mr. Chothe V. G.	<i>Chothe</i>
8.		Dr. Jadhav S. H.- Chairman	<i>Jadhav</i>
		Mr. Paradke T. M.	<i>Paradke</i>

	<b>Gymkhana, Sports and Competitive Examination</b>	Mr. Dongardive V. M.	
		Mr. Bhoje D. R.	
		Mr. Nadekar P. L.	
		Mr. Pardhi K. K.	
		Mr. Khose P. S.	
		Mr. Chothe V. G.	
		Mr. Jadhav G. R. (Peon)	
9.	<b>N.S.S. Committee</b>	Mr. Vhande S. R. (Program officer-1)	
		Dr. Ulvekar Y. H. (Program officer-2)	
		Dr. Ms. Pawar S. K.	
		Mr. Havale P. R.	
		Mr. Damse S. K.	
		Mr. Gawande A. J.	
		Mr. Jadhav G. R.	
		Mrs. Patil L. M.	
10.	<b>Cultural Activities &amp; Youth festival</b>	Dr. Pawar S. K. - Chairman	
		Mr. Mengal S. G.	
		Mr. Paradke T. M.	
		Mr. Bhoje D. R.	
		Mr. Havale P. R.	
		Mr. Ghatal R. D.	
		Mr. Pardhi K. K.	
		Mr. Damse S. K.	
11.	<b>Sanskriti Annual Magazine</b>	Mr. Paradake T. M. - Chairman	
		Mr. Saindandshiv S. E.	
		Mr. More V. M.	
		Mr. Mengal S. G.	

	<b>Gymkhana, Sports and Competitive Examination</b>	Mr. Dongardive V. M.	
		Mr. Bhoje D. R.	
		Mr. Nadekar P. L.	
		Mr. Pardhi K. K.	
		Mr. Khose P. S.	
		Mr. Chothe V. G.	
		Mr. Jadhav G. R. (Peon)	
9.	<b>N.S.S. Committee</b>	<b>Mr. Vhande S. R. (Program officer-1)</b>	
		<b>Dr. Ulvekar Y. H. (Program officer-2)</b>	
		Dr. Ms. Pawar S. K.	
		Mr. Havale P. R.	
		Mr. Damse S. K.	
		Mr. Gawande A. J.	
		Mr. Jadhav G. R.	
		Mrs. Patil L. M.	
10.	<b>Cultural Activities &amp; Youth festival</b>	<b>Dr. Pawar S. K. - Chairman</b>	
		Mr. Mengal S. G.	
		Mr. Paradke T. M.	
		Mr. Bhoje D. R.	
		Mr. Havale P. R.	
		Mr. Ghatal R. D.	
		Mr. Pardhi K. K.	
		Mr. Damse S. K.	
11.	<b>Sanskriti Annual Magazine</b>	<b>Mr. Paradake T. M. - Chairman</b>	
		Mr. Saindanshiv S. E.	
		Mr. More V. M.	
		Mr. Mengal S. G.	

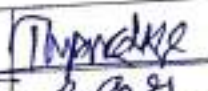

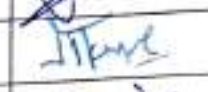

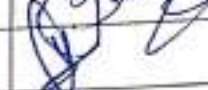
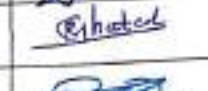

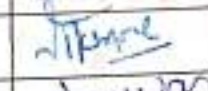
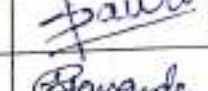

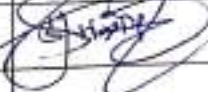
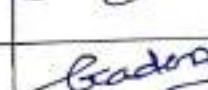

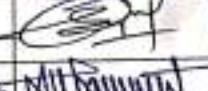



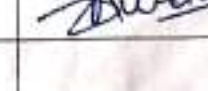
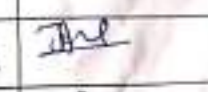
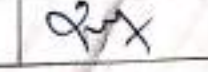


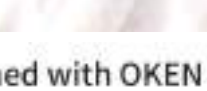

12.	<b>Purchase &amp; Building Maintenance Committee</b>	<b>Mr. Saindanshiv S. E. - Chairman</b>	<i>[Signature]</i>
		Dr. Nagargoje D. R.	<i>[Signature]</i>
		Mr. More V. M.	<i>[Signature]</i>
		Mr. Mengal S. G.	<i>[Signature]</i>
		Dr. Jadhav S. H.	<i>[Signature]</i>
		Mr. Aher D. K.	
13.	<b>Student &amp; Staff Grievance Redressal Cell</b>	<b>Dr. Nagargoje D. R. - Chairman</b>	<i>[Signature]</i>
		Dr. Ms. Pawar S. K.	<i>[Signature]</i>
		Dr. Gade V. B.	<i>[Signature]</i>
14.	<b>Library / N. R. C. Committee</b>	<b>Mr. More V. M. - Chairman</b>	
		Mr. Saindanshiv S. E.	<i>[Signature]</i>
		Dr. Jadhav S. H.	<i>[Signature]</i>
		Mr. Chothe V. G.	<i>[Signature]</i>
		Mr. Damse S. K.	<i>[Signature]</i>
15.	<b>Research &amp; Development Center</b>	<b>Dr. Gade V. B. - Chairman</b>	<i>[Signature]</i>
		Dr. Nagargoje D. R. - Finance & Infrastructure	<i>[Signature]</i>
		Dr. Chandore A.N. - Research Programme, Policy Development	<i>[Signature]</i>
		Dr. Ms. Pawar S. K. - Collaboration & Community	<i>[Signature]</i>
		Dr. Shaikh A. L. - Product Development & Monitoring & commercialization	<i>[Signature]</i>
		Dr. Jadhav S. H. - IPR, Legal & Ethical Matters	<i>[Signature]</i>
16.	<b>Internal Complaint Committee</b>	Prin. Dr. Nayak Shubhada - Chairperson	
		<b>Dr. Ms. Pawar S. K. Chairman</b>	<i>[Signature]</i>
		Dr. Bharati Murtadak	
		Mrs. Nimbara M. S.	<i>[Signature]</i>
		Smt. Kadu J. H.	<i>[Signature]</i>
17.		<b>Mr. Patil P. K. - Chairman</b>	<i>[Signature]</i>
		Mr. Funde S. A.	<i>[Signature]</i>

	Short term, Short Skill development & C.O.C. Committee	Mr. Paradke T. M.	<del>Impadake</del>
		Mr. Kumbhar J. A. - Member	Jal
		Mr. Havale P. R.	<del>Paradke</del>
		Mr. Aher D. K.	
18.	Unfair Means Enquiry	Dr. Nagargoje D. R. - Chairman	hee
		Mr. Saindandshiv S. E.	Jal
		Dr. Jadhav S. H.	Jal
		Mr. Funde S. A.	<del>Funde</del>
19.	Staff Academy & Staff Welfare	Mr. Kawale R. A. - Chairman	<del>Kawale</del>
		Mr. Patil P. K.	<del>Patil</del>
		Mr. Gavande A. J.	<del>Gavande</del>
20.	Internet Connectivity & Computer Maintenance	Mr. Funde S. A. - Chairman	<del>Funde</del>
		Mr. More V. M.	<del>More</del>
		Dr. Shaikh A. L.	<del>Shaikh</del>
		Mr. Aher D. K.	
21.	Publicity Committee	Mr. Ghatal R. D.- Chairman	<del>Ghatal</del>
		Dr. Ulvekar Y. H.	<del>Ulvekar</del>
		Mr. Paradake T. M.	<del>Impadake</del>
		Mr. Aher D. K.	
22.	Student Placement & Progression Committee	Mr. Funde S. A. - Chairman	<del>Funde</del>
		Dr. Jadhav S. H.	<del>Jal</del>
		Mr. Khambait M. R.	<del>Khambait</del>
23.	Wall paper / Exhibition	Mr. Funde S. A. - Chairman	<del>Funde</del>
		Dr. Gade V. B.	<del>Gade</del>
		Mr. Paradake T. M.	<del>Impadake</del>
		Mr. Damse S. K.	<del>Damse</del>
		Mr. Pardhi K. K.	<del>Pardhi</del>






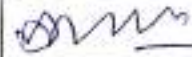

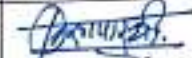

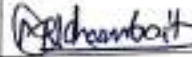


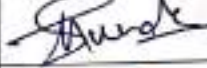

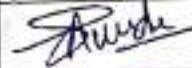


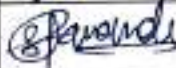

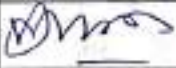

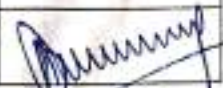
24.	Excursion & Field Visit	Mr. Vhande S. R. - Chairman	<i>Vhande</i>
		Dr. Chandore A. N.	<i>Chandore</i>
		Mr. Mengal S.G.	<i>Mengal</i>
		Mr. Bhoje D. R.	<i>Bhoje</i>
		Mr. Ghatal R. D.	<i>R. Ghatal</i>
25.	Teacher Guardian Parent Meet	Mr. Mengal S. G. - Chairman	<i>Mengal</i>
		Mr. Patil P. K.	<i>Patil</i>
		Dr. Dongardive V. M.	<i>Dongardive</i>
		Mr. Gavande A. J.	<i>Gavande</i>
		Mr. Damse S. K.	<i>Damse</i>
26.	Karmaveer Vidya Prabodhini	Mr. Vhande S. R. - Chairman	<i>Vhande</i>
		Dr. Gade V. B.	<i>Gade</i>
		Mr. Paradake T. M.	<i>Paradake</i>
		Dr. Ughade B. R.	
		Mr. Gangode J. (H) D.	<i>Gangode</i>
27.	Green Club	Mr. Mengal S. G. - Co-ordinator	<i>Mengal</i>
		Mr. Vhande S. R.	<i>Vhande</i>
		Mr. Paradake T. M.	<i>Paradake</i>
28.	Anti-Ragging Committee	Dr. Nagargoje D. R. - Chairman	<i>Nagargoje</i>
		Mr. Kuware K. N. - Member, Admin. Officer	
		Mrs. Madake H. M. - Member, Police station	<i>Madake</i>
		Mrs. Bharati Murtadak - Member, NGO	<i>Murtadak</i>
		Mr. Saindanshiv S. E.	<i>Saindanshiv</i>
		Dr. Ms. Pawar S. K.	<i>Pawar</i>
		Member, Parent UG	
		Member, Parent PG	
		T.Y.B.Sc. Male Student	



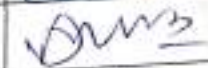
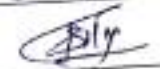


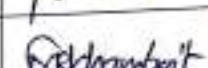

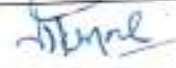



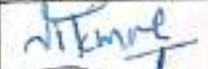


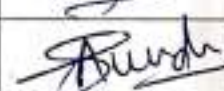

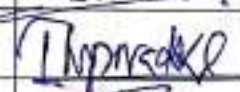


		T.Y.B.Com. Female Student	
		T.Y.B.A. Male Student	
	<b><u>FACULTY ASSOCIATION</u></b>		
29.	Science Association	Mr. Kawale R. L.- Chairman	<i>Bucal</i>
		Dr. Gade V. B.	<i>Goader</i>
		Mr. Funde S. A.	<i>Funde</i>
	Commerce Association	Mr. Mengal S. G. - Chairman	<i>Mengal</i>
		Mr. Damse S. K.	<i>Damse</i>
	Economics Association	Dr. Ulvekar Y. H. - Chairman	<i>Ulvekar</i>
		Mr. Khambait M. R.	<i>Khambait</i>
English Literary Association	Mr. Paradke T. M. - Chairman	<i>Paradke</i>	
Marathi Vangymay Mandal	Mr. Ghatal R. D. - Chairman		
30.	Self-Appraisal Report	Dr. Chandore A. N. - Chairman	<i>Chandore</i>
		Prof. Mengal S. G.	<i>Mengal</i>
		Mr. Aher D. K.	
31.	Electrical and Water supply Maintenance of College	Mr. Khose P. S. - Chairman	<i>Khose</i>
		Mr. Kumbhar J. A.	<i>Kumbhar</i>
		Mr. Jadhav G. R.	
32.	Campus Development & Beautification	Mr. Saindandhiy S. E.- Chairman	<i>Saindandhiy</i>
		Dr. Nagargoje D. R.	<i>heer</i>
		Dr. Jadhav S. H.	<i>Jadhav</i>
		Dr. Ughade B. R.	
		Mr. Aher D. K.	
33.	P.G. and History Association	Dr. Jadhav S. H. - Chairman	<i>Jadhav</i>
		Dr. Dongardive V. M.	<i>Dongardive</i>
34.	Feedback Committee	Mr. Kawale R. A. - Chairman	<i>Bucal</i>
		Dr. Nagargoje D. R.	<i>heer</i>



		Mr. Paradake T. M.	
		Dr. Nadekar P. L.	
		Mr. Chothe V. G.	
35.	Alumni Association	Mr. More V. M. – Chairman	
		Mr. Saindanshiv S. E.	
		Mr. Bhoje D. R.	
		Mr. Chothe V. G.	
		Mr. Ghatal R. D.	
		Mr. Havale P. R.	
		Mr. Danse S. K.	
36.	Student Welfare & College Canteen	Mr. More V. M. – Chairman	
		Dr. Ms. Pawar S. K.	
		Mr. Gavande A. J.	
37.	Staff Quarters Maintenance Committee	Dr. Jadhav S. H. – Chairman	
		Mr. Bhoje D. R.	
		Mr. Aher D. K.	
38.	Avishkar Research Committee	Dr. Gade V. B. – Chairman	
		Dr. Chandore A. N.	
		Mr. Mengal S. G.	
		Dr. Ulvekar Y. H.	
39.	College Website Committee	Dr. Shaikh A. L. – Chairman	
		Dr. Chandore A. N.	
		Dr. Jadhav S. H.	
		Mr. Funde S. A.	
		Mr. Aher D. K.	
40.		Mr. Kumbhar J. A. – Head, MCVC Department	
		Mr. Khose P. S.	

	MCVC Head and Exam Committee	Mr. Mahale H. M. - Exam Dept. Incharge (J.Y./MCVC)	
		Mr. Chothe V. G.	
		Mr. Gaikwad S. S.	
41.	Gandhi Vihar Sanskar Pariksha	Mr. More V. M. - Chairman	
		Mr. Khambait M. R.	
		Mr. Bhoje D. R.	
		Mr. Chothe V. G.	
42.	Innovative Programme, Idea & Incubation	Dr. Nagargoje D. R. - Chairman	
		Mr. Saindandshiv S. E.	
		Dr. Chandore A. N.	
		Dr. Ulvekar Y. H.	
43.	Scholarship Committee	Mr. Paradake T. M. - Chairman	
		Dr. Nagargoje D. R.	
		Dr. Jadhav S. H.	
		Mr. Pardhi R. K.	
		Mr. Aher D. K.	
		Mrs. Nimbara M. S.	
44.	Ladies welfare committee	Dr. Pawar S. K. - Chairman	
		Mrs. Nimbara M. S.	
45.	Student Council	Mr. Mengal S. G. - Chairman	
		Dr. Jadhav S. H.	
		Mr. Vhande S. R.	
46.	Earn and Learn Scheme	Mr. Mengal S. G. - Chairman	
		Mr. More V. M.	
		Mr. Nadekar P. L.	
		Mr. Damse S. K.	
47.		Dr. Chandore A. N. - Chairman	

	<b>Academic and Administrative Audit (AAA)</b>	Mr. Mengal S. G.	
		Mr. Vhande S. R.	
48.	<b>Yoga Committee</b>	<b>Dr. Ulvekar Y. H. - Chairman</b>	
		Mr. Kawale R. A.	
		Mr. Vhande S. R.	
49.	<b>Minority Cell</b>	<b>Dr. Shaikh A. L. - Chairman</b>	
		Dr. Ughade B. R.	
		Mr. Pardhi K. K.	
		Mr. Havale P. R.	
50.	<b>Committee for SC / ST</b>	<b>Dr. Jadhav S. H. - Chairman</b>	
		Mr. Khambait M. R.	
		Mr. Damse S. K.	
51.	<b>OBC Cell</b>	<b>Mr. Patil P. K. - Chairman</b>	
		Mr. Funde S. A.	
		Mr. Havale P. R.	
52.	<b>Digital Saksharta Programme</b>	<b>Mr. Funde S. A. - Chairman</b>	
		Mr. Havale P. R.	
		Mr. Chothe V. G.	
53.	<b>Scitech Soyamate Programme</b>	<b>Mr. Gavande A. J. - Chairman</b>	
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54.	<b>Biofloc Technology</b>	<b>Dr. Shaikh A. L. - Chairman</b>	
		Mr. Havale P. K.	
55.	<b>NIRF, AISHE, MIS &amp; Student on Roll</b>	<b>Mr. More V. M. - Chairman</b>	
		Dr. A. N. Chandore	

		Mr. Vhande S. R.		
		Mrs. Nimbara M. S.		
56.	<b>Roll call and attendance Committee</b>	<b>Mr. More V. M. - Chairman</b>		
		Mr. Mengal S. G.		
		Dr. Shaikh A. L.		
		Dr. Jadhav S. H.		
		All class teachers		
57.	<b>Language Lab Committee</b>	<b>Mr. Paradke T. M. - Chairman</b>		
		Mr. Nadekar P. L.		
		Mr. Khambait M. R.		
58.	<b>NEP Committee</b>	<b>Dr. Jadhav S. H. - Chairman</b>		
		Mr. Saindanshiv S. E.		
		Mr. More V. M.		
		Dr. Chandore A. N.		
		Mr. Mengal S. G.		
		Dr. Ulvekar Y. H.		
59.	<b>Online Education Committee</b>	<b>Mr. More V. M. - Chairman</b>		
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		Dr. Jadhav S. H.		
		Mr. Funde S. A.		
		<b>Class</b>	<b>Teacher Name</b>	
		F.Y.B.A.	Dr. Ulvekar Y. H.	
		S.Y.B.A.	Mr. Paradke T. M.	
		T.Y.B.A. (History)	Dr. Jadhav S. H.	
		T.Y.B.A. (Economics)	Dr. Ulvekar Y. H.	

Class Teacher			
	T.Y.B.A. (मराठी)	Mr. Ghatal R. D.	<i>R Ghatal</i>
	F.Y.B.Com.	Mr. Mengal S. G.	<i>S Mengal</i>
	S.Y.B.Com.	Mr. Khambait M. R.	<i>MR Khambait</i>
	T.Y.B.Com.	Mr. Damse S. K.	<i>S Damse</i>
	F.Y.B.Sc.	Mr. Kawale R. A.	<i>R Kawale</i>
	S.Y.B.Sc.	Dr. Gade V.B.	<i>V B Gade</i>
	T.Y.B.Sc. (Math.)	Mr. Patil P. K.	<i>P Patil</i>
	T.Y.B.Sc. (Zoology)	Dr. Ms. Pawar S. K.	<i>S Pawar</i>
	T.Y.B.Sc. (Botany)	Mr. Saindandshiv S. E.	<i>S Saindandshiv</i>
	T.Y.B.Sc. (Physics)	Mr. Funde S. A.	<i>S Funde</i>
	T.Y.B.Sc. (Chemistry)	Mr. Vhande S. R.	<i>S Vhande</i>
	XI (LOG)	Mr. Mahale H. M.	<i>H Mahale</i>
	XII (LOG)	Mr. Chothe V. G.	<i>V Chothe</i>
	XI (Ele.)	Mr. Khose P. S.	<i>P Khose</i>
	XII (Ele.)	Mr. Kumbhar J. A.	<i>J Kumbhar</i>
	M. A. Part I	Mr. Bhoje D. R.	<i>D Bhoje</i>
	M. A. Part II	Dr. Dongardive V. M.	<i>V Dongardive</i>



*[Signature]*  
Principal  
Arts, Science & Commerce College  
Mokhada, Dist. Palghar



# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)

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महिला एवं बाल विकास मंत्रालय

अधिसूचना

नई दिल्ली, 9 दिसम्बर, 2013

सा.का.नि. 769(अ).—केंद्रीय सरकार, महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतितोष) अधिनियम, 2013 (2013 का 14) की धारा 29 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, निम्नलिखित नियम बनाती है, अर्थात्—

1. संक्षिप्त नाम और प्रारंभ.—(1) इन नियमों का संक्षिप्त महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतितोष) नियम, 2013 है।

(2) ये राजपत्र में प्रकाशन की तारीख को प्रवृत्त होंगे।

2. परिभाषाएं.—इन नियमों में, जब तक संदर्भ में अन्यथा अपेक्षित न हो, —

(क) "अधिनियम" से कार्यस्थल पर महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतितोष) अधिनियम, 2013 (2013 का 14) अभिप्रेत है;

(ख) "शिकायत" से धारा 9 के अधीन की गई शिकायत अभिप्रेत है;

(ग) "शिकायत समिति" से आंतरिक समिति अथवा स्थानीय समिति अभिप्रेत है;

(घ) "घटना" से धारा 2 के खंड (द) में यथा-परिभाषित लैंगिक उत्पीड़न की घटना अभिप्रेत है;

(ङ) "धारा" से अधिनियम की कोई धारा अभिप्रेत है;

(च) "विशेष शिक्षक" से कोई ऐसा व्यक्ति अभिप्रेत है जो विशेष जरूरतों वाले लोगों के साथ ऐसे ढंग से संचार करने के लिए प्रशिक्षित है, जिससे उनके व्यक्तिगत मतभेदों एवं आवश्यकताओं का समाधान होता है;

(छ) यहां शब्द और पद जो यहां प्रयुक्त हैं और परिभाषित नहीं किए गए हैं, किंतु अधिनियम में परिभाषित किए गए हैं, उनके अर्थ वही होंगे, जो अधिनियम में दिए गए हैं।

3. आंतरिक समिति के सदस्यों के लिए फीस या भत्ते :

(1) गैर-सरकारी संगठनों में नियुक्त सदस्य, आंतरिक समिति की कार्यवाहियों के आयोजन के लिए प्रतिदिन 200 रुपये के भत्ते के हकदार होंगे, और उक्त सदस्य रेलगाड़ी से थ्री टायर वातानुकूलन या वातानुकूलित बस से तथा आटोरिक्शा या टैक्सी से अथवा यात्रा पर उसके द्वारा खर्च की गई वास्तविक राशि, जो भी, कम हो प्रतिपूर्ति के भी हकदार होंगे।

(2) नियोक्ता उप-नियम (1) में निर्दिष्ट भत्तों के संदाय के लिए उत्तरदायी होगा।

4. लैंगिक उत्पीड़न से संबंधित मुद्दों से परिचित व्यक्ति : धारा 7 की उप-धारा (1) के खण्ड (ग) के प्रयोजन के लिए लैंगिक उत्पीड़न से संबंधित मुद्दों से परिचित व्यक्ति ऐसा व्यक्ति होगा जिसे लैंगिक उत्पीड़न से संबंधित मुद्दों पर विशेषज्ञता प्राप्त हो तथा इसमें निम्नलिखित में से कोई सम्मिलित हो सकेगा -

- (क) समाज कार्य के क्षेत्र में कम से कम 5 साल के अनुभव वाला कोई सामाजिक कार्यकर्ता जो महिलाओं के सशक्तीकरण तथा विशिष्टतया कार्यस्थल पर लैंगिक उत्पीड़न की समस्या को दूर करने के लिए अनुकूल सामाजिक स्थितियों का सृजन करने का मार्ग प्रशस्त करता है;
- (ख) ऐसा व्यक्ति जिसे श्रम, रोजगार, सिविल या दांडिक विधि में अर्हता प्राप्त है।

5. स्थानीय समिति के अध्यक्ष तथा सदस्यों के लिए फीस या भत्ता :

- (1) स्थानीय समिति के अध्यक्ष उक्त समिति की कार्यवाहियों के आयोजन के लिए प्रतिदिन 250 रुपये (दो सौ पचास रुपये) के भत्ते के लिए हकदार होंगे।
- (2) धारा 7 की उप-धारा (1) के खंड (ख) और खंड (घ) के अधीन नामनिर्दिष्ट सदस्यों से भिन्न स्थानीय समिति के सदस्य, उक्त समिति की कार्यवाहियों के आयोजन के लिए प्रतिदिन दो सौ रुपये के भत्ते के हकदार होंगे और रेलगाड़ी से श्री टायर वातानुकूलन, वातानुकूलित बस से तथा आटोरिक्षा या टैक्सी से अथवा यात्रा पर उसके द्वारा खर्च की गई वास्तविक लागत जो भी कम हो, की प्रतिपूर्ति के भी हकदार होंगे।
- (3) जिला अधिकारी, उपनियम (1) और उपनियम (2) में निर्दिष्ट भत्तों के संदाय के लिए उत्तरदायी होगा।

6. लैंगिक उत्पीड़न की शिकायत : धारा 9 की उप-धारा (2) के प्रयोजन के लिए,

- (i) जहां व्यथित महिला, अपनी शारीरिक असमर्थता के कारण शिकायत करने में असमर्थ है, वहां निम्नलिखित द्वारा शिकायत फाइल की जा सकती है -
  - (क) उसका नातेदार या मित्र ; अथवा ;
  - (ख) उसका सहकर्मी; या
  - (ग) राष्ट्रीय महिला आयोग या राज्य महिला आयोग का कोई अधिकारी; या
  - (घ) व्यथित महिला की लिखित सम्मति से कोई ऐसा व्यक्ति जिसे घटना की जानकारी है।
- (ii) जहां व्यथित महिला, अपनी मानसिक अक्षमता के कारण शिकायत करने में असमर्थ है, वहां निम्नलिखित द्वारा शिकायत फाइल की जा सकती है -
  - (क) उसका नातेदार या मित्र; अथवा
  - (ख) कोई विशेष शिक्षक; या
  - (ग) कोई अर्हित मनोविकार विज्ञानी या मनोवैज्ञानिक; अथवा
  - (घ) संरक्षक या प्राधिकारी जिसके अधीन वह उपचार या देखरेख प्राप्त कर रही है; अथवा
  - (ङ) उसके नातेदार या दोस्त या विशेष शिक्षक या अर्हता-प्राप्त मनोविकार विज्ञानी या मनोवैज्ञानिक या संरक्षक अथवा प्राधिकारी जिसके अधीन वह उपचार या देखरेख प्राप्त कर रही है, के साथ संयुक्त रूप से कोई ऐसा व्यक्ति जिसे लैंगिक उत्पीड़न की जानकारी है।
- (iii) जहां व्यथित महिला, किसी कारण से शिकायत करने में असमर्थ है, वहां उसकी लिखित सम्मति से ऐसे व्यक्ति द्वारा शिकायत फाइल की जा सकती है, जिसे घटना की जानकारी है।
- (iv) जहां व्यथित महिला की मृत्यु हो जाती है वहां एक शिकायत, घटना के जानकार द्वारा उसके विधिक वारिस की सम्मति से लिखित रूप में फाइल की जा सकेगी।

7. शिकायत की जांच का ढंग -

- (1) शिकायत फाइल करते समय, धारा 11 के उपबंधों के अध्याधीन शिकायतकर्ता समर्थक दस्तावेजों तथा साक्षियों के नाम एवं पता के साथ शिकायत की छह प्रतियां शिकायत समिति को प्रस्तुत करेगा।
- (2) शिकायत प्राप्त होने पर, शिकायत समिति उपनियम (1) के अधीन व्यथित महिला से प्राप्त प्रतियों में से एक प्रति सात कार्य दिवस की अवधि के भीतर प्रत्यर्थी को भेजेगी।
- (3) प्रत्यर्थी उपनियम (1) के अधीन विनिर्दिष्ट दस्तावेजों की प्राप्ति की तारीख से दस दिन से अधिक अवधि के भीतर दस्तावेजों की सूची तथा साक्षियों के नाम एवं पता के साथ शिकायत पर अपना उत्तर फाइल करेगा।
- (4) शिकायत समिति नैसर्गिक न्याय के सिद्धांतों के अनुसार, शिकायत की जांच करेगी।
- (5) शिकायत समिति को जांच की कार्यवाही समाप्त करने या शिकायत पर एक पक्षीय निर्णय देने का अधिकार होगा, यदि शिकायतकर्ता या प्रत्यर्थी पर्याप्त कारण के बिना यथार्थि अथवा पीठासीन अधिकारी द्वारा आयोजित लगातार तीन सुनवाईयों में अनुपस्थित रहता है या रहती है :

परंतु संबंधित पक्षकार को अग्रिम में लिखित रूप में पन्द्रह दिन का नोटिस दिए बिना ऐसी समाप्ति या एक पक्षीय आदेश पारित नहीं किया जा सकेगा।

- (6) पक्षकारों को शिकायत समिति के समक्ष कार्यवाही के किसी चरण में अपने मामले का प्रतिनिधित्व करने के लिए किसी विधिक व्यावसायी को लाने की अनुमति नहीं होगी।
- (7) जांच का संचालन करते समय, शिकायत समिति के कम से कम तीन सदस्य जिसमें यथास्थिति पीठासीन अधिकारी अथवा अध्यक्ष, हो, उपस्थित होंगे।

8. जांच लंबित रहने के दौरान शिकायतकर्ता को अन्य अनुतोष : व्यथित महिला के लिखित रूप में अनुरोध पर, शिकायत समिति नियोक्ता से निम्नलिखित की सिफारिश कर सकती है :

- (क) व्यथित महिला के कार्य निष्पादन या उसकी गोपनीय रिपोर्ट लिखने तथा इसे किसी अन्य अधिकारी को आबंटित करने से प्रत्यर्थी को अवरुध करना।
- (ख) शैक्षिक संस्था के मामले में व्यथित महिला की किसी शैक्षिक गतिविधि का पर्यवेक्षण करने से प्रत्यर्थी को अवरुध करना।

9. लैंगिक उत्पीड़न के लिए कार्रवाई करने की रीति : ऐसे मामलों को छोड़कर, जहां सेवा नियम विद्यमान हैं जहां शिकायत समिति इस निष्कर्ष पर पहुंचती है कि प्रत्यर्थी के विरुद्ध अभिकथन साबित हो गए हैं, यह यथास्थिति नियोक्ता या जिलाधिकारी से कार्रवाई करने की सिफारिश कर सकती है जिसमें लिखित रूप में क्षमा याचना करना, चेतावनी जारी करना, डांटना या निंदा करना, प्रोन्नति रोकना, वेतनबढ़ोत्तरी या वेतनवृद्धि रोकना, प्रत्यर्थी को सेवा समाप्ति करना या परामर्श सत्र में भाग लेने या सामुदायिक सेवा करने का आदेश देना शामिल है।

10. मिथ्या अथवा दुर्भावपूर्ण शिकायत अथवा मिथ्या साक्ष्य पर कार्रवाई : उन मामलों के सिवाय जहां सेवा नियम विद्यमान हैं, जहां शिकायत समिति इस निष्कर्ष पर पहुंचती है कि प्रत्यर्थी के विरुद्ध अभिकथन दुर्भावपूर्ण है अथवा व्यथित महिला अथवा शिकायत करने वाली अन्य किसी व्यक्ति ने यह जानते हुए कि यह मिथ्या है शिकायत की है अथवा व्यथित महिला या शिकायत करने वाले किसी व्यक्ति ने कूटरधित अथवा भ्रामक दस्तावेज प्रस्तुत किए हैं तो यह यथास्थिति नियोक्ता अथवा जिला अधिकारी को नियम 9 के उपबंधों के अनुसार कार्रवाई करने की सिफारिश कर सकेगी।

11. अपील : धारा 18 के उपबंधों के अधीन, धारा 13 की उप-धारा (2) के अधीन या धारा 13 की उप-धारा (3) के खण्ड (i) या खण्ड (ii) के अधीन अथवा धारा 14 की उपधारा (1) या उप-धारा (2) या धारा 17 के अधीन की गयी सिफारिशों या ऐसी सिफारिशों को कार्यान्वित न किए जाने से व्यथित कोई व्यक्ति औद्योगिक नियोजन (स्थायी आदेश) अधिनियम, 1946 (1946 का 20) की धारा 2 के खण्ड (क) के अधीन अधिसूचित अपीली प्राधिकारी को अपील कर सकेगा।

12. धारा 16 के उपबंधों के उल्लंघन के लिए दंड - धारा 17 के उपबंधों के अधीन, यदि कोई व्यक्ति धारा 16 के उपबंधों का उल्लंघन करता है, तो नियोक्ता ऐसे व्यक्ति से शारित के रूप में पांच हजार रुपये की राशि की वसूली करेगा।

13. कार्यशालाएं आदि आयोजित करने की रीति : धारा 19 के उपबंधों के अधीन, प्रत्येक नियोक्ता,-

- (क) कार्यस्थल पर लैंगिक उत्पीड़न के प्रतिशोध, निवारण एवं प्रतितोष के लिए एक आंतरिक नीति या चार्टर या संकल्प या घोषणा तैयार करेगा तथा उसका व्यापक प्रसार करेगा, जिसका आशय लिंग संवेदी सुरक्षित स्थानों को बढ़ावा देना तथा ऐसे अंतर्निहित कारकों का निवारण करना है, जो महिलाओं के विरुद्ध प्रतिकूल कार्य परिवेश में योगदान करते हैं;
- (ख) आंतरिक समिति के सदस्यों के लिए, प्रबोधन कार्यक्रमों एवं सेमिनारों का क्रियान्वयन करेगा;
- (ग) कर्मचारी जागरूकता कार्यक्रमों का क्रियान्वयन करेगा तथा संवादों के लिए मंच का सृजन करेगा जिसमें पंचायती राज संस्थाएं, ग्राम सभा, महिला समूह, मातृ समितियां, किशोर समूह, शहरी स्थानीय निकाय तथा कोई अन्य निकाय, जिसे आवश्यक समझा जाए, अंतर्बलित हो सकते हैं;
- (घ) आंतरिक समिति के सदस्यों के लिए क्षमता निर्माण एवं कौशल निर्माण कार्यक्रमों का संचालन करेगा;
- (ङ) आंतरिक समिति के सभी सदस्यों के नामों एवं संपर्क के ब्यौरों की घोषणा करेगा;
- (च) अधिनियम के उपबंधों के बारे में कर्मचारियों को संवेदनशील बनाने के लिए, कार्यशालाओं एवं जागरूकता कार्यक्रमों के आयोजन के लिए, राज्य सरकारों द्वारा विकसित मापदंडों का उपयोग करेगा।

14. वार्षिक रिपोर्टें तैयार करना : वार्षिक रिपोर्टें जिसे धारा 21 के अंतर्गत शिकायत समिति द्वारा तैयार किया जाएगा, में निम्नलिखित ब्यौरे होंगे :

- (क) वर्ष में प्राप्त लैंगिक उत्पीड़न की शिकायतों की संख्या;
- (ख) ऐसी शिकायतों की संख्या जिनका वर्ष के दौरान निस्तारण किया गया;
- (ग) ऐसे मामलों की संख्या जो नब्बे दिन से अधिक अवधि तक लंबित हैं;



- (घ) लैंगिक उत्पीड़न के विरुद्ध क्रियान्वित कार्यशालाओं या जागरूकता कार्यक्रमों की संख्या;  
 (ङ) नियोक्ता या जिला अधिकारी द्वारा की गई कार्रवाई का स्वरूप।

[फा. सं. 19-5/2013-डब्ल्यूडब्ल्यू]

डॉ. श्रीरंजन, संयुक्त सचिव

**MINISTRY OF WOMEN AND CHILD DEVELOPMENT**

**NOTIFICATION**

New Delhi, the 9th December, 2013

**G.S.R. 769(E).**—In exercise of the powers conferred by section 29 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), the Central Government hereby makes the following rules, namely:—

**1. Short title and commencement.** – (1) These rules may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

(2) They shall come into force on the date of their publication in the Official Gazette.

**2. Definitions.** – In these rules, unless the context otherwise requires,–

- (a) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);  
 (b) "complaint" means the complaint made under section 9;  
 (c) "Complaints Committee" means the Internal Committee or the Local Committee, as the case may be;  
 (d) "incident" means an incident of sexual harassment as defined in clause (n) of section 2;  
 (e) "section" means a section of the Act;  
 (f) "special educator" means a person trained in communication with people with special needs in a way that addresses their individual differences and needs;  
 (g) words and expressions used herein and not defined but defined in the Act shall have the meanings respectively assigned to them in the Act.

**3. Fees or allowances for Member of Internal Committee.**– (1) The Member appointed from amongst non-government organisations shall be entitled to an allowance of two hundred rupees per day for holding the proceedings of the Internal Committee and also the reimbursement of travel cost incurred in travelling by train in three tier air condition or air conditioned bus and auto rickshaw or taxi, or the actual amount spent by him on travel, whichever is less.

The employer shall be responsible for the payment of allowances referred to in sub-rule (1).

**4. Person familiar with issues relating to sexual harassment.**– Person familiar with the issues relating to sexual harassment for the purpose of clause (c) of sub-section (1) of section 7 shall be a person who has expertise on issues relating to sexual harassment and may include any of the following:–

- (a) a social worker with at least five years' experience in the field of social work which leads to creation of societal conditions favourable towards empowerment of women and in particular in addressing workplace sexual harassment;  
 (b) a person who is familiar with labour, service, civil or criminal law.

**1. Fees or allowances for Chairperson and Members of Local Committee.**– (1) The Chairperson of the Local Committee shall be entitled to an allowance of two hundred and fifty rupees per day for holding the proceedings of the said Committee.

(2) The Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) of section 7 shall be entitled to an allowance of two hundred rupees per day for holding the proceedings of the said Committee and also the reimbursement of travel cost incurred in travelling by train in three tier air condition or air conditioned bus and auto rickshaw or taxi, or the actual amount spent by him on travel, whichever is less.

The District Officer shall be responsible for the payment of allowances referred to in sub-rules (1) and (2).

**6. Complaint of sexual harassment.** – For the purpose of sub-section (2) of Section 9,–

- (i) where the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed by –

- (a) her relative or friend; or
  - (b) her co-worker; or
  - (c) an officer of the National Commission for Women or State Women's Commission; or
  - (d) any person who has knowledge of the incident, with the written consent of the aggrieved woman;
- (ii) where the aggrieved woman is unable to make a complaint on account of her mental incapacity, a complaint may be filed by-
- (a) her relative or friend; or
  - (b) a special educator; or
  - (c) a qualified psychiatrist or psychologist; or
  - (d) the guardian or authority under whose care she is receiving treatment or care; or
  - (e) any person who has knowledge of the incident jointly with her relative or friend or a special educator or qualified psychiatrist or psychologist, or guardian or authority under whose care she is receiving treatment or care;
- (iii) where the aggrieved woman for any other reason is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with her written consent;
- (iv) where the aggrieved woman is dead, a complaint may be filed by any person who has knowledge of the incident, with the written consent of her legal heir.

7. **Manner of inquiry into complaint.**- (1) Subject to the provisions of section 11, at the time of filing the complaint, the complainant shall submit to the Complaints Committee, six copies of the complaint along with supporting documents and the names and addresses of the witnesses.

(2) On receipt of the complaint, the Complaints Committee shall send one of the copies received from the aggrieved woman under sub-rule (1) to the respondent within a period of seven working days.

(3) The respondent shall file his reply to the complaint along with his list of documents, and names and addresses of witnesses, within a period not exceeding ten working days from the date of receipt of the documents specified under sub-rule (1).

(4) The Complaints Committee shall make inquiry into the complaint in accordance with the principles of natural justice.

(5) The Complaints Committee shall have the right to terminate the inquiry proceedings or to give an *ex-parte* decision on the complaint, if the complainant or respondent fails, without sufficient cause, to present herself or himself for three consecutive hearings convened by the Chairperson or Presiding Officer, as the case may be:

Provided that such termination or *ex-parte* order may not be passed without giving a notice in writing, fifteen days in advance, to the party concerned.

(6) The parties shall not be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before the Complaints Committee.

(7) In conducting the inquiry, a minimum of three Members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present.

8. **Other relief to complainant during pendency of inquiry.**-The Complaints Committee at the written request of the aggrieved woman may recommend to the employer to-

- (a) restrain the respondent from reporting on the work performance of the aggrieved woman or writing her confidential report, and assign the same to another officer;
- (b) restrain the respondent in case of an educational institution from supervising any academic activity of the aggrieved woman.

9. **Manner of taking action for sexual harassment.**- Except in cases where service rules exist, where the Complaints Committee 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, to take any action including a written apology, warning, reprimand or censure, withholding of promotion, withholding of pay rise or increments, terminating the respondent from service or undergoing a counselling session or carrying out community service.

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**10. Action for false or malicious complaint or false evidence.-** Except in cases where service rules exist, where the Complaints Committee arrives at the 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 District Officer, as the case may be, to take action in accordance with the provisions of rule 9.

**11. Appeal.-** Subject to the provisions of section 18, any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clauses (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 appellate authority notified under clause (a) of section 2 of the Industrial Employment (Standing Orders) Act, 1946 (20 of 1946).

**12. Penalty for contravention of provisions of section 16.-** Subject to the provisions of section 17, if any person contravenes the provisions of section 16, the employer shall recover a sum of five thousand rupees as penalty from such person.

**13. Manner to organise workshops, etc.-** Subject to the provisions of section 19, every employer shall-

- (a) formulate and widely disseminate an internal policy or charter or resolution or declaration for prohibition, prevention and redressal of sexual harassment at the workplace intended to promote gender sensitive safe spaces and remove underlying factors that contribute towards a hostile work environment against women;
- (b) carry out orientation programmes and seminars for the Members of the Internal Committee;
- (c) carry out employees awareness programmes and create forum for dialogues which may involve Panchayati Raj Institutions, Gram Sabha, women's groups, mothers' committee, adolescent groups, urban local bodies and any other body as may be considered necessary;
- (d) conduct capacity building and skill building programmes for the Members of the Internal Committee;
- (e) declare the names and contact details of all the Members of the Internal Committee;
- (f) use modules developed by the State Governments to conduct workshops and awareness programmes for sensitising the employees with the provisions of the Act.

**14. Preparation of annual report.-** The annual report which the Complaints Committee shall prepare under Section 21, shall have the following details:-

- (a) number of complaints of sexual harassment received in the year;
- (b) number of complaints disposed off during the year;
- (c) number of cases pending for more than ninety days;
- (d) number of workshops or awareness programme against sexual harassment carried out;
- (e) nature of action taken by the employer or District Officer.

[F. No. 19-5/2013-WW]

Dr. SHREERANJAN, Jt. Secy.

# **VISHAKA GUIDELINES**

The **Vishaka Guidelines** were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the [Indian Supreme Court](#) in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.

## **Background**

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Pre-1997 the person facing sexual harassment at workplace had to lodge a complaint under Section 354 of the [Indian Penal Code](#) 1860 that deals with the 'criminal assault of women to outrage women's modesty', and Section 509 that punishes an individual/individuals for using a 'word, gesture or act intended to insult the modesty of a woman.

During the 1990s, [Rajasthan](#) state government employee [Bhanwari Devi](#) who tried to prevent [child marriage](#) as part of her duties as a worker of the Women Development Programme was raped by the landlords of the community. The feudal patriarchs who were enraged by her (in their words: "a lowly woman from a poor and potter community") 'guts' decided to teach her a lesson and raped her repeatedly. The rape survivor did not get justice from Rajasthan High Court and the rapists were allowed to go free. This enraged a women's rights group called Vishaka that filed a public interest litigation in the Supreme Court of India.

This case brought to the attention of the Supreme Court of India, "the absence of domestic law occupying the field, to formulate effective measures to check the evil of sexual harassment of working women at all work places."

## **Vishakha vs. State of Rajasthan**

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In 1997, the Supreme Court passed a landmark judgment in the same Vishaka case laying down guidelines to be followed by establishments in dealing with complaints about sexual harassment. **Vishaka Guidelines** were stipulated by the Supreme Court of India, in [Vishakha and others v State of Rajasthan](#) case in 1997,

regarding sexual harassment at workplace. The court stated that these guidelines were to be implemented until legislation is passed to deal with the issue.

The court decided that the consideration of "International Conventions and norms are significant for the purpose of interpretation of the guarantee of gender equality, right to work with human dignity in Articles 14, 15 19(1)(g) and 21 of the Constitution and the safeguards against sexual harassment implicit therein."

### **What is sexual harassment**

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Sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

a) physical contact and advances; b) a demand or request for sexual favors; c) sexually colored remarks; d) showing pornography; e) any other unwelcome physical verbal or non-verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where the victim has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem.

It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment.

Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Thus, sexual harassment need not involve physical contact. Any act that creates a hostile work environment - be it by virtue of cracking lewd jokes, verbal abuse, circulating lewd rumours etc. counts as sexual harassment.

The creation of a hostile work environment through unwelcome physical verbal or non-verbal conduct of sexual nature may consist not of a single act but of a pattern of behavior comprising many such acts.

Thus, it is important that the victim report such behavior as soon as possible and not wait for it to become worse. In some cases, the psychological stigma of reporting the conduct of a co-worker might require a great deal of courage on the part of the victim and they may report such acts after a long period of time. The guidelines suggest that the complaint mechanism should ensure time bound treatment of complaints, but **they do not suggest that a report can only be made within a short period of time since the incident occurred.**

Often, the police refuse to lodge [FIRs](#) for sexual harassment cases, especially where the harassment occurred sometime ago.

### **Employer's obligations**

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Note that the Vishaka Guidelines are not sufficient for legal compliance for employers as the same has been replaced by a full fledged statute of the Parliament. Although the statute mostly retains the framework provided in the Guidelines, there are significant differences and it is the statute that the employers must follow. For instance, the definition of sexual harassment has significantly changed.<sup>[6]</sup> From this perspective, the Vishaka Guidelines is of only historical and academic importance now. It will also be relevant in cases that were brought up before 2013 enactment of the law.

Recently the minister for Women's Welfare Maneka Gandhi has stated that government will take tough steps against any organisations, including NGOs that do not implement the new law. It is a good idea to use a checklist to make sure that your organisation is compliant with the law. [A sample checklist for sexual harassment compliance is available here.](#)

**Internal Complaints Committee and Local Complaints Committee:** The Sexual Harassment Act requires an employer to set up an 'Internal Complaints Committee' ("ICC") at each office or branch having more than 10 employees of any gender.

The government is in turn required to set up a 'Local Complaints Committees' ("LCC") at the district level to investigate complaints regarding sexual harassment from establishments where the ICC has not been constituted on account of the establishment having less than 10 employees or if the complaint is against the employer.

[The Sexual Harassment Act, 2013](#) also sets out the constitution of the committees, process to be followed for making a complaint and inquiring into the complaint in a time bound manner.

**Interim Reliefs :** The Sexual Harassment Act empowers the ICC and the LCC to recommend to the employer, at the request of the aggrieved employee, interim measures such as (i) transfer of the aggrieved woman or the respondent to any other workplace; or (ii) granting leave to the aggrieved woman up to a period of 3 months in addition to her regular statutory/ contractual leave entitlement.

In addition to ensuring compliance with the other provisions stipulated, the Sexual Harassment Act casts certain obligations upon the employer to, inter-alia,

- provide a safe working environment
- display conspicuously at the workplace, the penal consequences of indulging in acts that may constitute sexual harassment and the composition of the Internal Complaints Committee
- organise workshops and awareness programmes at regular intervals for sensitizing employees on the issues and implications of workplace sexual harassment and organizing orientation programmes for members of the Internal Complaints Committee
- treat sexual harassment as a misconduct under the service rules and initiate action for misconduct.
- The employer is also required to monitor the timely submission of reports by the ICC.

If an employer fails to constitute an Internal Complaints Committee or does not comply with any provisions contained therein, the Sexual Harassment Act prescribes a monetary penalty of up to INR 50,000 (approx. US\$1,000). A repetition of the same offence could result in the punishment being doubled and / or de-registration of the entity or revocation of any statutory business licenses.

### **Complaints mechanism**

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All women who draw a regular salary, receive an honorarium, or work in a voluntary capacity in the government, private sector or un-organised sector come under the purview of these guidelines.

- All workplaces should have an appropriate complaints mechanism with a complaints committee, special counsellor or other support services.
- A woman must head the complaints committee and no less than half its members should be women.
- The committee should include an [NGO](#)/individual familiar with the issue of sexual harassment.
- The complaints procedure must be time-bound.
- Confidentiality must be maintained.
- Complainants/witnesses should not experience victimization/discrimination during the process.

### **Preventive steps**

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- Sexual harassment should be affirmatively discussed at workers' meetings, employer-employee meetings, etc.
- Guidelines should be prominently displayed to create awareness about the rights of female employees.
- The employer should assist persons affected in cases of sexual harassment by outsiders.
- Central and state governments must adopt measures, including legislation, to ensure that private employers also observe the guidelines.



- Names and contact numbers of members of the complaints committee must be prominently displayed.

### **From Guidelines to Act**

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The Sexual harassment at workplace Bill was passed by the **Lok Sabha** on the 2nd of September, 2012. It is now The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It defines sexual harassment as laid down by the Supreme Court in **Vishakha and others v State of Rajasthan** (1997) case.<sup>1</sup>

### **Recommendations**

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**National Commission for Women** has asked the government to ensure constitution of Internal Complaints Committee (ICC) in accordance with Supreme Court guidelines in its departments, institutions and autonomous bodies to address such cases. It has also recommended conducting gender sensitisation workshops for top level management officials. NCW recommended publicizing committee using posters, etc. and explicitly mention the contact details of the members. The commission also highlighted the need for orientation programs for employees to sensitize them on sexual harassment. Another recommendation was to enhance communication strategies to combat violation against women.

The rules for the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 have come into force on 9th Dec, 13'. <http://www.lawyerscollective.org/wp-content/uploads/2013/12/Sexual-Harassment-at-Workplace-Rules.pdf>



### Internal Quality Assurance Cell (2023-2024)

#### Report of Programme

Name of the Coordinator	Dr. S. K. Pawar
Title of the Event/ Programme	Counselling Session under Rajmata Jajau Self Defense Training Programme
Date / Programme	Monday, 03/07/2023 at 11.00 am
Objective of the event/Programme	1.To provide a safe space for girls to express their feelings & emotions 2. to promote self-awareness
Sponsored Agency /Institute	Loknete Ramsheth Thakur Arts, Science and Commerce College, Mokhada
Total No. of the Participants	38
Total No. of the Teacher Participants	04
Name of Invitee/Lecturer	1. Ms. Prachi Champaner Counciller, Jawhar 2. Mr. Kuldeep Jadhav BDO, Child Development Project Officer, Mokhada
Venue of the Event/ Programme	Loknete Ramsheth Thakur Arts, Science and Commerce College, Mokhada
Programme Outcome	Girl Students gained knowledge about how to improve mental health & concentration





*pawar*

Dr. S. K. Pawar  
Coordinator

*Chandore*

Dr. A. N. Chandore  
IQAC, Coordinator

*Bhor*

Dr. L. D. Bhor  
Principal



Rayat Shikshan Sanstha's  
Loknete Ramsheth Thakur Arts, Science & Commerce College, Mokhada

### Report of Programme

2023-2024

<b>Name of the Coordinator</b>	Dr. S. K. Pawar
<b>Title of the Event/ Programme</b>	Guest Lecture Under Rajmata Jajau Self-defense Training Programme
<b>Date /Period of Event/ Programme</b>	Monday, 03/07/2023 at 11.00 am
<b>Objective of the event/Programme</b>	To raise awareness about various forms of Cyber threats
<b>Sponsored Agency /Institute</b>	Loknete Ramsheth Thakur Arts, Science and Commerce College, Mokhada
<b>Total No. of the Participants</b>	38
<b>Total No. of the Teacher Participants</b>	04
<b>Name of the Expert</b>	Mr. Vikas Dargude Police Sub inspector, Mokhada Police Station, Mokhada.
<b>Venue of the Programme</b>	Loknete Ramsheth Thakur Arts, Science and Commerce College, Mokhada
<b>Programme Outcome</b>	All participants acquired knowledge regarding different types of cybercrime and their consequences.

#### Photos





Rayat Shikshan Sanstha's  
Loknete Ramsheth Thakur Arts, Science & Commerce College, Mokhada



**Dr. S.K. Pawar**  
Coordinator

**Dr. A. N. Chandore**  
IQAC, Coordinator

**Dr. L. D. Bhor**  
Principal  
**Principal**

Arts, Science & Commerce, College  
Mokhada, Dist. Palghar



रयत शिक्षण संस्थेचे,  
लोकनेते रामशेठ ठाकूर कला, विज्ञान व वाणिज्य महाविद्यालय, मोखाडा  
पदाभूषण मा. खा. शरदरावजी पवारसाहेब यांच्या ८३ व्या वाढदिवसनिमित्त  
आयोजित सप्ताह

२०२३-२०२४

नेतृत्व कौशल्य कार्यशाळा अहवाल

महाविद्यालयाच्या महिला सबलिकरण विभागामार्फत दिनांक १८ डिसेंबर, २०२३ रोजी विद्यार्थिनींसाठी नेतृत्व कौशल्य या विषयावर कार्यशाळा आयोजित करण्यात आली. सदर कार्यक्रमासाठी प्रमुख पाहुण्या म्हणून श्रीमती तमण्णा सव्यद, आरोहण सामाजिक संस्था या उपस्थित होत्या. या कार्यशाळेदरम्यान त्यांनी विविध खेळांच्या माध्यमातून नेतृत्वगुण कसे विकसित करावेत याचे मार्गदर्शन उपस्थित विद्यार्थिनींना केले. सदर कार्यक्रमास विद्यार्थिनी मोठ्या संख्येने उपस्थित होत्या.



*[Signature]*  
[Dr. S.K. Pawar]



*[Signature]*  
प्राचार्य

कला, विज्ञान व वाणिज्य महाविद्यालय  
मोखाडा, जि. पालघर

रयत शिक्षण संस्थेचे,  
लोकनेते रामशेठ ठाकूर कला, विज्ञान व वाणिज्य महाविद्यालय, मोखाडा  
पदाभूषण मा. खा. शरदरावजी पवारसाहेब यांच्या ८३ व्या वाढदिवसनिमित्त आयोजित सप्ताह  
२०२३-२०२४

महिला मेळावा व विद्यार्थिनी मार्गदर्शन शिबिर अहवाल

महाविद्यालयाच्या महिला सबलिकरण विभागामार्फत दिनांक १६ डिसेंबर, २०२३ रोजी महिला मेळावा व विद्यार्थिनी मार्गदर्शन शिबिर आयोजित करण्यात आले होते. सदर कार्यक्रमासाठी प्रमुख पाहुण्या म्हणून डॉ. भारती मुरतडक उपस्थित होत्या. या प्रसंगी त्यांनी महिलांचे आरोग्य या विषयावर उपस्थित माता पालक व विद्यार्थिनींना मार्गदर्शन केले. या प्रसंगी अध्यक्ष म्हणून महाविद्यालयाचे उप प्राचार्य प्रा. संतोष मॅगाळ हे उपस्थित होते. सदर कार्यक्रमास माता-पालक व विद्यार्थिनी मोठ्या संख्येने उपस्थित होत्या.



*Pawar*  
[Dr. S.K. Pawar]



*[Signature]*  
प्राचार्य  
कला, विज्ञान व वाणिज्य महाविद्यालय  
मोखाडा, जि. पालघर



रयत शिक्षण संस्थेचे,

लोकनेते रामशेठ ठाकूर कला, विज्ञान व वाणिज्य महाविद्यालय, मोखाडा

एक दिवसीय संवर्धन शिबिर

अहवाल

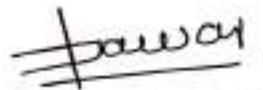
लोकनेते रामशेठ ठाकूर कला, विज्ञान व वाणिज्य महाविद्यालय, मोखाडा, डॉ. होमी भाभा स्टेट विद्यापीठ, मुंबई व कॉपोरेट सोशल रिस्पॉन्सीबीलीटी-एटा फ्राईट लाइन इंडिया प्रायव्हेट लिमिटेड यांच्या अंतर्गत "एक दिवसीय संवर्धन शिबिर" आयोजित करण्यात आले होते.

महिला सक्षमीकरण कार्यक्रमांतर्गत महिलांचे कौशल्य वाढविणे व बँकिंग फायनान्स मधील गुन्हे व त्याबाबत जागरूकता निर्माण करण्यासाठी मोखाडा व परिसरातील महिला बचत गट, जेष्ठ नागरिक यांच्यासाठी लोकनेते रामशेठ ठाकूर कला, विज्ञान व वाणिज्य महाविद्यालय मोखाडा येथे दिनांक १३/०२/२०२४ रोजी "एक दिवसीय संवर्धन शिबिर" आयोजित करण्यात आले होते.

सदर कार्यक्रमासाठी प्रमुख पाहुणे म्हणून मा. प्रा. राजनिश कामत, कुलगुरू डॉ. होमी भाभा स्टेट विद्यापीठ, मुंबई, मा. डॉ. संजय जगताप, सहसंचालक, उच्च शिक्षण, कोकण विभाग हे उपस्थित होते. कार्यक्रमाच्या अध्यक्षस्थानी महाविद्यालयाचे प्राचार्य मा. लक्ष्मण भोर हे उपस्थित होते. तसेच सदर कार्यक्रमासाठी मा. डॉ. श्रीनिवास कुलकर्णी, संचालक विज्ञान संस्था, मुंबई व मा. डॉ. विशाल बाणेवार हेही उपस्थित होते.

मा. प्रा. राजनिश कामत यांचे "आत्मनिर्भर महिला: समाजातील समृद्धी" या विषयावर व्याख्यान झाले. मा. डॉ. श्रीनिवास कुलकर्णी यांनी "डिजिटल आर्थिक सेवा" या विषयावर मार्गदर्शन केले व मा. डॉ. विशाल बाणेवार यांनी सायबर सुरक्षा याविषयी माहिती दिली.

या संवर्धन शिबिरासाठी मोखाडा व परिसरातील महिला बचत गटाचे सदस्य व जेष्ठ नागरिक मोठ्या संख्येने उपस्थित होते.

  
[Dr. S.K. Pawar]





प्राचार्य

कला, विज्ञान व वाणिज्य महाविद्यालय  
मोखाडा, जि. पालघर







रयत शिक्षण संस्थेचे,  
**लोकनेते रामशेठ ठाकूर कला, विज्ञान व वाणिज्य महाविद्यालय, मोखाडा**  
 एक दिवसीय संवर्धन शिबिर  
 अहवाल



Pawar  
 [Dr. S. K. Pawar]



[Signature]  
 प्राचार्य  
 कला, विज्ञान व वाणिज्य महाविद्यालय  
 मोखाडा, जि. पालघर



Rayat Shikshan Sanstha's  
**Loknete Ramsheth Thakur Arts, Science & Commerce College,**  
Taluka Mokhada Dist. Palghar (MS) 401604

*(Affiliated to University of Mumbai)*

NAAC Reaccredited A<sup>+</sup> Grade

NATIONAL SERVICE SCHEME

2023-2024

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## NATIONAL SERVICE SCHEME

### Activity Report:2023-24



## NOT ME BUT YOU

Total Number of volunteers: 200

Total Number of Units: 02

Total Number of Programme Officers: 02

Programme Officers: 1) Prof. S. R. Vhande, 2) Dr. Y. H. Ulvekar

Student Representative:1) Mr. Ghare Prasad Jayram,

2) Ku. Patekar Damini Ramdas



# **NATIONAL SERVICE SCHEME**

## **REGULAR ACTIVITY REPORT**

### **01. INTERNATIONAL YOGA DAY:**

The department of NSS our college is celebrated International Yoga Day with full sprit and joy on Wednesday 21<sup>st</sup> June 2023 on “**Importance of yoga and Its benefits,**” at 8:15 am. Theme of Yoga Day is 'Yoga for *Vasudhaiva Kutumbakam*' i.e., yoga for the welfare of all in the form of 'One World-One Family'. It emphasizes the spirit of Yoga, which unites and takes everyone along.

The yoga lecture along with yoga demo were giving the resource person for this session yoga expert Mr. S. G. Mengal (department of Commerce), Dr. A. N. Chandore (department of Botany) and Mr. R. A. Kawale (department of Chemistry) our college, delivers a talk on “Importance of yoga & its benefits for healthy, wealthy, and safe life. He said’s yoga is a practice which plays an important role in relaxing the mind and body and boosting people’s immune system and regular practice of Yoga will help the students achieve better mental and physical health and showed demo of yoga to participant. The Warm up exercises were taken and all the participants practiced & performed sitting and standing asanas, importance of these were explained, simultaneously. The session is conducted for students and faculties of our college. Total 42 students and faculties were participated for this session. The celebration concluded with the speech of our Hon’ble principal of our college Dr. L. D. Bhor expressed his inspiring views on importance of yoga and its benefits in their life and encouraged participants to practice regular yoga to remain fit and improve concentration.

The function ended with a vote of thanks by Prof. S. R. Vhande, and this session was organized by National Service Scheme of our college. Dr. Y. H. Ulvekar along with all the NSS volunteers who put in a lot of effort to make the function a success. The happy and stress-free life after attending the session was reported to the participants including students and faculties.

### **02. TREE PLANTATION:**

Our college NSS unit are organized by tree plantation programme on the occasion of ‘**Van Mahotsav**’ which runs from the 1<sup>st</sup> to the 7<sup>th</sup> of July in India, a tree plantation program on the 5<sup>th</sup> of July was jointly organized by college NSS unit and forest department Mokhada. The total 16 tree saplings were planted in the college campus premises and nearby localities with the help of volunteers as well as guest. Firstly, we started planting saplings in the garden of our college campus and after that, we planted saplings in the nearby local areas of our college. The forest officers gave a speech

highlighting the benefits of tree planting for the environment. Total 63 NSS volunteers was participated in tree plantation programme.

On the occasion of '136' Birth anniversary of Rayat Shikshan Sanstha's Founder Padambhushan Dr. Karmveer Bhaurao Patil celebrating our college NSS unit on 30<sup>th</sup> September, 2023. The NSS unit successfully organized a tree plantation program with the help of NSS volunteers in our college. First, Vice Chairman, & Joint secretary of us Sanstha's along with the principal planted total 16 saplings to college campus premises and nearby local areas of our college. After that, Joint-secretary of our Sanstha's gave a motivational speech and made everyone aware of the environment. Total 46 NSS volunteers were participated in tree plantation programme.

### **3. CLEANLINESS CAMPAIGN:**

The clean environment is an indicator of progress of human being and with the motto of clean environment Government of India has initiated '*Swaccha Bharat Abhiyan*.' The NSS unit of our college has taken this opportunity and initiated cleanliness drive in and outside the college campus. All NSS volunteers were participated respectively in cleanliness campaign during this activity volunteers have cleaned the college campus and entrance gate of college premises. They also removed the grass and weeds besides the divider and picked up the all-plastic garbage from both sides of road. The drive was concluded at main gate of our college. The students were divided into groups for the cleanliness campaign.

As a part of regular NSS activities our NSS unit has organized cleanliness drive in the college campus and adopted villages. Total 52 NSS volunteers are participated during this cleanliness week and give information for participated cleanliness campaign.

### **4. HAR GHAR TIRANGA ABHIYAN:**

India celebrated its 75<sup>th</sup> Anniversary of Independence on 15<sup>th</sup> August 2023, and to mark the occasion, the government launched the '*Har Ghar Tiranga*' campaign as part of the Azadi Ka Amrit Mahotsav. This campaign aims to inspire a sense of devotion in people and raise awareness of our national flag while also honoring the unsung heroes of India's freedom struggle. College NSS unit participate Har Ghar Tiranga Programme celebrated in college. NSS volunteers in went door-to-door in their area and in the adopted village and motivates the people towards Har Ghar Tiranga Abhiyan, total 200 NSS students participated in Har Ghar Tiranga movement. NSS volunteers creates awareness about Har Ghar Tiranga and all families are celebrating this national events.



## **5. TEACHERS DAY CELEBRATION:**

On the occasion of Birth anniversary of Dr Sarvepalli Radhakrishnan, NSS department celebrated Teacher's Day at our college on 5th September 2023. The teachers' Day, recognized globally as a day to celebrate the invaluable contributions of educators.

The chief guest of programme Hon'ble Shri. Abhijit Kadam (Chief Executive officer) Nagar Panchayat Karyalaya Mokhada deliver the talk on "**Role of Teachers in Nation Building**" to staff and students. He also talks on unique bond between students and teachers and highlighted the role of teachers in society. Similarly, our Hon'ble principal Dr. L. D. Bhor gave a speech in which he told about the biography of Dr. Sarvepalli Radhakrishnan. The chief guest, Hon'ble Principal, Vice-Principal and all the teachers one by one offered flowers in front of the picture of Dr. Sarvepalli Radhakrishnan and remembered him from their hearts. The college principal, vice principal, all teachers and all students participated in this celebration. This celebration was organized in the seminar hall of our college. Total 92 students and teachers were participated in this programme.

Finally, the function was ended with a vote of thanks by Prof. S. R. Vhande NSS Programme officers and Dr. Y. H. Ulvekar along with all the NSS volunteers who put in a lot of effort to make the programme very successful.

## **6. NSS DAY CELEBRATION WITH CAMPUS CLEANING PROGRAMME:**

The National Service Scheme (NSS) is a central sector scheme of the government of India, Ministry of Youth Affairs & Sports. It aims to provide hands-on experience to young students in delivering community service. NSS Day was celebrated on 29<sup>th</sup> September 2023 at our college. The total 81 volunteers participated in college campus cleaning and Hon'ble Principal Dr. L. D. Bhor motivated and advised the volunteers to conduct more events under NSS platform. The NSS Programme Officer, Prof. S. R. Vhande in his concluding address appreciated the role of the cleaning awareness to students along with who took part in this celebration and made it a great success.

## **7. 'YUVA SANVAD' AND VOTER REGISTRATION AWARENESS PROGRAMME:**

The Voters Awareness programme is jointly organized under the National Service Scheme (NSS) and department of Revenue Mokhada, on 02 August 2023, to create the awareness about the right to vote among the youngsters and newly voters are participated in voter process. The programme started with a welcome address given by Prof. S. R. Vhande NSS coordinator, in which he highlighted the objective of

organizing the programme. The chief guest of the programme is Hon'ble Shri Bhausaheb Fatangare (Additional Collector, Palghar), Shri Mayur Khengale (Tahsildar) Mokhada and Revenue department staff, Hon'ble Principal Dr. L. D. Bhor are present to this programme. In this programme some certificate like caste validity, caste certificate, income certificate are also issues to school as well as college students.

The chief guest talk s about in democracy, it is not simply enough to inform voters about election dates. In order to help the electorates take an informed decision, it is essential to inform them about the importance of participating in the electoral process. Shri Mayur Khengale (Tahsildar) Said's the youth is a backbone of India and in development of country the students perform very important role.

The President speech from our Hon'ble Principal, Dr. L. D. Bhor who exhort the young voters to actively take part in voting as citizens of the country and for them to understand the importance of their vote and the value their opinion brings to the decision-making process. Total 64 students are participated in this programme and total 12 newly voters are registered to this programme. Finally, the programme was concluded with a vote of thanks delivered by Dr. Y. H. Ulvekar (NSS Programme officers), NSS volunteers along with who took part in this celebration and made it a great success.

#### **8. BLOOD DONATION CAMP:**

A Blood donation camp was organized by our NSS unit, in collaboration with Patangshah Kutir Hospital, Blood bank Jawhar, jointly organized blood donation camp on the occasion Birthday celebration week of president of Rayat Shikshan Sanstha Hon. Sharadchandraji Pawar Saheb on 18<sup>th</sup> December, 2023.

In this camp first NSS Programme officers Prof. S. R. Vhande get shortly introduced about camp and need & importance of blood donation camp then Hon'ble Dr. Bharat Mahale (MD, Gynecologist) gave a short speech about need of blood in daily medical field and he said Blood donation is serious problem in medical field in daily routine. We need 12 million units of blood every year but just about nine million units are being donated. Our college has been consistently organizing blood donation camps every year and students and the faculty members come forward happily to donate blood. While addressing to people at the camp our NSS volunteers brought awareness in them about shortage of blood and why we must donate blood every year, to help the persons requiring blood. Blood donation can save lives of innumerable persons and donation of blood is very critical and crucial for saving lives many patients and those who have met with accidents. It is as such a great service or contribution to the society and people living in it. Total 18 units of blood bags are donated by our NSS Students and college staff members in this camp and in this programme NSS volunteers are actively participated



## **9. DISASTER MANAGEMENT PROGRAMME:**

The Disaster Management programme is organized by the National Service Scheme (NSS) on the occasion of 'Disaster Day' for NSS volunteers and college students on 11 October 2023, to create awareness about natural disaster. The programme started with a welcome address given by Prof. S. R. Vhande NSS coordinator, in which he highlighted the objective of organizing the programme. The chief guest of the Programme is Hon'ble Shri Mayur Khengale (Tahsildar) Mokhada, the chief guest talks about disaster management is a process of effectively preparing for and responding to disasters and talks on its types and how to control natural disaster.

The President speech from our Hon'ble Principal, Dr. L. D. Bhor said's India is one of the most disaster-prone countries in the world. Prevention starts with information and give information about Provision of ramps, emergency tents Generating awareness about hazardous and natural disaster to NSS students. Our Vice Principal also gives information to NSS students about the generation of knowledge in disasters, develop expertise in specific types of disaster and impart training in different fields. Total 73 NSS students were participated in this programme. Finally, the programme was concluded with a vote of thanks delivered by Dr. Y. H. Ulvekar (NSS Programme officers), NSS volunteers along with who took part in this celebration and made it a great success.

## **10. AIDS AWARENESS DAY:**

The world HIV and AIDS Awareness programme is organized by the National Service Scheme (NSS) on 'AIDS Day' for NSS volunteers and college students on 01 December, 2023, to create awareness about AIDS. The programme started with a welcome address given by Prof. S. R. Vhande NSS coordinator, in which he highlighted the objective of organizing the programme. The chief guest of the programme is Hon'ble Dr. Bharat Mahale (MD, Gynecologist. Primary Health Centre Mokhada, Hon'ble Dr. Kishore Desale, Mrs. Manisha Varade (Coordinator, Red Ribbon Club) Hon'ble Principal Dr. L. D. Bhor, Vice Principal and college staff was present for said programme.

The chief guest speaker Dr Mahele talks about first theme of AIDS Day in 2023 is "Let Communities Lead" and then gave detailed explanations about history of AIDS and HIV active patient in the world How to cause this disease and comment on its symptoms and give answer of the audience questions. Dr. Kishor Desale gives detailed Power Point presentation lecture on AIDS awareness programme. The President speech from our Principal, Dr. L. D. Bhor said's HIV infections and invest in commodity security that will end AIDS as a public health threat and give information to students about how to control aids.

On the occasion of world AIDS Day Poster competition also organized by college NSS unit and Red Ribbon Club. The poster ompetition was done by Hon'ble Dr. Bharat Mahale, Hon'ble Dr. kishor Desale, Hon'ble Principal Dr. L. D. Bhor, Hon'ble Mrs Manisha Varade Co-ordinator RRC Jawhar. The team first sort out the best poster makers and at the end of programme the Rankers was declared by the team and selected candidates' felicities on the hands of respected guest of programme. Total 182 volunteers were participated in Aids Awareness programme on aids Day. Finally, the programme was concluded with a vote of thanks delivered by Dr. Y. H. Ulvekar (NSS Programme officers), NSS volunteers along with who took part in this celebration and made it a great success.

### **11. ELECTORAL LITERACY CLUB (ELC):**

The Electoral Literacy Club (ELC) of our college with District Election office and Amhi Shikshak Sanstha's Palghar are jointly organized a voter awareness programme on 13 September 2023. Total 91 students are participated in this programme. The vote is precious and voting is a responsibility of all the citizens. The programme started with a welcome address given by Prof. S. R. Vhande (NSS coordinator), in which he highlighted the objective of organizing the programme.

The chief guest and speaker of the voter awareness programme Hon'ble Adv. Sanjiv Joshi (Senior Journalist, Palghar) delivered the lecture on importance of democracy constitutional responsibility and talks on importance of voting and the process of register name in voter list to the college students. The session was interactive between speaker and students. The district coordinator of voter awareness programme Mr. Sushil Shejul gave a small competition between participated students and give a pen gift on each winner. The President speech from our Hon'ble principal, Dr. L. D. Bhor Said's voting is a very important part of any democracy and by voting, citizens are participating in the democratic process. The total 78 NSS volunteers were participated in voter awareness programme. Total 12 newly voters are registered by NSS unit.

Finally, the programme was ended with a vote of thanks, by Dr. Y. H. Ulvekar along with, all the NSS volunteers who put in a lot of effort to make the programme successful. The auspicious day concluded with the singing of National Anthem.

### **12. E- PEEK PAHANI TRAINING PROGRAMME:**

Tahsildar Office & College NSS Unit organized E- Peekpahani training programme for NSS volunteers. NSS Volunteer awareness to villagers about E-Peek Pahani Programme and submitted online report of E-Peek pahani of farmers. All NSS volunteers were participated in the training & awareness programme.





### **13. MERI MATI MERA DESH (MMRD) PROGRAMME:**

The 'Meri Maati Mera Desh' campaign was launched under 'Azadi Ka Amrit Mahotsav' on 9<sup>th</sup> August, 2023 to pay tribute to the 'Veers' as part of celebrating 77<sup>th</sup> Independence Day. The college organized different programmes as a part of this unique movement.

'Meri Maati Mera Desh' imagines a unified celebration of India's soil and valour, commemorating the nation's journey of freedom and progress. By connecting with the land and honoring our culture, this program has instilled a sense of national pride and has inspired future generations to protect India's precious heritage. The event conducted by the NSS unit of on 16 September 2023, was attended by 94 volunteers and 16 faculty members including Hon'ble principal Dr. L. D. Bhor. the event was conducted to emphasize upon the importance of 'Mati' or soil on which we all depend upon for our survival and sustenance. The occasion was celebrated by putting Maati into the pot or 'Kalash' to display our commitment to sustainable growth and our surroundings. It is believed that it represents life around us and indicate as to how we need to be empathetic towards our Motherland and Maati with the spirit of "Not me, but you." With the aim to renew and replenish Mother Earth, the NSS unit of the college, saplings of indigenous species and created an Amrit Vatika at college premises.

On 15<sup>th</sup> August 2023, the National Flag was hoisted at college premises by Hon'ble Principal Dr. L. D. Bhor along with college staff and students.

### **14. PANCH PRAN PLEDGE:**

The department of NSS organized the 'Panch Pran Pledge' on 9<sup>th</sup> August 2023 at 10:00 am in college. The NSS volunteers along with NSS Programme Officers, College staff, administered participated the Panch Pran Pledge by holding the soil in their hands. The NSS Programme officer Prof. S. R. Vhande give the Panch Pran pledge to present NSS students and staff and gave information about 'Meri Mati Mera Desh' campaign and 'Panch Pran Pledge.' The total of 44 NSS volunteers and 16 faculties were participated in this programme. The pledge covering Panch Pran (five resolves) of the Hon'ble Prime Minister includes a resolve of developed India, removing any trace of the colonial mindset, taking pride in our legacy, our strength of unity, and fulfilling the duties of citizens with honesty. The auspicious day concluded with the singing of National Anthem.

## **15. NATIONAL YOUTH DAY:**

The NSS unit of our college successfully celebrated the event 'National Youth Day' (Birth Anniversary of Swami Vivekananda) on 12/01/2024 at our college. Total 106 NSS student volunteers were participated in the celebration. The chief guest speaker of programme Shri Pradeep Gite has given a detailed talk on "The Life History of Swamy Vivekananda" and He has narrated the life story of Swami Vivekananda, and explained the interesting and important turning points of Swami Vivekanand life in India and abroad. Also, he mentioned the contributions of Swamy Vivekananda to our great nation India and its younger generation. He was a chief disciple of 19<sup>th</sup> century saint Ramakrishna Math and Ramkrishna.

The President speech from our Hon'ble Principal, Dr. L. D. Bhor said's the generations to date will remember the faith this great leader had in the youth and the potential to carry out positive changes for a longer time. 'Swami Vivekananda's teachings are thought provoking and help us to understand, to combine the good features of the Western world, and retain Indian culture. Total 102 students and teachers were participated in this programme.

Finally, the programme was ended with a vote of thanks, by Dr. Y. H. Ulvekar along with, all the NSS volunteers who put in a lot of effort to make the programme successful.

## **16. CONSTITUTIONAL DAY: (Samvidhan Divas)**

The constitution day i.e. **Samvidhan Divas** was celebrated in our college NSS unit on 26<sup>th</sup> November, 2023 to create awareness on the Indian constitution. Hon'ble President of programme Dr. L. D. Bhor along with Hon'ble Vice- Principal Dr. S. G. Mengal, Hon'ble, chief guest Speaker Prof. Vivek More and other dignitaries, led the celebrations of the Constitution Day, 2023. The programme started with a prayer service, praying for our country, its leaders and all the citizens.

The welcome speech of programme is given by NSS Programme Officer Prof. S. R. Vhande, He gave the significance of the day and highlighted the historical background of constitution. He also comments on highlighting the preamble of our constitution, the major principles of our constitution and the need to preserve the national integrity of our country.

The Chief guest speaker of this programme Prof. Vivek More (department of Library) Gave detailed explanation about constitution day. He said as a mark of respect, a fitting tribute was paid to Dr. B. R. Ambedkar, who played a pivotal role in drafting the constitution. As a part of national observance of Constitution Day to mark the Birth day of Dr. B. R. Ambedkar, who shaped Indian constitution as chairman of drafting committee.



The President speech from our Hon'ble Principal, Dr. L. D. Bhor said's the Samvidhan Diwas i.e. Constitution Day is celebrated every year on 26<sup>th</sup> November to commemorate the adoption of the Constitution of India and to honor and acknowledge the contribution of Founding Fathers of the Constitution.

Finally, the Oath was administered by NSS Coordinator Prof. S. R. Vhande to all present staff and students. The programme a vote of thanks, proposed by Dr. Y. H. Ulvekar along with, all the NSS volunteers who put in a lot of effort to make the programme successful. The auspicious day concluded with the singing of National Anthem.

### **17. REPUBLIC DAY CELEBRATION:**

The 75<sup>th</sup> Republic Day in our college was celebrated with great enthusiasm, the campus was decorated with handmade posters on environment, balloons, wall hangings and tricolors dupattas. Indian won its freedom on the 15<sup>th</sup> of August 1947 and became a republic on the 26<sup>th</sup> of January 1950. The new constitution of free India came into force with the effect on the 26<sup>th</sup> itself. It is a day of national rejoicing and it is celebrated with zeal and spirit throughout the Country.

The Republic Day celebration started at 8 am in the morning with students, teachers and other staff members being present at the college premises. The flag hoisting took place which was done by our hon'ble Principal Dr. L. D. Bhor. The Chief guest Hon'ble Vice- Mayor Shri. Navasu Digha (Nagar Panchayat Office, Mokhada) along with Hon'ble Farukh bhai Pinjari, Mr. Kiran Sonkamble, Mr. Narendra Patil, all college staff and students were participated in this programme.

NSS Programme Officer Prof. S. R. Vhande ended the event by thanking everyone to the students for their contribution, cooperation and efforts.

### **18. NSS STUDENTS CAMP SELECTIONS REPORT:**

#### **a) NIC CAMP SELECTION REPORT:**

In the academic year 2023-24 the department of NSS actively works in various activities in college level as per the guideline of NSS cell university of Mumbai along with NSS Programme Officers Prof. S. R. Vhande Dr. Y. H. Ulvekar and all NSS Committee members.

Our college has university approved two NSS unit. As per the university of Mumbai NSS cell selection criteria our Two NSS students i.e. 1) Mr. Ramdas Parshuram Gavit (SY B. A.) and 2) Miss. Saraswati Madhukar Kurbude (SY B. Com) has selected to represent the NSS Cell, University of Mumbai in **National Integration Camp (NIC)** to be held at Shree Govind Guru University, Godhra from 2nd to 8th November 2023.

### **b) AVHAN CAMP SELECTION REPORT:**

The Avhan camp Conducted from 23<sup>rd</sup> December 2023 to 02<sup>nd</sup> January 2024 at Gondwana University, Gadchiroli. In this camp as per the University of Mumbai NSS cell selection criteria our Two students 1) Mr. Yogesh Chandar Varathe (S.Y B.Sc.) and 2) Mr. Vad Eshwar Sadu (SY B.A.) selected for said camp.

### **c) STUDENTS LEADERSHIP TRAINING PROGRAMME:**

Under the University of Mumbai Zonal level Students leadership Training programme (LTP) camp (Sponsored by VIVA college, Virar) was conducted at Bhatane Vasai, Mumbai from **06 January to 10<sup>th</sup> January 2024**. In this camp our Two students i.e. 1) Mr. Gavit Ramdas Parshuram and 2) Mr. Chandrakant Madhukar Patil was selected for this camp. During the camp our NSS students Mr. Gavit Ramdas Parshuram got a '**Best leadership Award**' at Zonal level in this camp.

## **19. INTERNATIONAL WOMENS DAY CELEBRATIONS:**

The International Women's Day was celebrated at our college on 8<sup>th</sup> March, 2024. The purpose of celebrating Women's Day is to raise awareness about the status and dignity of women among the students. The NSS Programme officer Prof. S. R. Vhande highlighted the importance of women day and focused why celebration of necessary. Keeping in view the growing imbalance in the man-woman ratio, we have to emphasize focusing on celebrating and welcoming girl child. To get rid of vicious social customs of dowry system responsible for killing of girl child, the status of women shall have to be enhanced.

On the occasion of International Women's Day department of National Service Scheme (NSS) in collaboration with Tahsil Office Mokhada jointly organized a Voter awareness rally at Mokhada Tahsil and surrounding area. The rally was organized at 10:00 am in morning and many of the students had participated for that. It was interesting to know that KBP School boys have also participated for it. After the completion of Voter awareness rally, a short program was conducted in the multipurpose hall of our college.

The President speech from our Hon'ble Principal, Dr. L. D. Bhor gave a short speech on Women's Day. He also talks International Women's Day (IWD) is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality. Then some fun events were designed to make the boys realize the women's daily household work and of course to have fun for all participants. Finally, Dr. Yashwant Ulvekar was ended the event by thanking everyone to the students for their contribution, cooperation, and efforts.



## **20. INDEPENDENCE DAY CELEBRATION:**

The Independence Day celebrations at the college was held on August 15<sup>th</sup> 2023, with great enthusiasm and patriotic fervor. The event was attended by students, faculty members, and staff of the college. The celebrations began with a flag-hoisting ceremony by the Hon'ble principal Dr. L. D. Bhor along with Hon'ble Farukh bhai Pinjari, Mr. Kiran Sonkamble, Mr. Narendra Patil, Mr. Avinash Patil. The National Anthem was sung by the students and faculty members with great pride. Following the flag-hoisting ceremony, principal Dr. L. D. Bhor delivered the patriotic speech. In his speech, Dr. L. D. Bhor paid tribute to the freedom fighters who sacrificed their lives for the independence of our country. He also urged the students to be proud of their heritage and to contribute towards building a strong and prosperous India.

The event concluded with the distribution of prizes to the winners of the various competitions that were held as part of the celebrations. The Independence Day celebrations at the college was a great success. They helped to instill a sense of patriotism and pride in the students and faculty members. The event also served as a reminder of the sacrifices that were made by our freedom fighters to secure our independence. The event was well organized in association with National Service scheme. Then all participated students give breakfast and sweat and all programme arranged by NSS department.

## **21. NATIONAL VOTERS DAY:**

All the students including NSS volunteers of our college for Women took part in Voters Day Pledge on 25<sup>th</sup> January 2024. The National Voters Day is celebrated every year as mark of the foundation day of Election Commission of India, i.e. 25th January 1950. The main purpose of the National Voters Day celebration is to encourage, facilitate and maximize the enrolment of new voters. NSS Programme officer Prof. S. R. Vhande first highlighted the importance and the theme for this year is the theme for the year 2024 NVD, '**Nothing Like Voting, I Vote for Sure**' is dedicated to voters and conveys individuals' feelings and aspirations toward participation in the electoral process through the power of their vote.

The Chief guest speaker Prof. Vivek More (Department of library) He talks about National Voters Day is celebrated on 25 January to encourage the youth to participate in the vote in the electoral process. It not only encourages the youth to participate in the electoral process but also focuses on the fact that the right to vote is a basic right. He also said the day encourages people to participate in the democratic process & exercise their right to vote.

The President speech from our Hon'ble Principal, Dr. L. D. Bhor gave a short speech on India is a democratic country and it aims to create awareness among citizens regarding the electoral process and importance of voting, every citizen has the basic

right to vote. He or she has the right to select his leader to whomever they think is capable of leading the nation, solving the problems of common people, bringing about change, etc. National Voters Day is a significant root of India as the future of the country lies in the leader that we choose. Total 92 students were participated in National voter day programme.

Finally, by taking this pledge our students understood the importance of voting and programme was ended with the singing of National Anthem.

  
**Programme Officer**  
National Service Scheme  
Arts Science and Commerce College  
Mokhada, Dist. Palghar



  
**PRINCIPAL**  
Arts Science and Commerce College  
Mokhada, Dist. Palghar

## 7.1.1 Measures initiated by the Institution for the promotion of Gender equity & sensitization

- **Safety and Security:**

**CCTV Monitoring:**



**Complaint Box:**



### Anti-Ragging Committee:



### Health Aid Facility:





## Fire Safety Equipment:

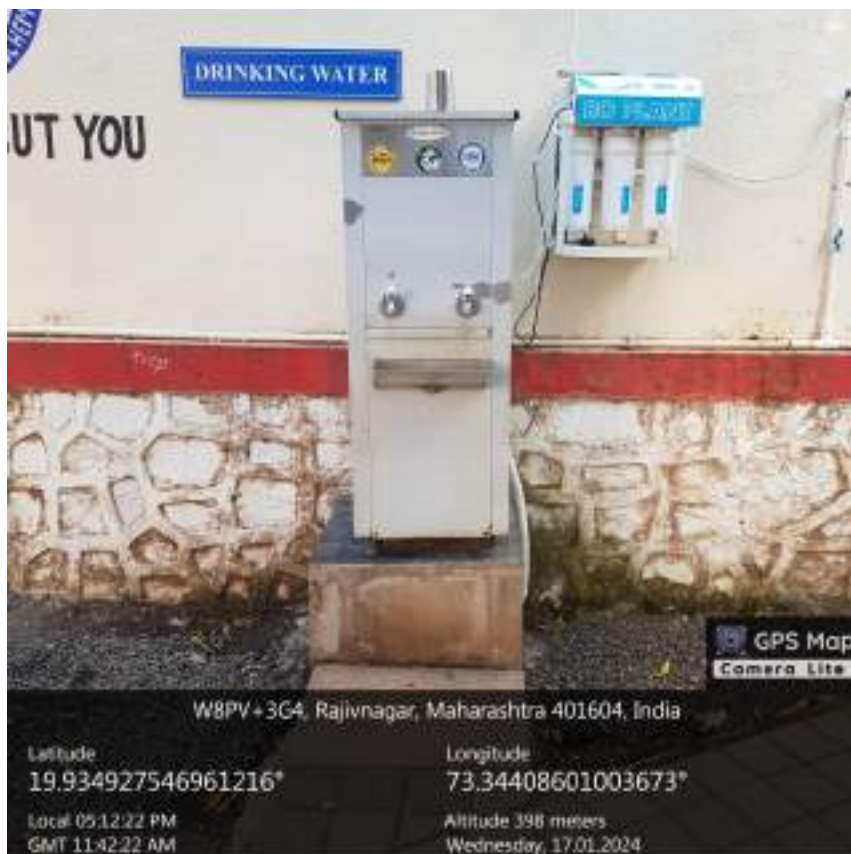


## Wall Compound:





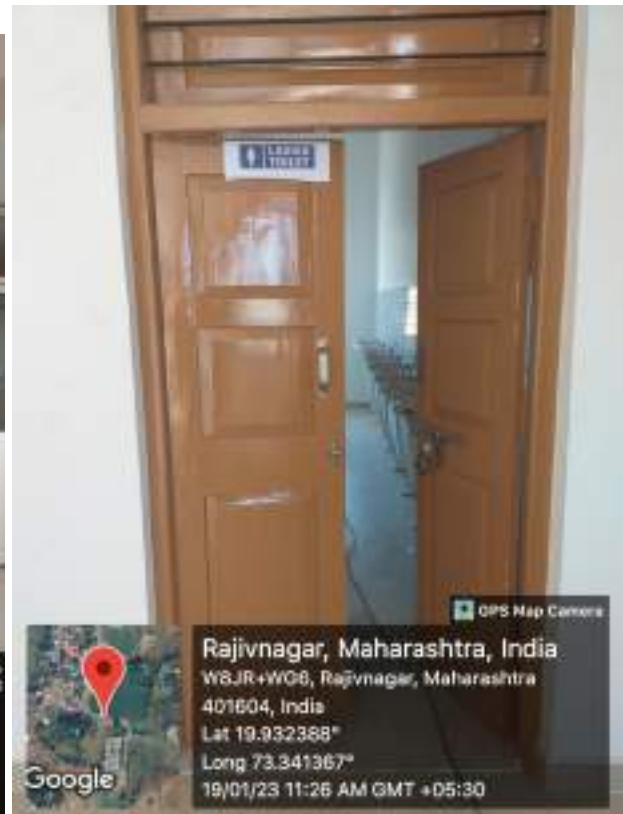
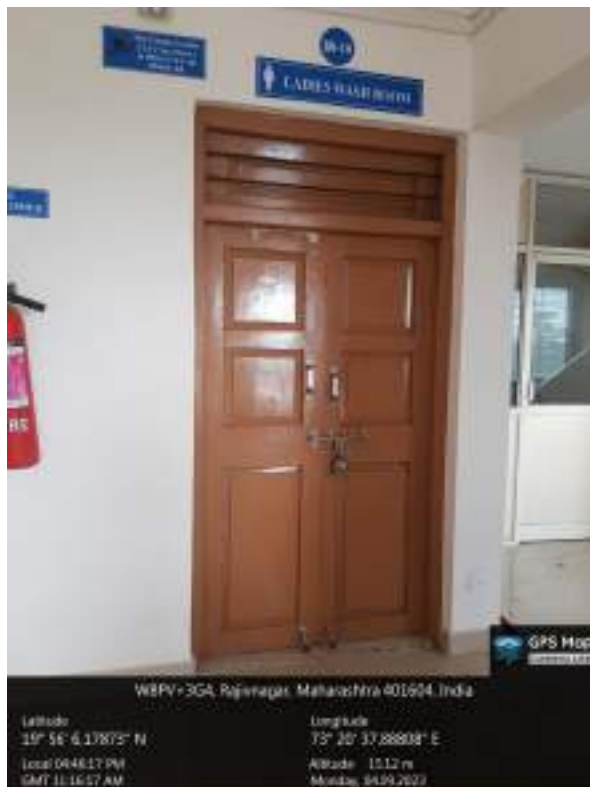
## Drinking Water Facility



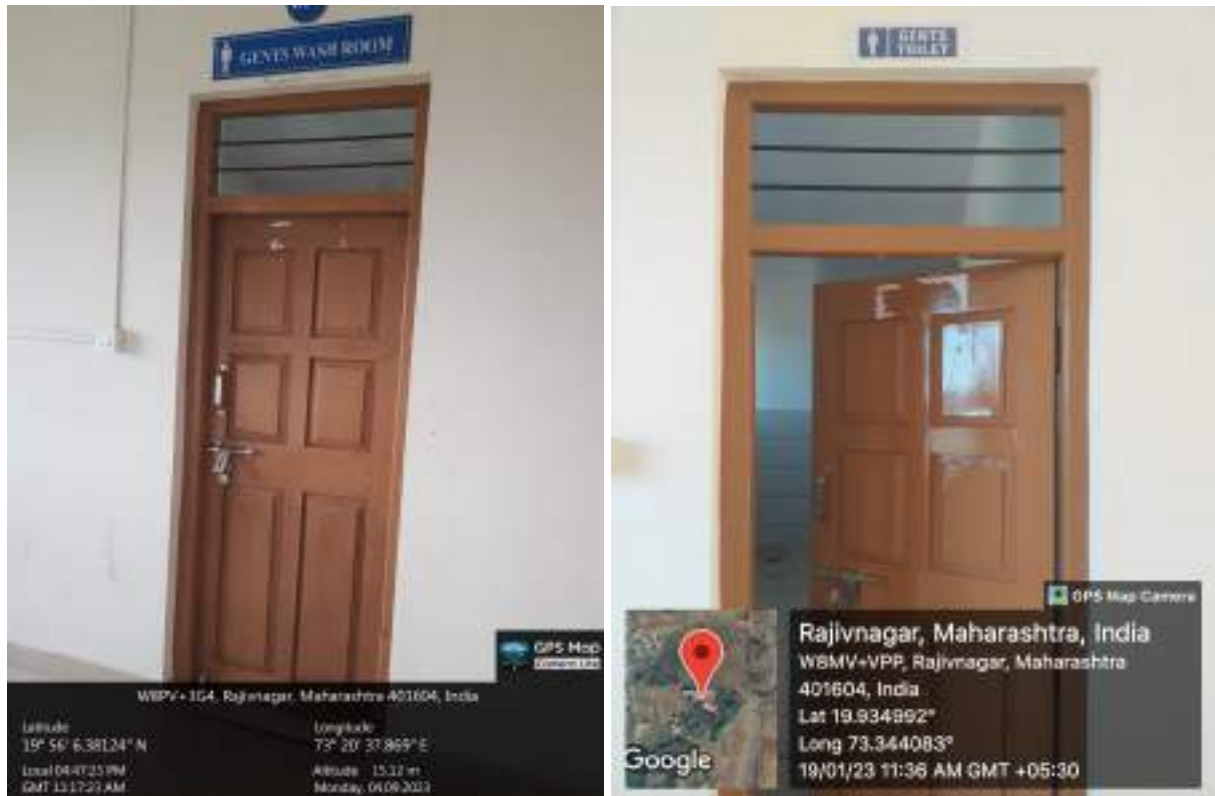
- Common Room:
- Girls Common Room



- Girls Washroom

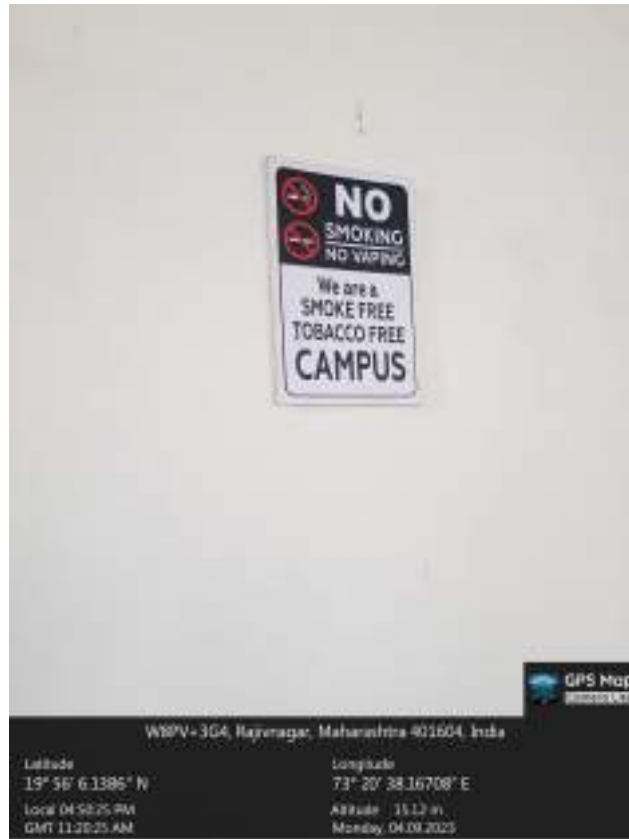


○ Gents Washroom



○ No Smoking zone.





○ **Celebration of International Yoga Day**



- **Counselling session on “Girls Self Defence” organized by Ladies Welfare committee & Rajmata Jijau Knowledge Resource Centre on 03/07/2023**



- **Leadership Skills Workshop organized by Ladies Welfare committee on on 18/12/2023**



- **Mahila Melava & Vidyarthini Margadarshan Camp organized by Ladies Welfare committee on 16/12/2023**



- **Blood Donation Camp jointly organized by Dept. of NSS of College & Red Ribbon Club on 18/12/2023**





- One Day Snvardhan Shibir organized by Ladies Welfare committee on 13/02/2024

