

**2018-2019**

### **About ICC**

Whereas sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under Article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment; and whereas the protection against sexual harassment and the right to work with dignity are universally recognized human rights by International conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India: And whereas it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace. Our college believes that quality education necessitates a learning environment which is safe, secure and cohesive. Our College has a zero-tolerance policy against sexual harassment and is committed to endorse the Constitutional mandate to combat sexual harassment. The college strongly supports gender equality and ensures prevention of any form of gender discrimination, sexual harassment and gender violence.

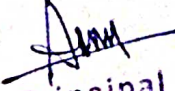
### **Establishment**

The Internal Complaints Committee was formed in 2013 with the purpose of empower and protect women.

### **Objectives**

- Deal with cases of discrimination and sexual harassment against women in a time bound manner aiming at ensuring support services to the victim.
- Recommend appropriate punitive action against the guilty.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- Prevention of discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- To create the healthy and happy atmosphere in the institution.
- To protect female faculty and students.
- To create the awareness of women rights and empowerments

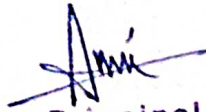


  
**Principal**  
L. D. Sonawane College  
of Arts, Commerce & Science  
Kalyan (W).

Kalyan Wholesale Marchant's Education Society  
Laxman Devram Sonawane College, Kalyan(W)

2018-2019

| Sr no. | Name                     | Designation                   | Role                |
|--------|--------------------------|-------------------------------|---------------------|
| 1      | Ms. Annie Antony         | Principal                     | Chairperson         |
| 2      | Dr. Padmaja Vernekar     | Assistant Professor           | Member and Convener |
| 3      | Ms. Priyanka Suryawanshi | Assistant Professor           | Member              |
| 4      | Ms. Monica Sharma        | Assistant Professor           | Member              |
| 5      | Ms. Pooja Raut           | Admirative staff              | Member              |
| 6      | Ms. Seema Vernekar       | NGO Member                    | External Member     |
| 7      | Ms. Pritam Poddar        | Student BSc(IT) Third year    | Member              |
| 8      | Ms. Neetu Swami          | Student MSc(IT)<br>first-year | Member              |

  
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Kalyan Wholesale Marchant's Education Society  
Laxman Devram Sonawane College, Kalyan(W)

# Notice

20<sup>th</sup> July 2018

This is to inform all the members of the Internal Complaints Committee to attend the on 25<sup>th</sup> July 2018 11:00 am in the principal's office.


## Agenda

- To read and confirm the minutes of the previous meeting.
- To discuss the ICC orientation.
- Any other matter with the permission of the chair.
- Events and programs to be organized by ICC for the current academic year.



Chairperson

Internal Complaints Committee



Principal  
Laxman Devram Sonawane College  
of Arts, Commerce & Science  
Kalyan (W).



# Minutes of the meeting

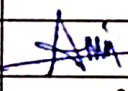
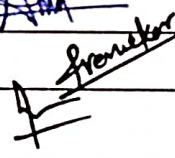

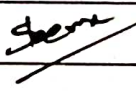
25<sup>th</sup> July 2018

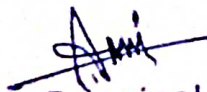
Chairperson welcomed all the participants.

The meeting of ICC was held on 25<sup>th</sup> July 2018 at 11:00 am in the Principal's office

- Previous meeting minutes were read out by the convener.
- Chairperson Ms. Annie Antony welcome all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC during the last academic year 2017- 18.
- Mrs. Padmaja Vernekar submitted a report stating that there were no cases relating to sexual harassment in the college during the last academic year.
- It was decided to conduct programs and activities about gender equity and gender sensitization.
- As there were no other points for discussion, the meeting was concluded with a vote of thanks.

The following members were present in the meeting

| Sr no. | Role                | Name                     | Signature   |
|--------|---------------------|--------------------------|---|
| 1      | Chairperson         | Ms. Annie Antony         |  |
| 2      | Member and Convener | Dr. Padmaja Vernekar     |  |
| 3      | Member              | Ms. Priyanka Suryawanshi |  |
| 4      | Member              | Ms. Monica Sharma        |   |
| 5      | Member              | Ms. Pooja Raut           |   |
| 6      | External Member     | Ms. Seema Vernekar       |  |
| 7      | Member              | Ms. Pritam Poddar        |   |
| 8      | Member              | Ms. Neetu Swami          |   |

  
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Kalyan Wholesale Marchant's Education Society  
**Laxman Devram Sonawane College, Kalyan(W)**

## Notice

25<sup>th</sup> Oct 2019

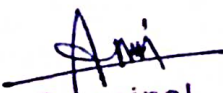
This is to inform all the members of Internal Complaints committee to attend the on 30<sup>th</sup> Oct 2019 at 11:00am on Google meet.

### Agenda

- To read and confirm the minutes of the previous meeting.
- Gender sensitization issues were discussed.
- Any other matter with the permission of the chair.

  
Chairperson

**Internal Complaints Committee**

  
Principal  
L. D. Sonawane College  
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Kalyan (W).



# Minutes of the meeting

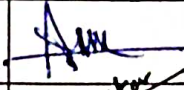
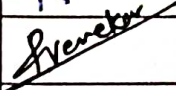

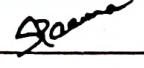
30<sup>th</sup> Oct 2018

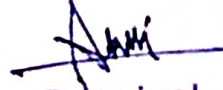
Chairperson welcomed all the participants.

The meeting of ICC was held on 30<sup>th</sup> Oct 2018 at 11:00 am in the Principal's office.

- Previous meeting minutes were read out by the convener.
- Since there were no other points to discuss the meeting ended.

The following members were present in the meeting

| Sr no. | Role                | Name                     | Signature   |
|--------|---------------------|--------------------------|---|
| 1      | Chairperson         | Ms. Annie Antony         |     |
| 2      | Member and Convener | Dr. Padmaja Vernekar     |     |
| 3      | Member              | Ms. Priyanka Suryawanshi |    |
| 4      | Member              | Ms. Monica Sharma        |   |
| 5      | Member              | Ms. Pooja Raut           |   |
| 6      | External Member     | Ms. Seema Vernekar       |  |
| 7      | Member              | Ms. Pritam Poddar        |   |
| 8      | Member              | Ms. Neetu Swami          |   |

  
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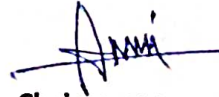
## Notice

17<sup>th</sup> Dec 2018

This is to inform all the members of Internal Complaints committee to attend the on 21<sup>st</sup> Dec 2018 at 11:00am in the principal's office.

### Agenda

- To read and confirm the minutes of the previous meeting.
- Any other matter with the permission of the chair.
- Grievances if any



Chairperson

Internal Complaints Committee



**Principal**  
L. D. Sonawane College  
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Kalyan (W).



# Minutes of the meeting

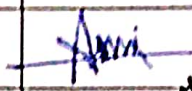
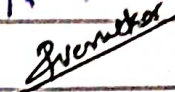

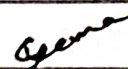
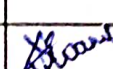
21<sup>st</sup> Dec 2018

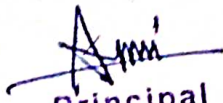
Chalrperson welcomed all the participants.

The meeting of ICC was held on 21<sup>st</sup> Dec 2018 at 11:00 am.

- Previous meeting minutes were read out by the convener.
- A report stating that there was no cases sexual harassment in the college
- The meeting ended at 12:30 pm as there were no other points for discussion.

The following members were present in the meeting

| Sr no. | Role                | Name                     | Signature   |
|--------|---------------------|--------------------------|---|
| 1      | Chalrperson         | Ms. Annie Antony         |     |
| 2      | Member and Convener | Dr. Padmaja Vernekar     |    |
| 3      | Member              | Ms. Priyanka Suryawanshi |   |
| 4      | Member              | Ms. Monica Sharma        |   |
| 5      | Member              | Ms. Pooja Raut           |   |
| 6      | External Member     | Ms. Seema Vernekar       |  |
| 7      | Member              | Ms. Pritam Poddar        |   |
| 8      | Member              | Ms. Neetu Swami          |   |

  
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Kalyan Wholesale Marchant's Education Society  
**Laxman Devram Sonawane College, Kalyan(W)**

# Notice

20<sup>th</sup> Mar 2019

This is to inform all the members of the Internal Complaints Committee to attend the on 25<sup>th</sup> Mar 2019 at 11:00am in the principal's office.

## Agenda

- To read and confirm the minutes of the previous meeting.
- Any other matter with the permission of the chair.
- Discussion on programs organized for women's development on international women's day.



**Chairperson**

**Internal Complaints Committee**



**Principal**  
L. D. Sonawane College  
of Arts, Commerce & Science  
Kalyan



# Minutes of the meeting

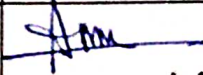
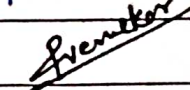

26<sup>th</sup> Mar 2019

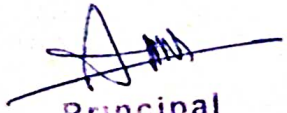
Chairperson welcomed all the participants.

The meeting of ICC was held on 26<sup>th</sup> Mar 2019 at 11:00 pm.

- Previous meeting minutes were read out by the convener.
- A report stating that there were no cases of sexual harassment in the college
- The meeting ended at 12:00pm there were no other points for discussion

The following members were present in the meeting

| Sr no. | Role                | Name                     | Signature   |
|--------|---------------------|--------------------------|---|
| 1      | Chairperson         | Ms. Annie Antony         |   |
| 2      | Member and Convener | Dr. Padmaja Vernekar     |  |
| 3      | Member              | Ms. Priyanka Suryawanshi |  |
| 4      | Member              | Ms. Monica Sharma        |   |
| 5      | Member              | Ms. Pooja Raut           |   |
| 6      | External Member     | Ms. Seema Vernekar       |   |
| 7      | Member              | Ms. Pritam Poddar        |   |
| 8      | Member              | Ms. Neetu Swami          |   |

  
Principal  
L. D. Sonawane College  
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Kalyan (W),

