

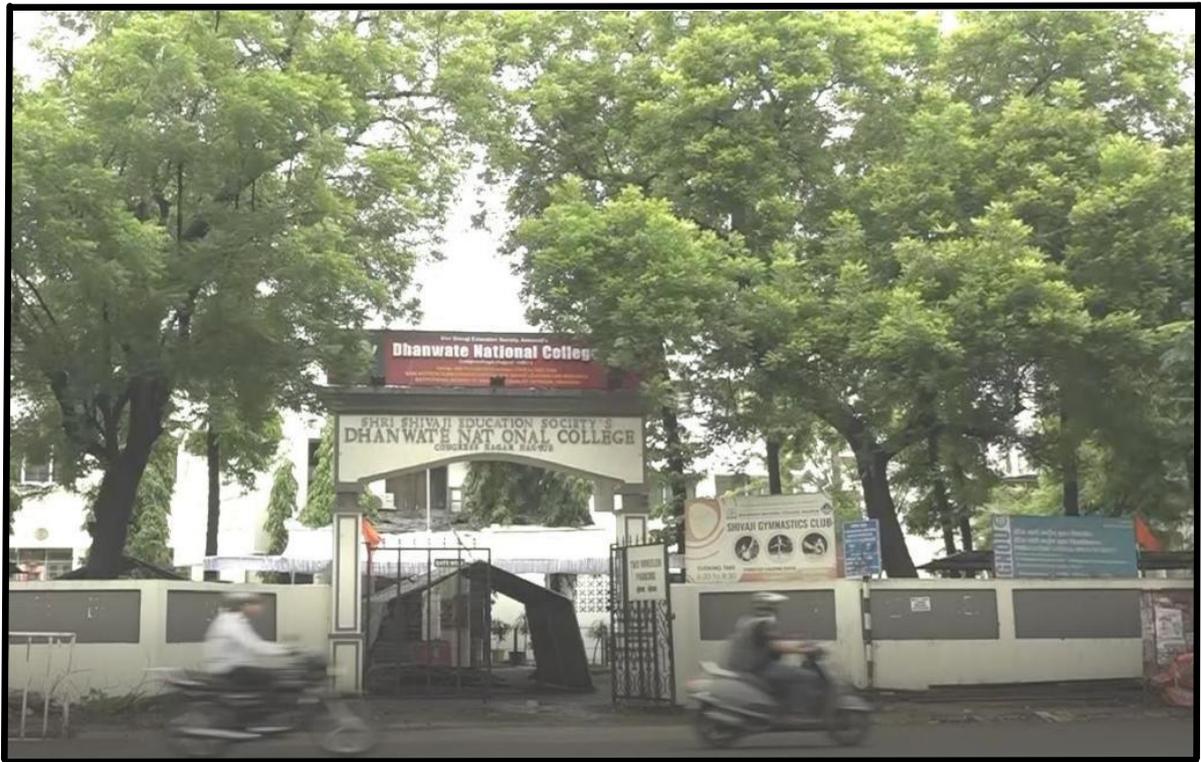


Shri Shivaji Education Society, Amravati's
Dhanwate National College
Congress Nagar, Nagpur



Established in 1935

College with Potential for Excellence status by UGC, New Delhi
PM-USHA 4.00 Grant for College Strengthening
Re-Accredited 'B+' Grade, CGPA 2.53 by NAAC, Bangalore
Centre of Higher Learning and Research
Institutional Member of APQN, Shanghai



4th Cycle

Assessment & Accreditation by NAAC

AQAR 2023-2024

CRITERIA V : STUDENT SUPPORT AND PROGRESSION



5.1 - Student Support

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees



**Dr. Panjabrao alias
Bhausaheb Deshmukh**
Founder President



Estd. 1935

Shri Shivaji Education Society, Amravati's (Regd. No. F. 89)
DHANWATE NATIONAL COLLEGE
Congress Nagar, Nagpur.

'College with Potential for Excellence' (C.P.E.) By U.G.C. Delhi
NAAC ACCREDITED 'B+' GRADE, CGPA 2.53
RECOGNISED CENTER FOR HIGHER LEARNING AND RESEARCH
INSTITUTIONAL MEMBER OF ASIA PACIFIC QUALITY NETWORK, SHANGHAI

Hon. Shri Harshwardhan P. Deshmukh
President

Dr. Omraj S. Deshmukh
M.Sc., Ph.D.
Principal

No./DNC /

Date : 26/12/23

Self Declaration

This is to certify that, the information, report true copies of the supporting documents, numerical data and weblinks furnished in this file are verified by IQAC and the head of the institution and found correct.

Hence this certificate is issued.

Dr. K. D. Meghe
IQAC Coordinator



Dr. O. S. Deshmukh
Principal

Phone : (O) (0712) 2422759, 2454193

E-mail: dhanwatanationalcollege@yahoo.com ■ Website: <http://dhanwatanationalcollege.com>

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

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A. Implementation of Guidelines of Statutory/Regulatory Bodies

1. Policy Document



श्री शिवाजी शिक्षण संस्था, अमरावती
द्वारा संचालित
धनवटे नॅशनल कॉलेज
काँग्रेस नगर, नागपूर
Website : www.dncnagpur.ac.in

अंतर्गत महिला तक्रार निवारण समिती (ICC)

मुलींना व स्त्रियांना त्यांच्या मुलभूत गरजा, शिक्षण, राजकीय, सहभाग, त्याचबरोबरीने समाजात समान नागरिकत्व प्राप्त करण्यामध्ये मुलतः लैंगिक हिंसेची भिती आणि होणारी हिंसा यामुळे प्रतिबंध निर्माण होत आहे. हिंसा ओळखून त्याचा प्रतिकार करण्यासाठी हिंसेची समज व सविस्तर माहिती ज्ञात असणे आवश्यक आहे. युवक व पुरुषांना आपण जे वागतोय त्यात हिंसा असू शकते याची जाणीव करून देणे ही गरजेचे आहे. समाजातील तरुणांची वैचारिक समज व मानसिकता स्त्रियांच्या दुष्टीने सकारात्मक करणे ही काळाची गरज आहे.

गुन्हा	कलम	शिक्षा
सार्वजनिक ठिकाणी अश्लील चर्तणुक	294 भा. द. वि. सं.	तीन महिने कॅद किंवा दंड किंवा दोन्ही
अश्लील शिरे/छेडछाड	509 भा. द. वि. सं.	तीन वर्षांत पर्यंत कॅद व दंड
लैंगिक छळ: विनयभंग करण्याच्या उद्देशाने हल्ला करणे.	354 भा. द. वि. सं.	कमीत कमी - एक वर्ष जास्तीत जास्त - पाच वर्षे दंड
लैंगिक छळ: / लैंगिक संबंधाची मागणी करणे/ अश्लील चित्र दाखवणे	354 (अ) भा. द. वि. सं.	तीन वर्षा पर्यंत कॅद व दंड
टक लावून पाहणे/ पाठलाग करणे	354 (ड) भा. द. वि. सं.	कमीत कमी - एक वर्ष जास्तीत जास्त - तीन वर्षे दंड
अश्लील शिरे मारणे/ चोरून अश्लील चित्रण करणे	354 (क) भा. द. वि. सं.	कमीत कमी - एक वर्ष जास्तीत जास्त - तीन वर्षे दंड
बलात्कार व खुन	376 (अ) भा. द. वि. सं.	कमीत कमी - वीस वर्षे जास्तीत जास्त - जन्मठेप

मुलींसाठी हिताच्या सुचना हे करा -

- छेडछाड ओळखायला शिका.
- मोठ्या आवाजात स्पष्ट नकार देण्यास शिका.
- तुमच्यातील आत्मविश्वास वाढवा मैत्री करा तुमची संरक्षण दुर्बलता वाढेल व मदतीचा हात पुढे करण्यास सक्षम व्हाल.
- घडलेल्या प्रसंगाची तक्रार नोंदवा व कारवाई करण्यास अधिकृत विनंतीपत्र द्या.
- जी मुले तुमचा सन्मान करतात त्यांचा मनापासून आदर करण्याची तयारी दाखवा.

मुलांसाठी हिताच्या सूचना हे करा.

- मुलींशी तुम्ही कसे वागता, जाणवता याविषयी जागरूक रहा.
- माणूस, मित्र आणि सहकारी म्हणून मुलींशी वर्तणुक असू द्या.
- तुमच्या आसपास घडणाऱ्या छेडछाड विषयी तुमची गरज असेल तर सज्ज आणि सतर्क रहा.

हे करू नका.

- मुलींना छेडछाड आवडते असं समजू नका.
- छेडछाड क्षुल्लक मानू नका.
- इता मुलं छेडछाड करतात म्हणून तुम्ही छेडछाड करणारे होऊ नका.



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Bangalore**

Dr. Omraj S. Deshmukh
Principal

Shri Harshwardhan P. Deshmukh
President

**Shri Shivaji Education Society, Amravati's Dhanwate
National College
Internal Complaint Committee Policy
Document**

The Internal Complaints Committee (ICC) is established in Dhanwate National College, Nagpur on 23rd June 2020 under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises students a Presiding Officer, two or three faculty members from each faculty, and one outside member from a non-governmental organization or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

Objective of Internal Complaints Committee:

- To provide a safe and secure work environment to every female worker and girls students.
- To take consistent action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace.
- To make recommendations to the management to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- To forceful implementation of the policies relating to the prevention of sexual harassment.
- Strive to resolve complaints by the aggrieved complainant, and henceforth, recommend actions to be taken by the employer.

ICC, Dhanwate National College, Nagpur deals with cases of sexual harassment of the students or employees in the college and provides mechanism of dispute redressal.

Its promoters the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently work towards providing a secure environment to students, teaching and non-teaching staff. Complaint boxes have been placed in the college premises. Sexual Harassment defined as:

"An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates in hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely.

- Any unwelcome physical, verbal or non-verbal conduct or sexual nature.
- Demand or request for sexual favors.
- Making sexually colored remarks
- Physical contact and advances.
- Showing pornography.

Internal Complaints Committee Members

Sr.No	Name of Member	Designation	Mail ID & Phone No
1	Dr. S. B. Warke Department of Economics.	Presiding Officer	warkednc@gmail.com 7559375357
2	Ku. N.J. Dhiware Department of English	Member Secretary	Animita.raut02@gmail.com 7020660060
3	Mr. N.V. Chopade Department of Commerce	Member	nitinchopde0@gmail.com 9822568260
4	Mrs. Aruna Bonde Social Activist	Member	arunabhonde123@gmail.com 9404080560
5	Adv. Rekha Barhate Advocate	Member	rekhabarhate@yahoo.in 9158657462
6	Mrs. Hemlata Puri Administration	Member	gosavi.hema@gmail.com 9730756238
7	Ms. Ashvini Hogade Student Representative	Member	Ashvinihogade444@gmail.com 9370664508

Functions of the Internal Complaints Committee

The Internal Complaints Committee once constituted plays a pivotal role in the effective. A general list of duties of the Committee is enumerated as follows:

- Implementation of the Anti-Sexual harassment Policy at the workplace.
- Submit an Annual Report (Including details like the number of case files at their disposal, etc.)
- Bring about awareness about what comprises 'sexual harassment' at the workplace by way of workshops, posters, documents, notices, seminars, etc.
- Publicize the policy framework effectively
- Provide the victims with a safe and accessible mechanism of complaint
- Initiation of inquiry at the earliest
- Redress the complaints in a judicious manner
- Provide interim relief to the complainant.
- Provide an opportunity for conciliation wherever possible
- Stick to the principles of natural justice at all stages of the proceedings
- Whenever required, forward the complaint to the police
- Submit the inquiry report along with recommendations
- Maintain confidentiality in regard to the proceedings taking place before the Committee

Timeline of the Complaint:

- Submission of Complaint -Within 3 months of the last incident.
- Notice to the Respondent -Within 7 days of receiving a copy of the complaint
- Completion of Inquiry -Within 90 days
- Submission of Report -Within 10 days of completion of the inquiry
- Implementation of Recommendations -Within 60 days
- Appeal -Within 90 days of the recommendations

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation or sexual assault at all levels. If a student, faculty member or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident, and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaints Committee shall render all reasonable assistance to the person for making the complaint in writing. For the reasons accorded in the writing, the ICC could extend the time limit by a period not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co- students, a psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

The complainant may contact the committee members through the given e-mail ID or phone numbers.

Email ID: iccdhanwatecollege@gmail.com

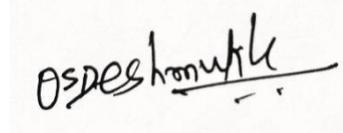
[https:// www.ugc.ac.in/pdfnews/7203627_UCG_regulations-harassment.pdf](https://www.ugc.ac.in/pdfnews/7203627_UCG_regulations-harassment.pdf) (UGC Regulations of Sexual harassment Act)



Dr. S. B. Warke
Chairman



Dr. Kulbhushan D. Meghe
IQAC Co-ordinator



Dr. O.S. Deshmukh
Principal

2. Constitution of Committees

 **Shri Shivaji Education Society, Amravati's**
DHANWATE NATIONAL COLLEGE
Congres Nagar, Nagpur
website : www.dncnagpur.ac.in 

Internal Complaints Committee Members

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Composition and Duties of the Internal Complaints Committee

Introduction

In the past few decades, the role of the Indian women has undergone a definitive change; from traditionally being responsible for fostering and nourishing the family, they are now seen working in almost every field to generate income and support their family.

This empowerment of women led to a belief that they would become independent and confident to be able to safeguard themselves under, all circumstances. But the harsh reality till today is that more than 50% of working women face workplace harassment in the form of sexual harassment, lewd remarks, unwelcome gestures or gender, discrimination at least once in their career.

The majority of women workforce does not report sexual harassment either of being unaware of their rights or many times due to the fear of facing social stigma or losing their jobs.

Increasing incidents of sexual harassment of working women in all sectors in India created the necessity of the Government's intervention to help in creating a safe work environment for women.

The Supreme Court in the case of Vishaka and Others v State of Rajasthan and Others (1997 (7) SCC 323), had laid down "Vishakha Guidelines" that had guidelines relating to sexual harassment of women till a historical piece of legislation was enacted by the government.

Thus, was born The Sexual Harassment of Women at Workplace Act Prevention, Prohibition, and Redressal hereinafter referred to as "POSH Act") 2013.

POSH Act 2013 is India's first codified legislation specifically formulated to deal with three specific purposes:

- Prevention,
- Prohibition and
- Redressal

This women harassment act came into force on December, 9, 2013, and is legally binding on all employers and workplaces.

Foundation of the Act

This India Sexual Harassment Act is an extension of the Vishakha Guidelines issued by the Supreme Court in 1997 and its foundation Lies in:

- 1) Constitution of India: Article 14, 15 & 21
- 2) UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), July 9, 1993

The POSH Act was the need of the hour as women faced rampant harassment at workplace.

Sexual harassment faced by women at the workplace has been recognized in this Act as a violation of their fundamental rights granted under the Indian Constitution.

Article 14 and 15 of the Constitution that guarantees Right to Equality, as well as Article 21(3) that ensures Right to live with dignity, are the rights of a woman that are greatly marginalized due to sexual harassment.

With the implementation of this Act, the responsibility to provide a safe secure work environment to every female worker squarely on the employer.

Statutory Requirements under POSH Act

The POSH Act is binding on, all and mandates that all Public and Private Sector Organizations in India comply with certain statutory requirements. The onus to ensure POSH at work for women lies on the employers and managements and for this, they are directed to:

- Form an Internal Complaints Committee,
- Provide Periodic POSH Training on Sexual Harassment law, and
- Develop an effective Complaint lodging and Redressal Policy

Know all about the internal Complaints Committee

Under Section 4 of the POSH Act at all workplaces with 10 or more employees, the employer must form an Internal Complaints Committee (ICC). This is an obligation that must be adhered to by public and private organizations.

This initial in-house body plays the most important role in ensuring the smooth functioning of the provisions of the POSH Law and also towards the fulfillment of its objectives.

An aggrieved woman has to approach the ICC to file a complaint relating to sexual harassment.

After, receiving the complaint from the aggrieved woman, the Committee inquires into the matter and accordingly makes recommendations.

The Internal Complaints Committee's major functions entail:

- forceful implementation of the policies relating to the prevention of sexual harassment.
- strive to resolve complaints by the aggrieved complainant, and
- henceforth, recommend actions to be taken by the employer

Constitution of internal Complaints Committee

Notification: Sec 4 (1)

1. The formation of the Internal Complaints Committee must be officially notified by an employer through an order in writing and such notification should be validated by the CEO or Board too. In case there are different offices of the same organization. then the Committee needs to be constituted at every office or unit.

2. Composition: Sec 4(2)

The Committee must consist of the following members:

- A Presiding Officer:** This must be a senior female employee of the organization.
- Two employee members:** These employees must be aware and sensitive to gender issues and dedicated to the cause of women or possess some legal knowledge on related matters.
- One external member:** This should be from an NGO or Association committed to the cause of women and issues related to sexual harassment.

The composition should be such that half of the total members must be women. **Qualifications to be a Member of the Committee**

Section 4 of the POSH Act enumerates the qualifications for being a member of the Internal Complaints Committee:

Presiding Officer

This post of Presiding Officer must be held by a senior-level female employee at the workplace as she will also preside as the Chairperson of the Internal Complaints Committee. In case of unavailability of a senior female employee. then the Act mandates that:

- A senior female employee can be nominated from other offices or administrative units of a workplace.

- If a senior-level woman employee is not available at the other offices or administrative units of the workplace too. Then the Presiding Officer can be nominated from any other workplace of the same employer.
- If the above is not possible then the Presiding Officer can be nominated from any other workplace.

The options have been provided keeping in mind the concerns of small workplaces where the availability of female employees at senior levels may be difficult.

Employee Members

The internal complaints committee policy further specifies that the Internal Complaints Committee must also have two or more members from among its employees. The prerequisite for the selection of employees as members demands some legal knowledge or experience in the social sector or committed to the women's cause. These are desirable but not mandatory as it may not be always easy to find such employees.

External Member

The POSH Act also specifies that the Sexual Harassment Committee must include an external member from a non-governmental organization or association that is committed to the cause of women. The person thus nominated must be familiar with issues relating to sexual harassment. This provision has been carried forward from the Vishakha Guidelines wherein the Supreme Court had prescribed such requirements. The notion behind this clause is to bring about an outside perspective to the ICC and ensure transparency and authenticity to the entire process.

Tenure of the Members of the Committee

Section 4(3) of the POSH Act specifies the tenure of the members of the Internal Complaints Committee in the workplace. It specifies that the members along with the presiding officer, shall not occupy the office for a period of more than three years from the date of nomination.

When can a Member of the Committee be Disqualified?

Disqualification of the members of the Internal Complaints Committee is prescribed in the POSH Act in detail.

A member of ICC may be disqualified on the following grounds:

1. **Disclosure of Confidential Information:** If a member reveals the details of matters which are required to be kept confidential under the POSH Act then he/she can be disqualified.

If the member discloses any one of these:

- About a complaint submitted to an ICC
- Identity of the complainant and/or the respondent or witnesses.
- Details of inquiry proceedings.
- Recommendations of the sexual harassment committee.
- The action was taken by the employer

2. **Conviction or Inquiry:** If a person is convicted, or an inquiry is pending against him/her regarding any offence under any law, then the member will be disqualified.

3. **Found Guilty:** Similarly, if a member of the ICC is guilty, or any disciplinary proceeding is pending against such a person, then also he/she will be liable to disqualification.

4. **Abuse of Position:** If a member of the internal Complaints Committee has abused his/her position, then their disqualification is recommended. The continued membership of such a member in the ICC will not only be deemed to be detrimental and harmful but also against the public interest.

Are the Members of the Committee Eligible for any Remuneration?

Section 4(4) of the POSH Act lays down that the external members for POSH who are appointed from nongovernmental organizations or associations are eligible for remuneration.

An External Member of ICC is entitled to receive a prescribed fee or allowance of Rs 200 per day in lieu of carrying out his/her functions. This remuneration is to be paid by the employer. Apart from this these

members also qualify for the reimbursement of travel cost incurred in travelling by train in three-tier air conditioned or air-conditioned bus and auto-rickshaw or taxi, or the actual amount spent by him on travel, whichever is less.

Moreover, the organizations are free to pay more than the minimum recommended fee to their external members.

What is the Procedure to File a Complaint with the Committee?

The POSH Act has kept a lot of flexibility when it comes to filing a complaint and does not prescribe any particular format for it.

Who can me a Complaint?

The complaint can be filed by the following persons:

a) The aggrieved woman herself.

b) In the case of Physical Incapacity: Complainant's Relative, Complainant-s Friend, Co-Worker. Officer of NCW or SCW, or Any person who has knowledge of the incident with the written consent of the Complainant.

c) In case of Mental Incapacity: Complainant's Relative, Complainant's Friend, Special Educator, Qualified Psychiatrist/Psychologist, Guardian/Authority under whose care the complainant is receiving treatment/care or Any person with the knowledge of the incident, jointly with any person mentioned above

d) In Case of Complainant's Death: Any person having the knowledge of the incident with the written consent of the Legal heir.

e) In Case of Complainant is unable to file the Complaint about any other reason: By any person who has the knowledge of the incident with the written consent of the Complainant.

Specified Time Period

The POSH Act lays down specific guidelines about the timeline for a complaint of such sexual harassment cases and specifies that it can be filed within 3 months from the date of the incident. In case it is not a single but a series of incidents, then the complaint needs to be filed within 3 months from the date of the last incident.

The POSH Act further provides that the time period of 3 months may be extended by the Committee after recording the reasons for doing so.

Other Requirements

1. Six copies of the complaint are to be filed
2. Supporting documents and evidence, details of witnesses
3. Details of the incident
4. Details of respondent

The written complaint should contain a description of each incident(s) must include: .

- Relevant Dates
- Timing's Location's
- Name of Respondent's
- The working relationship between the parties

Timeline of the Complaint

- 1) Submission of Complaint-Within 3 months of the last incident
- 2) Notice to the Respondent-Within 7 days of receiving a copy of the complaint
- 3) Completion of inquiry-Within 90 days
- 4) Submission of Report-Within 10 days of completion of the inquiry
- 5) Implementation of Recommendations-Within 60 days
- 6) Appeal-Within 90 days of the recommendations

Powers of the Internal Complaints Committee

Sec 11(3) of the **POSH Act** enumerates the powers of the Internal Complaints Committee. The ICC is vested with the powers of a Civil Court under the Civil Procedure Code, 1908 in the following:

- 1) It is entitled to initiate an inquiry into the complaint of a sexual harassment incident at the workplace
- 2) It can summon witnesses and parties before the committee to give a statement
- 3) it can assert its powers and summon evidence to be examined if it is deemed necessary to do so by the Committee

Once the inquiry is completed and if the Internal Complaint Committee finds the person guilty, it is well within its right to prescribe the following actions:

- a) Initiate action against the culprit in accordance with the service rules of the organization.
- b) In the absence of service rules, it can take actions like a warning, community service, withholding promotion, termination, etc.
- c) It can deduct from the salary of the respondent as compensation to be paid to aggrieved women.

The POSH Act also lays down the criteria based on which the Internal Complaints Committee shall calculate the amount of compensation payable. The factors are:

- 1) The extent of pain, suffering mental trauma, and emotional distress caused to the aggrieved woman.
- 2) Loss in a career opportunity for the victim resulting from the incident of sexual harassment
- 3) Medical expenses incurred by the complainant towards the physical and/or psychiatric treatment due to this incident
- 4) Last but not the least, the alleged perpetrator's income and status

All such payment can be awarded to the victim of sexual harassment as a lump sum instalments, as is considered judicious by the ICC.

In case the respondent fails to pay the amount of compensation, the ICC shall forward the case to the District Officer for the amount to be recovered as an arrear of land revenue.

Power of Internal Complaint Committee in case of Malicious Complaints

Every coin has two sides and same is with the cases regarding sexual harassment; while most of the complaints are genuine, yet there are some which are false and malicious.

The POSH Act has covered this fact and laid down effective guidelines for the Internal Complaints Committee to help protect innocent people in such situations.

A false or malicious complaint can easily be filed by a woman just to take revenge or malign the character of a male colleague or undermine his success in work, and at such times it is the duty of the ICC to protect the respondent from being unduly targeted.

Once the Internal Complaints Committee, after an inquiry, gets conclusive evidence that a complaint had been filed with malicious intent, and that an untrue and fallacious complaint has been filed by a complainant, then it shall recommend action against her.

The POSH Act safeguards the right of an aggrieved woman completely and therefore, specifies that mere inability to provide adequate evidence on the part of the complainant is not sufficient to declare the complaint as being malicious.

Moreover, a complaint is malicious or not and must be determined by the Internal Complaints Committee after conducting an inquiry into the complaint.

When can the Committee forward the Complaint to the Police?

The POSH Act has empowered the Internal Complaints Committee to forward the complaints to the police under two circumstances:

1. The police are duty-bound to register a sexual harassment case forwarded by the ICC within a period of seven days under Section 509 of the Indian Penal Code (2) or other provisions of the criminal law.
2. The Committee may also forward the complaint to the police when a settlement is agreed upon between the parties but the respondent fails to comply with the condition(s) of the settlement.

What actions can be taken by the Committee during the pendency of an inquiry?

The POSH Act also lays down specific guidelines regarding the pendency of a case.

The Internal Complaints Committee, upon receiving a written request, can recommend the following actions during the inquiry pending to the employer

- Transfer either the aggrieved or the respondent to any other workplace
- Grant leave to the aggrieved women up to three months
- Any other relief as may be prescribed.

After the ICC submits the report it is the onus lies on the employer to implement the recommendations of the Internal Complaints Committee

Duties of the Internal Complaints Committee

The Internal Complaints Committee once constituted, plays a pivotal role in the effective implementation, of the provisions at the workplace.

A generalist of duties of the Committee is enumerated as follows:

- Implementation of the Anti-Sexual Harassment Policy at the workplace.
- Submit an Annual Report (Including details like the number of case files at their disposal etc.)
- Bring about awareness about what comprises 'sexual harassment' at the workplace by way of workshops, posters, documents, notices, seminars etc.
- Publicize the policy framework effectively
- Provide the victims with a safe and accessible mechanism or complain.
- Initiation of inquiry at the earliest.
- Redress the complaints in a judicious manner.
- Provide interim relief to the complainant.
- Provide an opportunity for conciliation wherever possible.
- Stick to the principles of natural justice at all stages of the proceedings.
- Whenever required. forward the complaint to the police.
- Submit the inquiry report along with recommendations.
- Maintain confidentiality in regard to the proceedings taking place before the Committee.

Know when an Appeal can be Filed Against the Recommendations of the ICC

The complainant, as well as the respondent, has the right to file an appeal before the Court or Tribunal against the recommendations of the Internal Complaints Committee within a period of 90 days.

They can take this step in the following circumstances: -

- Recommendations made by the Committee under Section 13(2) i.e. when the allegations have not been proved and no action is to be taken.
- Recommendations made under Section 13(3) i.e. when the allegation has been proved and action is to be taken.
- Recommendations made under Section 14 i.e. when a malicious complaint or false evidence has been found and action is to be taken against it.
- Recommendations made under Section 17 i.e. when the penalty has been imposed for publishing confidential information

Consequences of Non-Compliance with the provisions under the POSH Act

As the POSH act is legally binding on all organizations, not abiding with the provisions leads to far-reaching consequences.

The employer is bound by certain mandatory obligations and one of them constitutes an Internal Complaints Committee. In case of failure to do so the act imposes a penalty of 50,000 rupees.

If in case there is a repetition of the same offence it would attract double penalty that is, 1,00,000 rupees and at times may even lead to deregistration or revocation of the license of the concerned organization.

Dr. S. B. Warke Dr. Kulbhushan D. Meghe Dr. O.S. Deshmukh
Chairman IQAC Co-ordinator Principal

3. Training Materials

Women Cell Report 2024

Women Cell	
Academic Year	2023 – 2024
Name of the Activity	Women cell
Date of the Activity	7 th March & 11 to 15 th March 2024
Organized by	Prof. Dr. Swarnalata B. Warke (Sahare) Convenor PTM (Dhanwate National College, Nagpur)
Objective	The Women Cell program aims to promote gender equality, provide support services, and empower women through education and advocacy, fostering a safe and inclusive environment within the institution.
Brief Report	<p>7th March 2024 – by (Sanghmitra Dhoke) (Menstrual Hygiene and Cervical Cancer)</p> <p>The Menstrual Hygiene and Cervical Cancer program by the Women Cell at Dhanwate National College Nagpur educates and empowers women on essential health topics. Through informative workshops and awareness campaigns, it promotes menstrual hygiene practices and raises awareness about cervical cancer prevention. By providing vital information and support, the program aims to improve women's health outcomes and promote overall well-being within the college community.</p> <p>Menstrual hygiene and cervical cancer awareness are crucial aspects of women's health. Access to proper menstrual hygiene products, education on menstrual health, and awareness about cervical cancer prevention are essential for the well-being of women worldwide. Lack of knowledge and resources in these areas can lead to adverse health outcomes and hinder women's empowerment and participation in society.</p>

International Women Day celebration at Room No. 10. Jointly Women Week Celebration by Dhanwate National College, Nagpur & Junior Chamber International (JCI) Nagpur MEDICO.

Dr. Swarnalata Warke is president for this international women day program. Around 34 Teacher Attended program. Dr. Khadakar Madam (Guest Speaker) speech delivered on "Menstrual Hygiene and Cervical Cancer". Other Gust Speaker: Dr. Mangala Hirwade (Department of Library & Information Science, RTM Nagpur University, Nagpur) & Dr. Aparna Samudra (Department of Economics, RTM Nagpur University, Nagpur). Dr. Shravan Khetan: President, JCI Nagpur Medico also present. Program Convenor Dr. Swarnalata Warke & Co-convenor Mukul Abasaheb Burghate & Dr. Ankita Sudhakar Niswade: Secretary JCI Nagpur MEDICO & Resource Person. Sutra Sanchalan by Mr. Ravi Ginde and Vote of thanks by Dr. Shreya Oke. We thank Principal Dr. O.S. Deshmukh who gave us permission for the Celebration Women Day.

11th March 2024 – by Kishan Tiwari ("Health is Wealth")

"Health is Wealth" is a common phrase emphasizing the importance of health in our lives. If you're referring to a program under the Women Cell at Dhanwate National College in Nagpur, it suggests a focus on women's health and well-being, which is commendable. 70 Students Participate in This Program.

12th March 2024 – by Dr. Swarnalata Warke – (Health & Nutrition)

The Health & Nutrition program under the Women Cell at Dhanwate National College in Nagpur empowers women with essential knowledge and resources for maintaining optimal health. Through workshops, seminars, and outreach initiatives, it educates and promotes healthy lifestyles, addressing various aspects of women's well-being. By fostering awareness and providing support, the program aims to enhance women's health and nutrition outcomes within the college community and beyond. 60 Students Participate in This Program.

13th March 2024 – by Bhavna Kalsule (Importance of yoga & Asan)

The emphasis on yoga & asanas by the Women Cell at Dhanwate National College in Nagpur promotes holistic well-being among women. Through regular practice, it enhances physical

	<p>fitness, mental clarity, and emotional balance. By integrating yoga into the curriculum, the Women Cell fosters a culture of self-care and stress management, empowering women to thrive academically and personally. 70 Students Participate in This Program.</p> <p>14th March 2024 – by Dr. Vaishali Malode (Women Empowerment)</p> <p>The Women Empowerment program at Dhanwate National College Nagpur's Women Cell champions gender equality and uplifts women through education, skill-building, and advocacy. It fosters a supportive environment that encourages women to pursue their goals and ambitions, equipping them with the tools and resources needed to succeed. Through workshops, seminars, and mentorship, the program empowers women to break barriers, challenge stereotypes, and become leaders in their communities. 50 Students Participate in This Program.</p> <p>15th March 2024 – by Dr. Bhavna Kalsule (Zumba & Aerobics)</p> <p>The Zumba & Aerobics program by the Women Cell at Dhanwate National College Nagpur promotes fitness and fun for women. Through lively sessions, it encourages physical activity, boosts energy levels, and fosters a sense of community among participants. By integrating dance and exercise, the program not only enhances physical health but also uplifts spirits and promotes overall well-being. 80 Students Participate in This Program.</p>
Outcome	<p>The Women Cell program fosters increased awareness, empowerment, and support among women, leading to enhanced gender equality, improved well-being, and a safer environment within the college community.</p>
Photograph	



Dr.K.D.Meghe
IQAC, Coordinator



Dr.O.S.Deshmukh
Principal
Dhanwate National College, Nagpur

B. Organisation-wide awareness and undertaking on policies with zero tolerance

1. Awareness Campaigns



C. Mechanisms for submission of online/ offline students Grievances

To
The Principal
Dhanwate National College
Nagpur.

Sub:- correction in the university marksheet

R/Sir

I Undersign was, appeared in winter - 2023
Supplimentary Examination of B.A. sem III
(Practical Examination) But in the marksheet
my marks was not shown (Absent)

So, I Requested to do needful changes
and correct my marksheet (Roll No. 664122)

Thanking you!

Yours faithfully
Avinash
Avinash R. Kumbhkar

To,
The Principal
Dhanwate National College,
Nagpur.

Sub:- Correction in the University
Marksheet.

Resp. Sir,

I Undersign was appeared in
Winter - 2023 Supplimentary Examination of
B.A. Sem III (Practical Examination) But
in the Marksheet my marks was not shown
(Absent).

So, I request to do needful changes
& correct my marksheet
(Roll No:- 664135)

Thanking You!

Yours Faithfully
Mohit
Mohit F. Jaisram Madavi
10/01/2025 12:52

REDMI NOTE 9
AI QUAD CAMERA

श्री.शिवाजी शिक्षण संस्था, अमरावती
धनवटे नॅशनल कॉलेज
हंपयार्ड रोड, कॉंग्रेसनगर, नागपूर-१२.

दिनांक १७-०१-२०२४

प्रती,
मा.संचालक (परीक्षा व कुचमपन मंडळ)
सहस्रसंन तुकडोजी महाराज,
नागपूर विद्यापीठ, नागपूर

विषय:- गुणपत्रिकेमध्ये दुसऱ्ती करून देण्याबाबत,
महोदय,

खालील विद्यार्थी आमच्या महाविद्यालयातून हिवाळी २०२२ Suplimentary मध्ये
बी.ए. सेम ३ भुगोल विषयात प्रात्याक्षिक परीक्षेत प्रविष्ट झालेले होते. परंतु त्यांच्या
गुणपत्रिकेमध्ये Absent दर्शविलेले आहे. तरी त्यांच्या गुणपत्रिकेमध्ये खालील प्रमाणे गुण
टांकुण दुसऱ्ती करून देण्यात याची ही विनंती.

विद्यार्थ्याचे नाव	रोल नं	पाहीजे असलेले गुण	विषय प्रात्याक्षिक
1 AVINASH RAMPRASAD KUMRE	664122	27	भुगोल
2 MOHIT TILAKRAM MADAVI	664135	31	भुगोल



Aspeshantik
प्राचार्य
धनवटे नॅशनल कॉलेज
नागपूर

सहपत्र

१. Practical Exam of Suplimentary winter 2022 sheet

NOTE 9
AD CAMERA

10/01/2025 11:5

To,
The Principal
Dhnavate National College,
Congress Nagar,
Nagpur.

Sub:- Correction in the university
marksheet.

Resp. Sir,

I undersign was, appeared in winter
- 2023 examinations of B.Com I sem
(Theory Exam) of fundamental of
Accounting and Business Economics-I.
In the marksheet my marks was not
shown (absent)

So, I request to do needful
changes and correct my marksheet

(Roll no. 334381)

Thanking you!

Yours faithfully
Om Rajesh Tikke

REDMI NOTE 9

Om Rajesh Tikke

Shri Shri Education Society, Amravati's (Regd. No. F-51)
DHANWATE NATIONAL COLLEGE
 Congress Nagar, Nagpur.

College with Potential for Excellence (C.P.E.) by U.G.C. Delhi
 NAAC ACCREDITED - B+ GRADE, CGPA 2.53
 RECOMMEND CENTER FOR HIGHER LEARNING AND RESEARCH
 INSTITUTIONAL MEMBER OF ASIA PACIFIC QUALITY NETWORK, SHANGHAI

Dr. Parashram Babasaheb Deshmukh
 Founder President

Hon. Shri Harshwardhan P. Deshmukh
 President

Dr. Omraj S. Deshmukh
 M.Sc., Ph.D.
 Principal

प्रति,
 मा.सेवादाताक (परीक्षा व पुनर्मापन मंडळ)
 राष्ट्रीय तुकडीची मंडळान,
 मासपुस्तक विद्यापीठ, नागपूर.

No./DNC /
 Date: 24/06/24

विषय:- हिवाळी २०२३ इंग्रजीच्या परीक्षेच्या त्रुटी गुणाबाबत.

महोदय,

OM RAJESH TIDKE ह्या विद्यार्थ्याचे हिवाळी २०२३ Sem I B.Com FUNDAMENTAL OF ACCOUNTING व BUSINESS ECONOMICS I विषयाचे. फेर दिले परंतु त्रुटी गुण. रोल नं 334381 विद्यार्थ्याचे गुण ऑनलाईन अपलोड झालेले नाही तरी विद्यार्थ्याचे वित्त लक्षात घेता खालील प्रमाणे विषयाच्या गुणांच्या यादी मध्ये लिहून परत पाठविण्यात येत आहे. तरी हे गुण दिवकरून पुनर्पत्रिकेत दुसऱ्या करून देण्यात यावी. हि विनंती

EXAM NAME: Sem I B.Com
 Subject Name_ FUNDAMENTAL OF ACCOUNTING

क्र.	रोल नं.	नाव	त्रुटी गुण	विषय
१	334381	OM RAJESH TIDKE	33	FUNDAMENTAL OF ACCOUNTING

Subject Name_ BUSINESS ECONOMICS I

क्र.	रोल नं.	नाव	त्रुटी गुण	विषय
१	334381	OM RAJESH TIDKE	40	BUSINESS ECONOMICS I

10/77

Dhanwate National College
 Nagpur, M.P.

Phone: (0) (0712) 2422759, 2454193, Fax: (0712) 2454193
 E-mail: dhanwatanationalcollege@yahoo.com Website: http://dhanwatanationalcollege.com

To,
 The Principal
 Dhanwate National College,
 Congress Nagar,
 Nagpur.

Sub:- Correction in the university marksheet.

Resp. Sir,

I undersign was, appeared in winter -2023 examination of B.Com I Sem (Theory Exam) of Marathi and Commercial Firm. In the marksheet my marks was not shown (absent)

So, I request to do needful changes and correct my marksheet.

(Roll No 334780)

Thanking you !

Yours Faithfully
 S.A. Nirave
 Sudhenshu A. Nirave

REDMI NOTE 9
 AI QUAD CAMERA
 10/01/2025 12:51

SHRI SHIVAJI EDUCATION SOCIETY, AMRAVATI S (Regd. No. F. 197)
DHANWATE NATIONAL COLLEGE
 Congress Nagar, Nagpur.

College with Potential for Excellence (C.P.E.) By U.G.C. Delhi
 NAAC ACCREDITED 'B+' GRADE, CGPA 2.53
 RECOGNISED CENTER FOR HIGHER LEARNING AND RESEARCH
 INSTITUTIONAL MEMBER OF ASIA PACIFIC QUALITY NETWORK, SHANGHAI

Hon. Shri Hershwardhan P. Deshmukh
 President

Dr. Omraj S. Deshmukh
 M.Sc., Ph.D.
 Principal

प्रति,
 मा. विद्यालय (परीक्षा व मूल्यांकन मंडळ)
 राष्ट्रसंत तुकडोजी महाराज,
 नागपूर विद्यापीठ, नागपूर.

No./DNC / Adn-67/2024
 Date : 14/06/2024

विषय:- हिवाळी २०२३ कॉलेज लेवल वर झालेल्या परीक्षेच्या लेखी गुणाबाबत.

महोदय,

Mantahn Satish jankar हा विद्यार्थी आमच्या महाविद्यालयानुन रा.तु.म.नागपूर विद्यापीठाच्या हिवाळी २०२३ च्या कॉलेज लेवल वर झालेल्या BCom Sem v Ex Student म्हणुन परीक्षेत प्रथित झालेला होता त्याचा रोल नं 176135 आहे त्याचे परीक्षेचे प्रवेशपत्र महाविद्यालयाला उशिरा प्राप्त झालेले होते करीता हमीपत्र देण्यात येत आहे.

EXAM NAME: Sem 5 BCom
 Subject Name_ Business Finance

क्र.	रोल नं	नाव	लेखी गुण
३.	176135	mantahn Satish jankar	26

(Signature)
 Dr. S. S. Deshmukh
 Director Supervisor
 17/06/2024
 (176135)

Phone: (0) (0712) 2422759, 2454193, Fax: (0712) 2454193
 Email: dhanwatanationalcollege@yahoo.com Website: http://www.dhanwatanationalcollege.com

10/01/2025 12:00

To,
 The Principal
 Dhanwate National College
 Congress Nagar,
 Nagpur.

Subject :- correction in the University Marksheet.

Resp Sir,

I undersign was appeared in winter-2023 Examination of Bcom sem Vth (Theory Examination) But in the marksheet my marks was not shown (Absent)

So I request to do needful changes and correct my marksheet (Rollno 176135)

Thanking you!

Yours faithfully
(Signature)
 Mantahn Satish Jankar

10/01/2025 12:52

748755234

Shri Shivali Education Society, Amravati's (REGD. NO. F. 89)

DHANWATE NATIONAL COLLEGE

Congress NASIC, NASBIT
College with Potential for Excellence (C.P.E.) by U.G.C. Delhi
NAAC ACCREDITED - B+ GRADE, CGPA 2.53
RECOGNISED CENTRE FOR HIGHER LEARNING AND RESEARCH
INSTITUTIONAL MEMBER OF ASIA PACIFIC QUALITY NETWORK, SHANGHAI

Hon. Shri Harshwardhan P. Deshmukh
President

Dr. Omraj S. Deshmukh
M.Sc., Ph.D.
Principal

No./DNC / _____
Date : 04/06/24

पती,
मा.संवालय परीक्षा व सुव्यवधान मंडळ
राष्ट्रसंत तुकडोजी महाराज,
नागपूर विद्यापीठ, नागपूर.

विषय:- गुणपत्रिकेत सुधारणा करून देण्याबाबत.

महोदय,

आमच्या महाविद्यालयातील Sudhanshu Amol Ninawe हा विद्यार्थी हिवाळी २०२३ मध्ये झालेल्या बी.कॉम रोम १ विद्यार्थीगटच्या कॉलेज स्तरवर झालेल्या परीक्षेत प्रथम झालेला होता. परंतु त्याचा गुणपत्रिकेत Marathi & Commercial Firm विषयाचे अंर्गत गुण पाठवून सुध्दा Absent दर्शविल्यात आलेले आहे तसेच Sudhanshu Amol Ninawe विद्यार्थ्याचे नाव विद्यापीठाच्या ऑनलाईन यादी मध्ये उशिरा अपडेट झाल्याने मराठी विषयाचे लेखी गुण ऑनलाईन करता आले नाही करीत खालील प्रमाणे विद्यार्थीचे हित लक्षात घेता लवकरात लवकर गुणपत्रिकेत गुण सुधारणा करून देण्याचे करावे.

अ.क्र	विद्यार्थ्याचे नाव	विषय	अंर्गत गुण	लेखी गुण
१	Sudhanshu Amol Ninawe	Marathi	-	41
		Commercial Firms	20	-
	Roll no 334799			



 Dr. Omraj S. Deshmukh
 Principal
 Dhanwate National College
 Amravati

सहपत्र-
विद्यार्थ्यांची ऑनलाईन लेखी व अंर्गत गुण गुण यादी हिवाळी २०२३

Phone: (0) (0712) 2422759, 2454193, Fax: (0712) 2454193
E-mail: dhanwatanationalcollege@yahoo.com Website: http://dhanwatanationalcollege.com

Shri Shivali Education Society, Amravati's (REGD. NO. F. 89)

DHANWATE NATIONAL COLLEGE

Congress NASIC, NASBIT
College with Potential for Excellence (C.P.E.) by U.G.C. Delhi
NAAC ACCREDITED - B+ GRADE, CGPA 2.53
RECOGNISED CENTRE FOR HIGHER LEARNING AND RESEARCH
INSTITUTIONAL MEMBER OF ASIA PACIFIC QUALITY NETWORK, SHANGHAI

Hon. Shri Harshwardhan P. Deshmukh
President

Dr. Omraj S. Deshmukh
M.Sc., Ph.D.
Principal

No./DNC / _____
Date : 14/06/2024

पती,
मा.संवालय परीक्षा व सुव्यवधान मंडळ
राष्ट्रसंत तुकडोजी महाराज,
नागपूर विद्यापीठ, नागपूर.

विषय:- हिवाळी २०२३ कॉलेज लेवल वर झालेल्या परीक्षेच्या लेखी गुणाबाबत.

महोदय,

Mantahn Satish Janekar हा विद्यार्थी आमच्या महाविद्यालयातून ग.स.नागपूर विद्यापीठाच्या हिवाळी २०२३ च्या कॉलेज लेवल वर झालेल्या BCom Sem v Ex Student म्हणून परीक्षेत प्रथम झालेला होता त्याचा रोल नं 176135 आहे त्याचे परीक्षेचे प्रवेशात्र महाविद्यालयात उशिरा प्राप्त झालेले होते करीत रमीत देण्यात येत आहे.

EXAM NAME: Sem 5 BCom
Subject Name: Business Finance

अ.	रोल नं	नाम	लेखी गुण
3.	176135	mantahn Satish Janekar	26



 Dr. Omraj S. Deshmukh
 Principal
 Dhanwate National College
 Amravati

Phone: (0) (0712) 2422759, 2454193, Fax: (0712) 2454193
E-mail: dhanwatanationalcollege@yahoo.com Website: http://dhanwatanationalcollege.com