



INDIAN SOCIAL AND RESEARCH FOUNDATION, AKOLA'S
KALA MAHAVIDYALAYA MALKAPUR, AKOLA
(Accredited by NAAC with "B" Grade)

MIDC Phase 2, Near Railway Gate, Near V.H.B. Colony, Malkapur, Tq. Dist. Akola
Affiliated to S.G.B. Amravati University, Amravati

Email : arts.60@rediffmail.com
COLLEGE CODE : 231

Web : artscollegeakola.in
Mobile : 99236 36564 / 83808 54428

Hon. Dr. D. H. PUNDKAR
President

Dr. G. S. Pande
Principal

Letter No. :- A.C.M./ Q 12024

Date : 10/12/2024

NAAC DVV CLARIFICATIONS: CRIT V

5.1.4. The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.

1. Implementation of guidelines of statutory/regulatory bodies
2. Organization wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

HEI Input:

A. All of the above

DVV suggested Input:

B. 2 of the above

Change Input (Optional):

A. All of the above

B. 3 of the above

C. 2 of the above

D. 1 of the above

E. None of the above

DVV Clarifications:	HEI Response:
It is observed that HEI has not provided ample of evidences like attendance sheet, geo - tagged photos, circulars of awareness campaign for organization wide awareness campaigns for anti-sexual harassments and anti-ragging cases; It is also observed that HEI has not provided mechanism for submission of online complaints of students' grievances through Email.	Attendance sheet, geo - tagged photos, circulars of awareness campaign for organization wide awareness campaigns for anti-sexual harassments and anti-ragging cases is provided. Mechanism for submission of online complaints of students' grievances through Email is provided.

List of Documents Uploaded:

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G. S. Pande

Principal,

**Kala Mahavidyalaya,
Malkapur, Akola (MH)**



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Principal

Letter No. :- A.C.M./ 8 /

Date : 30 / 11 / 2024

Declaration

This is to declare that the information report, true copies, numerical data etc furnished in this file as supporting documents is verified by IQAC and found correct.

G.S. Pande
Principal,
Kala Mahavidyalaya,
Malkapur, Akola (MH)



Attendance Sheet

Kala Mahavidyalay Malkapur Akola
women Empowerment Workshop
Attendance sheet

Students Name	Signature
Rohit varghet	R. Varghet.
Abhay motekar	<u>Abhay Motekar</u>
Puja Jagtap	P. Jagtap
Ratna manKare	<u>R. ManKare</u>
Ratna manKare	R. manKare.
Madhuri kakt	<u>M. kakt</u>
Maya dabokar	M. dabokar.
Monika Pawar	M. Pawar
Shubhangi Tac	S. Tac
Chandrashekhar jamunic	C. jamunic
Shweta Chaudhari	<u>Shweta Chaudhari</u>
Priya Sonone	P. sonone.
Rupali Lande	R. Lande.

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Principal,
Kala Mahavidyalaya,
Malkapur, Akola (MH)

Kala Mahavidyalay Malkapur Akola

Workshop on Child Rights 1098

Attendance sheet

No.	Students Name	Signature
1	Ankita Bal Krishna	ABK
2	Prashant kamalkar	P. Kamalkar
3	Prasad dokhne	P. Dokhne
4	Rishikesh kavle	R. Kavle
5	Satyam Ingoli	S. Ingoli
6	Mangesh Adagle	M. Adagle
7	Jayshri gavande	J. Gavande
8	Pallavi Upadhye	P. Upadhye
9	Chetan munge	C. Munge
10	Rani gawande	R. Gawande
11	Vaishnavi Hage	V. Hage
12	Shubhangi surwade	S. Surwade
13	Swati mule	S. Mule

G. S. Pande
Principal,
Kala Mahavidyalaya,
Malkapur Akola (***).

Kala Mahavidyalay Malkapur Akola

Damini Pathak guidance

Attendance sheet

Si.No	Students Name	Signature
1	Anuradha korde	A. korde .
2	Vidya kude	V. Kude
3	Komal Pradhan	K. Pradhan .
4	Jay Shri Shirsat	J. Shirsat .
5	Shubhangi surwade	S. Surwade .
6	Chandrashekhar Jamni	Ch. Jamni
7	Akshay ingale	A. Ingale
8	Swati Jagtap	S. Jagtap .
9	Puja Jagtap	P. Jagtap
10	Monica Pawar	M. Pawar
11	Pratiksha Gauri	P. Gauri
12	Pawan Raut	P. Raut
13	Swapnil Gaikwad	S. Gaikwad .
14	Ajay bodhade	A. bodhade

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Anti- Ragging Poster on Institute website:

<https://artscollegeakola.in/CWM/1733391667.pdf>

<https://artscollegeakola.in/CWM/1733391993.pdf>

Geo- tag Photos



Pink Constable (Damini Pathak) guidance to girls students



Women Empowerment GEOTAG PHOTOS



Latitude: 20.680334
Longitude: 77.037069
Altitude: 247.1±19 m
Accuracy: 20.0 m
Time: 12-09-2023 16:23

Note: woman Empowerment Programme

Powered by NoteCam



Latitude: 20.680351
Longitude: 77.037081
Elevation: 311.76±19 m
Accuracy: 30.2 m
Time: 12-09-2023 16:22

Note: temple extension activity

Powered by NoteCam



One Day Workshop on Women Empowerment Facebook Live link:

<https://www.facebook.com/share/v/127moLfHqYV/>

Circular of Awareness Campaign

KALA MAHAVIDYALAYA MALKAPUR, AKOLA Circulars of awareness campaign

An Anti-Ragging policy within a Sexual Harassment Committee should clearly define acts constituting ragging, especially when they have a sexual undertone, establish reporting procedures, outline disciplinary actions for perpetrators, and prioritize awareness campaigns to educate students about appropriate behavior, all while ensuring a supportive environment for victims to come forward without fear of retaliation; key points include: defining ragging with a focus on sexual harassment, clear reporting mechanisms, swift disciplinary action, and robust awareness programs;

Key elements of an Anti-Ragging policy for a Sexual Harassment Committee:

Definition of Ragging:

Any act, whether verbal, physical, or through electronic means, that is intended to cause mental or physical discomfort, humiliation, or fear to a student, particularly with sexual overtones, including:

Sexually suggestive comments or gestures

Unwanted physical contact

Demanding sexual favors

Circulating sexually explicit content about a student

Intrusive questioning about personal life with sexual implications

Forcing a student to engage in sexualized activities

Here are some guidelines for sexual harassment prevention committees:

Complaint time

A complaint of sexual harassment can be made within three months of the incident, or within three months of the last incident in a series of incidents. The committee may extend the time limit in special circumstances.

Complaint process

A woman can make a written complaint to the internal committee. If the woman is unable to make a complaint, her legal heirs or another person can make it on her behalf.



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Committee composition

The committee should have at least four members, with at least half of the members being women. One member should be from a non-governmental organization or an association that supports women's causes. Another member should be familiar with sexual harassment issues.

Committee responsibilities

The committee should ensure that the workplace is free from sexual harassment. It should also provide information about sexual harassment and address complaints.

Conciliation

The committee can try to resolve the matter through conciliation before starting an inquiry. If the committee and the parties involved reach a settlement, the committee should record it and forward it to the employer.

Inquiry

If conciliation is not successful, the committee should conduct an inquiry. The committee should follow the principles of natural justice during the inquiry.

Employer action

If the respondent is found responsible, the employer can take action against them. This could include taking action for sexual harassment as misconduct, or deducting money from the respondent's salary and paying it to the victim.

Reporting Procedures:

Designated reporting channels:

Clearly identify the committee members and contact details where complaints can be submitted, including a confidential reporting mechanism.

Written complaint:

Encourage victims to file a detailed written complaint outlining the incident, date, time, location, names of witnesses, and any evidence available.

Immediate action:

Upon receiving a complaint, the committee must initiate a prompt investigation, ensuring the safety and privacy of the complainant.



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Principal,
Kala Mahavidyalaya,
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Investigation and Disciplinary Actions:

Fair and impartial investigation:

Conduct a thorough investigation by gathering evidence, interviewing witnesses, and providing the accused with an opportunity to respond.

Disciplinary measures:

Depending on the severity of the offense, potential punishments may include:

Warning

Suspension from classes

Expulsion from the institution

Mandatory counseling

Reporting to law enforcement if the act constitutes a criminal offense

Awareness and Prevention:

Orientation sessions:

Conduct regular awareness programs for all students at the beginning of each academic year to educate them about the definition of ragging, especially in relation to sexual harassment, and reporting procedures.

Student sensitization workshops:

Organize workshops with student leaders and faculty members to actively promote a culture of respect and non-tolerance for ragging.

Anti-ragging campaigns:

Utilize posters, social media, and other communication channels to spread awareness about the anti-ragging policy and consequences of violating it.

Important Considerations:

Confidentiality:

Maintain strict confidentiality throughout the investigation process to protect the privacy of the victim and witnesses.

Support for victims:



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Principal,
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Provide necessary counseling and support services to victims of ragging, including access to legal advice if required.

Regular review and updates:

Periodically review and update the anti-ragging policy based on evolving needs and feedback from students and stakeholders.



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Principal,
Kala Mahavidyalaya,
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Mechanism for submission of online complaints of students' grievances through Email

KALA MAHAVIDYALAY MALKAPUR, AKOLA
COLLAGE CODE 231

Help Line : Email id- arts.60@rediffmail.com

Help Line Whats App No. 9028645297 Anti Ragging Committee, Women's Grievance Redressal Com.	Help Line Whats App No. 8668436767 Sexual Harassment Prevention Cell
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Principal Dr. Gitali Pande Kala Mahavidyalay Malkapur, Akola	- Coordinator - Dr. Dipali Gawande Anti Ragging Committee, Women's Grievance Redressal Committee	- Coordinator - Assi.Prof.Vandana Deshmukh Sexual Harassment Prevention Cell
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GPS Map Camera

Google

Akola, Maharashtra, India
D/2/461, Gorakshan Rd, Sahakar Nagar, Akola,
Maharashtra 444004, India
Lat 20.686341° Long 77.025156°
06/12/24 12:41 PM GMT +05:30