



ANAND NIKETAN COLLEGE OF AGRICULTURE, WARORA

INTERNAL COMPLAINT COMMITTEE/VISHAKHA COMMITTEE

Vishakha Committee:

The University Grants Commission (UGC) in India mandates the formation of an Internal Complaints Committee (ICC) to address and prevent sexual harassment in educational institutions, as per the legal framework provided by the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**. This act was enacted to provide a safe and harassment-free environment for women in the workplace, including educational institutions. Under this act, our institution has established an ICC, referred to as the "Vishakha Committee."

Key Roles and Objectives:

1. Prevention of Sexual Harassment:

- To create awareness and educate students/staff of the institution about what constitutes sexual harassment and its consequences.
- To establish proactive measures for preventing sexual harassment, such as conducting awareness programs, workshops, and sensitization training.

2. Complaint Handling:

- To provide a safe platform for individuals to report incidents of sexual harassment.
- To ensure a fair and transparent process for handling complaints, including conducting impartial investigations.

3. Disciplinary Action:

- To recommend appropriate disciplinary actions against the perpetrator when a complaint is substantiated, ensuring that the institution takes strong measures to deter future incidents.

4. Awareness and Education:

- To raise awareness about the institution's policies, procedures, and mechanisms for reporting sexual harassment.
- To foster a culture of respect, equality, and gender sensitivity among all members of the educational institute.

5. Compliance and Documentation:

- To maintain accurate records time to time of all complaints, investigations, and actions taken, ensuring compliance with legal requirements and institutional policies.

6. Periodic Review and Improvement:

- To periodically review and update the anti-sexual harassment policy and procedures in line with changing legal requirements and evolving best practices.
- To continuously improve the effectiveness of the ICC through feedback and evaluation.

7. Reporting to Authorities:

- To report serious incidents of sexual harassment to the appropriate legal authorities, as required by law.

8. Confidentiality:

- To ensure the utmost confidentiality in all proceedings related to sexual harassment complaints, protecting the privacy of both the complainant and the accused.

9. Outreach and Engagement:

- To actively engage with the educational community to encourage open dialogues about sexual harassment and promote a culture of zero tolerance for such behavior.

The Internal Complaint Committee/Vishakha Committee at our institute plays a vital role in creating a safe, respectful, and harassment-free environment for students, faculty, and staff. By adhering to these goals and objectives, the ICC/Vishakha Committee can help in addressing and preventing incidents of sexual harassment and fostering a culture of equality and respect within the institution.

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As per provision of Section 4th of Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The following Institute Level Vishakha Committee/ Internal Complaint Committee has been constituted to combat sexual harassment and fostering a culture of equality and respect within the institution for academic year 2022-23.

Sr. No.	Name	Position	Mobile No.
	Dr. Ashwini A. Mankar Assistant Professor of Agril. Botany	In-charge	9049218959
	Mrs. Mili G. Pusdekar Assistant Professor of Horticulture	Internal Member	9158984464
	Mrs. Jyoti K. Shrirao Asso. Professor (CAS) of Physical Education	Internal Member	7448168972
	Shri. R. H. Rahate Assistant Professor of Agril. Engineering	Internal Member	9423054601
	Dr. M. G. Jogi Assistant Professor of Plant Pathology	Internal Member	8830787161
	Dr. M. N. Patond Assistant Professor of Animal husbandry & Dairy Science	Internal Member	8379982225
	Mrs. Ashwini P. Dawande Accountant	Internal Member	9423054601
	Ku. Mayuri Muggidwar Social Worker (NGO)	External Member	8830787161/8857094607
	Mrs. Sarika P. Bawane Advocate	External Member	8379982225
	Ku. Vaishnavi Gahane (I Year)	Student Representative	--
	Ku. Vaishnavi Korde (II Year)	Student Representative	--
	Ku. Devashree Rathod III Year)	Student Representative	--
	Ku. Tanvi Kolte IV Year)	Student Representative	--





