



Vasundhara Bahuddeshiya Samajik Sanstha's
SIDDHIVINAYAK TECHNICAL CAMPUS
Approved by AICTE New Delhi and DTE Mumbai.
Affiliated to SGBAU Amravati & MSBTE Mumbai.

Khamgaon Road, Shegaon, Pin: 444203, Maharashtra, India
Phone: 8080977719, 9131386242. Web: stc.org.in, Email: stc.shegaon@stc.org.in



Session 2023-2024

Criterion 7 – Institutional Values and Best Practices

Key Indicator - 7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year.

Sr. No.	Information	Page No.
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Specific facilities provided for women in terms of:

a. Safety and security

Safety and Security Measures in the Campus:-

- At the Entrance of college strictly checking should be done of all persons.
- All staffs and students wear uniform and identity card in college campus.
- Adequate numbers of security guards are present 24×7 in campus.
- There are 54 CCTV cameras are present at different locations in campus.
- All floors, laboratories, workshop, lift, library of institute equipped with fire extinguishers.
- Institute provide the transport facility for all the students with proper pick up and drop point.
- At the time of late night events there also has institute provide transportation for girls.
- Different committees for students welfare and there security are designed like Anti Ragging Committee by the institutes.

➤ CCTV:-

24 hours working CCTV Surveillance system is present in the Institute. Female staff, students feels that they are secure at all the time in the campus.





CCTV

CCTV Bills:-

Original Copy

TIN : 27120275847V

<< TAX INVOICE >>
J J COMPUTERS
 9, Mahavir Market, Opp. HDFC Bank, Khamgaon - 444303
 Dist - Buldhana Mob. No 9422324902, 9422881764, Offic No 07263- 258814
 Tel. : 07263-258814 email : ejjcomputers@gmail.com

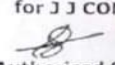
Party Details : Siddhivinayak Technical Campus KHAMGAON	Invoice No. : JJ/16-17/127 Dated : 13-05-2016 DELIVERY BY : Hand
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Party TIN :

S.N.	Description of Goods	Qty.	Unit	Price	Amount()
1.	Digilink Schneider Cat 6 Cabel	3.00	Metre	5,700.00	17,100.00
2.	Hikvision IP Cam DS -2CD2110F-I 577044527, 577044615, 577044661, 577044829, 577044956, 577044964, 577044975, 577045063, 577045111, 577045277, 577045387, 577045814, 577045899, 577045905, 577045386	16.00	Pcs.	4,750.00	76,000.00
3.	HIKVISION IP DS-2CD2010F-I 6MM LENS 507717854 530482623, 536443675	5.00	Pcs.	5,400.00	27,000.00
4.	NETRACK 4U/400 RACK	1.00	Units	3,600.00	3,600.00
5.	D-LINK DGS-1024C 24 Port GIGA Q5831FA004789	1.00	Pcs.	5,750.00	5,750.00
6.	HIKVISION NVR DS-7632NI-E2 559453744	1.00	Pcs.	14,500.00	14,500.00
7.	Dom Stand	16.00	Pcs.	200.00	3,200.00
8.	WD 3 TB PURPLE AV Wcc4n5hr9stI	1.00	Pcs.	7,850.00	7,850.00
9.	D-link RJ 45 Jack	44.00	Pcs.	8.00	352.00
10.	ERD ADAPTOR SMPS 12V LP 116 IT D45	1.00	Pcs.	1,550.00	1,550.00
	ERD LPP POWER SUPPLY 8 Channel	1.00	Pcs.	850.00	850.00
Totals c/o					1,57,752.00

DECLARATION

I/We hereby certify that our registration certificate under the Maharashtra Value Added Tax Act, 2002 is in force on the date on which the sales of the goods specified in this 'Tax Invoice' is made by me/us and that the transaction of sale covered by this 'Tax Invoice' has been effected by me/us and it shall be accounted for in the turnover of sales while filing of return and the due tax, if any, payable on the sale has been paid or shall be paid.

Terms & Conditions E & O.E. 1. Goods once sold will not be taken back. 2. Interest @ 18% p.a. will be charged if the payment is not made within the stipulated time. 3. Subject to 'Maharashtra' Jurisdiction only.	Receiver's Signature : <div style="text-align: right;"> for J J COMPUTERS  Authorised Signatory </div>
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TIN : 27120275847V

Original Copy

<< TAX INVOICE >>

J J COMPUTERS

B Naveen Market, Opp. HDPC Bank, Khamgaon - 444303

Dist - Buidhana Mob. No 9422324932, 9422881764

Tel. : 07263-258814 email : jjcomputers@gmail.com

Party Details :SANSKAR INTERACTIVE LEARNING SYSTEM
KHAMGAON

Invoice No. : JJ/15-16/1182

Dated : 20-02-2016

Party TIN

S.N.	Description of Goods	Qty.	Unit	Price	Amount(₹)
1.	Hikvision Dom De-2CE16CCT-ITF S487380997 S48732434 S48732431 S48732447 S48732435 S48732431 S48732440 S48732431	8.00	Pcs.	2,100.00	16,800.00
2.	Hikvision DS-2CE16CCT-ITF SMM 8 S48732435 S48732435 S48732431 S48732435 S48732435 S48732431	8.00	Pcs.	2,850.00	22,800.00
3.	BVC	32.00	Pcs.	30.00	960.00
4.	DC PIN CONNECTOR WIRED SET	16.00	Pcs.	30.00	320.00
5.	Dom Stand	5.00	Pcs.	150.00	750.00
6.	Hikvision DS-7216-HDR-E1 S48732435	1.00	Units	14,900.00	14,900.00
7.	ERD ADAPTOR SMP8 12V 1P 116.1T D45	1.00	Pcs.	2,000.00	2,000.00
8.	TOSHIBA 3 TB AV-HDD 100 Purple 5.25 inch 11.5mm 120	1.00	Pcs.	7,500.00	7,500.00
9.	6 U RACK With Accessories	1.00	Units	5,500.00	5,500.00
10.	Catelever Train	1.00	Pcs.	400.00	400.00
Add : VAT				Total	71,930.00
				@ 12.50 %	7,550.00
Add : VAT				Total	79,480.00
				@ 5.00 %	575.50
Totals c/o					80,056.50

DECLARATION

I/We hereby certify that our registration certificate under the Maharashtra Value Added Tax Act, 2002 is in force on the date on which the sale of the goods specified in this Tax Invoice is made by me/us and that the transaction or sale covered by this Tax Invoice has been effected by me/us and it shall be accounted for in the turnover of sales while filing of return and the tax, if any, payable on the sale has been paid or shall be paid.

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3. Subject to Maharashtra Jurisdiction only.

Receiver's Signature :

J J COMPUTERS
Authorized Signatory

TIN : 27661226053V

<< TAX INVOICE >>
M/S J J COMPUTERS

Original Copy
CST No. : 27661226053C

9, Mahavir Market, Infront Of HDFC BANK, KHAMGAON 444303(MS)
Dist. Buldhana PHON NO -07263-258814 9422881764, 9422324902
Tel. : 07263-258814 email : ejjcomputers@gmail.com

Party Details :
STC SCHOOL OF POLYTECHNIC & RESEARCH TECH
KHAMGAON

Invoice No. : JJ/16-17/445
Dated : 31-12-2016
DELIVERY BY :

Party TIN :

S.N.	Description of Goods	Qty.	Unit	Price	Amount()
1.	HIKVISION NVR DS-7632NI-E2 667365431	1.00	Pcs.	14,500.00	14,500.00
2.	HIKVISION IP DS-2CD2010F-I 6MM LENS 650088940, 650089215, 650089742	3.00	Pcs.	5,200.00	15,600.00
3.	HIKVISION DS-2CD2110F-I 1.3 2.8MM 670858611, 670858626, 670858639, 670858641, 670858672, 670858710, 670858727, 670858813, 670858938, 670859206, 670859472, 670859475, 670859487, 670859522, 670859592, 670859664, 670859703, 670859707, 670858975, 683714638, 683714643	21.00	Pcs.	4,550.00	95,550.00
4.	Elet. Fitting	30.00	Units	400.00	12,000.00
5.	Elet. Fitting	15.00	Units	400.00	6,000.00
6.	TOSHIBA HDD AV 4 TB Y607KM7DFMYB	1.00	Pcs.	9,700.00	9,700.00
7.	CANTILIVER TRAY	2.00	Pcs.	270.00	540.00
8.	CONVERTER HDMI CUPLER CONVERTER	1.00	Pcs.	125.00	125.00
Total					1,54,015.00
Add : VAT				@ 13.50 %	17,035.65
Add : VAT				@ 6.00 %	589.50
Totals c/o					1,71,640.15

DECLARATION

I/We hereby certify that our registration certificate under the Maharashtra Value Added Tax Act, 2002 is in force on the date on which the sales of the goods specified in this 'Tax Invoice' is made by me/us and that the transaction of sale covered by this 'Tax Invoice' has been effected by me/us and it shall be accounted for in the turnover of sales while filing of return and the due tax, if any, payable on the sale has been paid or shall be paid.

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E & O.E.

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3. Subject to 'Maharashtra' Jurisdiction only.

Receiver's Signature :

for M/S J J COMPUTERS

Authorised Signatory

➤ **Security Guards and Security Guard office :-**

The Institute has strong security personnel placed in the campus to make secure entry.



Complaint Box for Women:-

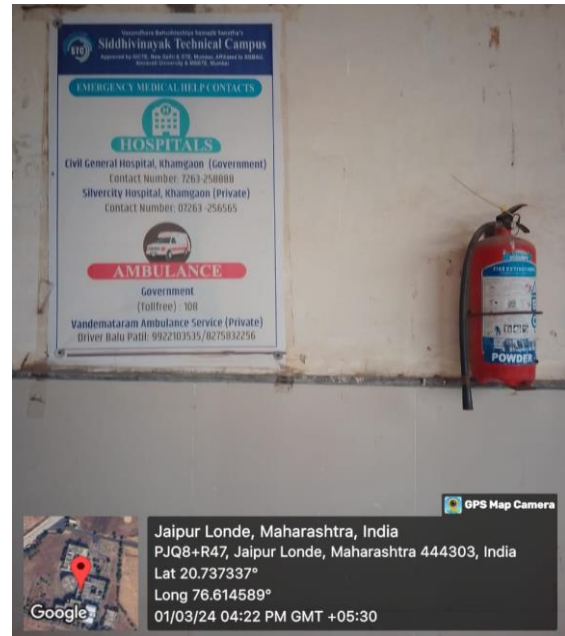
Institute has complaint box for women staff and students.



Complaint Box

➤ **Fire Extinguishers:-**

All floors, laboratories, workshop, lift, library of institute equipped with fire extinguishers.

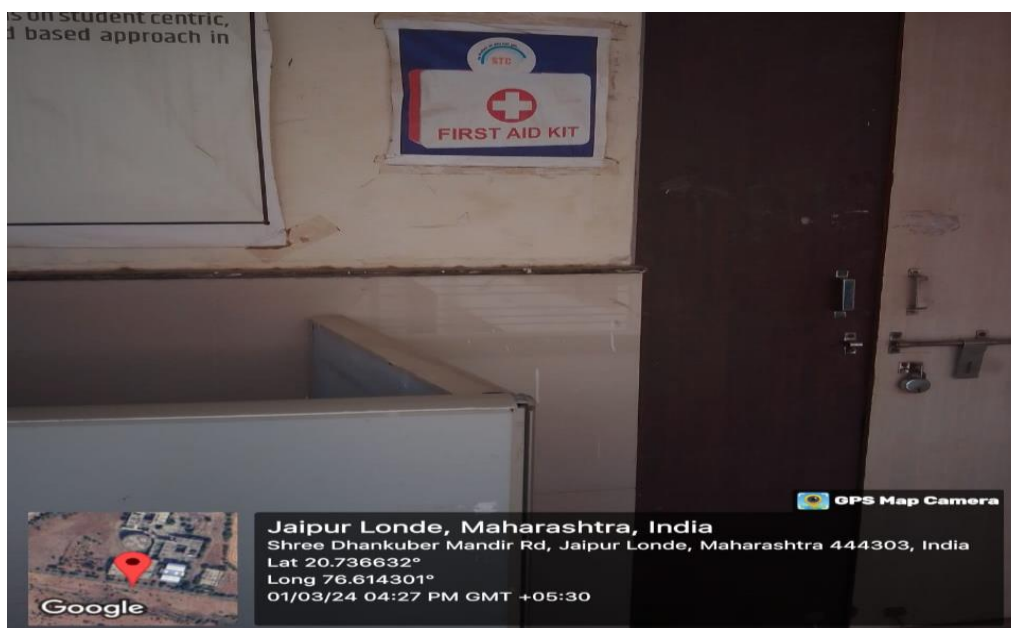


Fire Extinguisher

b. Counseling and First Aid Room:-

The main purpose and objective of the counselling is to help the student to help himself and develop themselves to achieve their goals, academic, career, and personal/social development.

- Mentor Mentee scheme is developed by institute for counselling the students.
- Each student (Mentee) gets allotted by Mentor (Faculty) for a year that takes care of students.
- Any type of issue who faced by mentee is trying to solve by their mentor and provide the solution for it.
- Institute formed the different cells for discussing students issues like Women Grievance cell, Internal Complaint Committee, Common Grievance Cell, etc.
- Online Grievance portal also available.



Doctors Appointment Letter:-


vasundhara
Bahuddeshiya Samajik Sanstha

Ref.No. VBSS/Off.Order/350/2022
Date: 22/09/2022

OFFICE ORDER

To,
Dr. Prashant Kawadakar,
Prasanna Hospital, Tantranagar,
Khamgaon.

Subject: Your appointment as a medical counselor at Vasundhara Bahuddeshiya Samajik Sanstha's Siddhivinayak Technical Campus, Shegaon Road, Shirasgaon Nile, Tq. Shegaon

Respected Sir,

As per our discussion the management has decided to appoint you as a medical counselor for **Vasundhara Bahuddeshiya Samajik Sanstha's Siddhivinayak Technical Campus**. Your services will be required for our students as and when needed.

The following arrangements will be made at the college premises:

1. First Aid room with bed
2. First Aid kit
3. Medical equipment


Chairman
Vasundhara Bahuddeshiya Samajik Sanstha's
Khamgaon Dist. Buldana

*Received
e. Manis
G. B. M.*

Office - 'Sanskar Dnyanpeeth', Adarsh Nagar, Shegaon Road, Khamgaon. 444 303 Dist Buldana (M.S.)
Ph. 07263- 258222. email - vasundhara.foundation@gmail.com

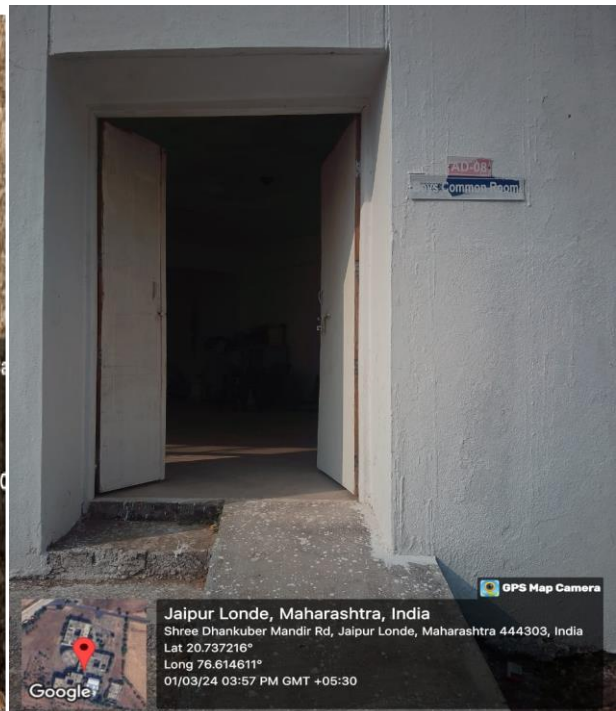
c. Common Rooms

1. Separate girls' common room is available.
2. The required facilities also available in common room like bed, first aid box, washroom, etc.
3. Vending machine for sanitary napkins is available in common room.

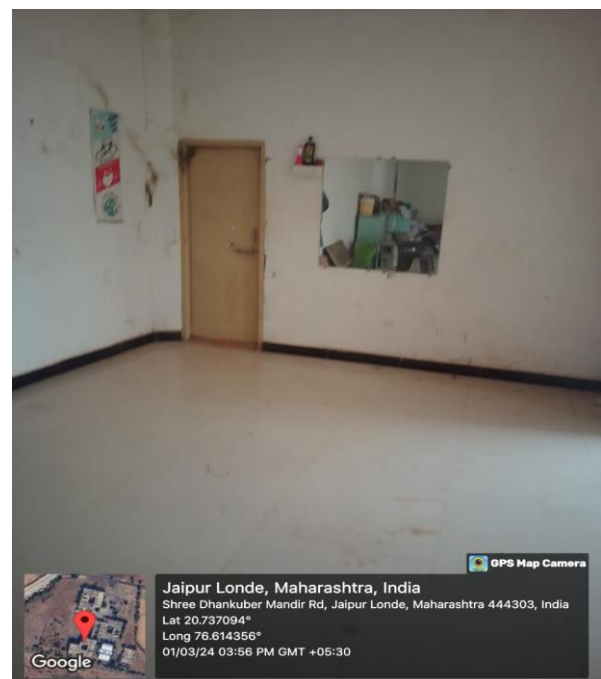
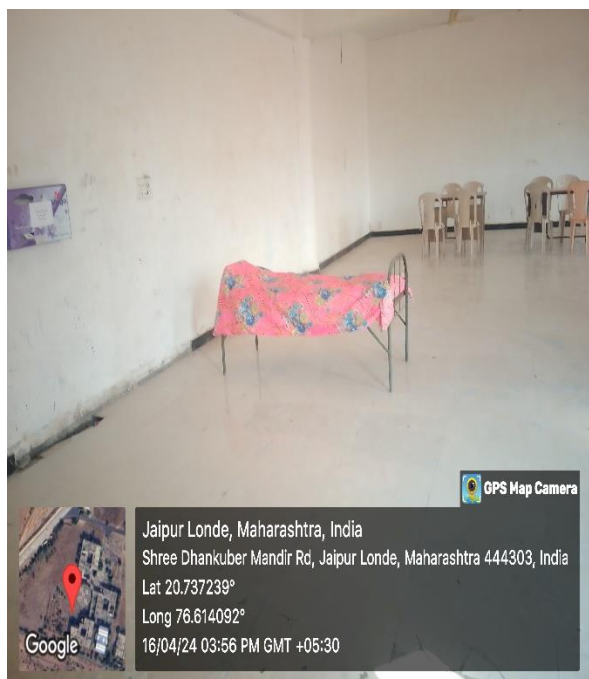




Girls Common Room



Boys Common Room





Girls Common Room



Sanitary Pad Vending Machine



Vasundhara Rohuddeshiya Samajik Sanstha's

Siddhivinayak Technical Campus

School of Engineering & Research Technology

Approved by AICTE, DTE Mumbai & Affiliated to SGBAU Amravati



Ref.No.STC/SERT/Samruddhi Est/Solapur/4462./2017

Date: 21/02/2017

To
Samruddhi Enterprises,
F-2 Garuprabha Appartment,
Damani Nagar
Solapur 413001.

Subject: Purchase order for Manual Napkin Vending Machine.

Dear Sir,

With reference to your quotation we would like to place an order of Manual Napkin Vending Machine with unit rate of 10,000/- Rs. in 1 quantity.

Please dispatch the above said material at the earliest. Payments for the same will be given as per the terms and conditions finalized.

Thanks & Regards.

Principal

Principal

STC School of Engineering &
Research Technology
Shegaon Road, Khambgaon 444 303

2. Curricular and Co-curricular activities Information:-

Various curricular and co-curricular activities are organized every year by the institute like in co-curricular: program on gender equality in institutions and to motivate girl students, music competition for girls, Women's Day celebration, Yoga Day celebration, Savitribai Phule Jayanti, etc. and in curricular activities: Values and Ethics (4ETC05) subject is allocated in the semester for promotion of gender equity.

➤ **In curricular activities:** Values and Ethics (4ETC05) and professional Ethics and management 8KS02 subject is allocated in the semester for promotion of gender equity.

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2020 - PART TWO - 262

Subject: Values & Ethics		L
Unit-1	Course Introduction – Need, Basic Guidelines, Content and Process for Value Education Purpose and motivation for the course, recapitulation from Universal Human Values-I, Self-Exploration—what is it? ■ Its content and process; 'Natural Acceptance' and Experiential Validations the process for self-exploration, Continuous Happiness and Prosperity- A look at basic Human Aspirations, Right understanding, Relationship and Physical Facility- the basic requirements for fulfilment of aspirations of every human being with their correct priority, Understanding Happiness and Prosperity correctly- A critical appraisal of the current scenario, Method to fulfil the above human aspirations: understanding and living in harmony at various levels.	06
Unit-2	Understanding Harmony in the Human Being – Harmony in Myself Understanding human being as a co-existence of the sentient 'I' and the material 'Body', Understanding the needs of Self ('I') and 'Body' - happiness and physical facility, Understanding the Body as an instrument of 'I' (I being the doer, seer and enjoyer), Understanding the characteristics and activities of 'I' and harmony in 'I', Understanding the harmony of I with the Body: Sanyam and Health; correct appraisal of Physical needs, meaning of Prosperity.	06
Unit-3	Understanding Harmony in the Family and Society- Harmony in Human-Human Relationship Understanding values in human-human relationship; meaning of Justice (nine universal values in relationships) and program for its fulfilment to ensure mutual happiness; Trust and Respect as the foundational values of relationship, Understanding the meaning of Trust; Difference between intention and competence, Understanding the meaning of Respect, Difference between respect and differentiation; the other salient values in relationship Incorporating Universal Human Values in Technical Education (An AICTE Initiative), Understanding the harmony in the society (society being an extension of family): Resolution, Prosperity, fearlessness (trust) and co-existence as comprehensive Human Goals.	06
Unit-4	Understanding Harmony in the Nature and Existence - Whole existence as Coexistence Understanding the harmony in the Nature, Interconnectedness, and mutual fulfilment among the four orders of nature- recyclability and self-regulation in nature, Understanding Existence as Co-existence of mutually interacting units in all-pervasive space, Holistic perception of harmony at all levels of existence.	06
Unit-5	Implications of the above Holistic Understanding of Harmony on Professional Ethics Natural acceptance of human values, Definitiveness of Ethical Human Conduct, Basis for Humanistic Education, Humanistic Constitution and Humanistic Universal Order, Competence in professional ethics: a) Ability to utilize the professional competence for augmenting universal human order b) Ability to identify the scope and characteristics of people friendly and eco-friendly production systems, c) Ability to identify and develop appropriate technologies and management patterns for above production systems.	06
Unit-6	Case studies of typical holistic technologies, management models and production systems, Strategy for transition from the present state to Universal Human Order: a) At the level of individual: as socially and ecologically responsible engineers, technologists and managers b) At the level of society: as mutually enriching institutions and organizations. (6 Hrs) Note: Include practice Exercises and Case Studies will be taken up in Practice (tutorial) Sessions eg. to discuss the conduct as an engineer or scientist etc.	06
Total		36

8KS02 Professional Ethics and Management (L-3, T-0, C-3)

Course Objectives: Throughout the course, students will be expected to demonstrate their understanding of Professional Ethics and Management by being able to do each of the following:

- To enable the students to create an awareness of engineering and professional ethics
- To instill moral, social values and appreciate the rights of others
- To regulate the student's behavior in a professional environment
- To conscious about the impact of non-ethical engineering decisions
- To comprehend 'mind and desire control' needs for being ethical

Course Outcomes (Expected Outcomes): On completion of the course, the students will be able to

1. Relate ethical and non-ethical situations
2. Outline ethics in the society & environment
3. Examine the moral judgment & correlate the concepts in addressing the ethical dilemmas
4. Identify risk and safety measures in various engineering fields
5. Justify ethical issues related to engineering responsibilities and rights
6. Synthesize cognitive skills in solving social problems

Unit I: Introduction to Ethics

Hours:07

Senses of Engineering and professional ethics, Engineering profession & its view, Ethical issues for engineers, distinction between ethics, morals and laws, opinions vs. judgments, Ethical theories: utilitarianism, duty, right, virtue; Cost-benefit analysis in engineering, McCuen's ethical dimensions, IEEE: Code of conducts & Code of ethics

Unit II: Professional Practices in Engineering

Hours:07

Professional attributes, Difference in engineering and other professions; Ethical dilemma: right-wrong or better-worse; Code of ethics for engineers in India: need and its roles; abuse of codes, ethical relativism, well-being and profession, Ethics as Design - Doing Justice to Moral Problems, Kohlberg's theory – Gilligan's theory

Unit III: Central Professional Responsibilities of Engineers

Hours:07

Confidentiality and Proprietary Information, Conflict of interest, Competitive bidding, rights of Engineers: fundamental, professional conscience, conscientious refusal, professional recognition, employee, privacy; types of conflict of interest, avoiding conflict of interest, competitive bidding, situations for conflict of interest, ethical corporate climate & its features

Unit IV: Intellectual Property Rights and Ethics

Hours:07

Patent: IP chain of activities, IP as intangible property, protection offered by patent, right of patent owner; Trademarks (TM): purpose, what can be registered under trademark, categories of

TM, industrial design, geographical indications; Copyright & related rights: advances in technology and copyright, benefits, World IP organization, TRIPS & WTO

Unit V: Computers, Software and Digital Information

Hours:07

Emergence of Computer ethics, issues in Computer ethics: distribution of power issues, property issues, issues of privacy, professional issues, Computer crimes, Computer Software and Digital Information: Characteristics of digital information, s/w as IP, and challenges in information age, IEEE code of conduct and code of ethics

Unit VI: Responsibilities and Management

Hours:07

Responsibility for the Environment, Engineering as Social Experimentation, Safety and Risk management, IT Professional relationship management with: Employers, Clients, Suppliers, IT Users, other professionals, and society at large

Text Books:

1. Prof. Susmita Mukhopadhyay, 'Ethics in Engineering Practice' IIT Kharagpur
2. Mike Martin and Roland Schinzinger, 'Ethics in Engineering', Tata McGraw Hill, New York, 2005

Reference Books:

1. Charles E. Harris, Michael S. Pritchard and Michael J. Rabins, 'Engineering Ethics – Concepts and Cases', Cengage Learning, 2009 & Thompson Learning, 2000
2. Govindarajan M., Natarajan, 'Engineering Ethics', Prentice Hall of India, New Delhi, 2004
3. Stephen Byars, 'Business Ethics', USC Marshall School of Business Kurt Stanberry, University of Houston (<https://openstax.org/details/books/business-ethics>)

Sr. No.	Title of the programme	Date and Duration (from-to)	Total
1	Savitribai Phule Jayanti	Date: 03/01/2024 Time: 12:30 pm to 02:30 pm	26
2	Birth Anniversary of Rajmata Jijau And Swami Vivekanand	Date: 12/01/2024 Time: 02:00 pm to 05:00 pm	32
3	International Yoga Day	Date: 10/02/2024 Time: 01:00 am to 12:30 pm	25
4	Women's Day	Date: 08/03/2024 Time: 02:20 pm to 05:00 pm	25



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 Phone: 07263-220333, 8261891854. Web: stc.org.in, Email: stc.shegaon@stc.org.in



Title	Savitribai Phule Jayanti		
Organized by	National Service Scheme Department		
Academic Year	2023-2024	Program Type	Guest Lecture
Start Date	03 Jan 2024	End Date	03 Jan 2024
Program Theme	Savitribai Phule Jayanti Celebration		
No. of Students Participated	26	No. of Faculty Participated	26
No. of External Participants	-	Mode of Session	Offline
Objective	To Guide on Womens Health		
Benefits in terms of Learning/ Skill/ Knowledge Obtained	A large number of girls Students , women professors and women non-teaching staff of the college understood the womens health problems and solution of it.		
Professional speaker / Expert Member	Dr.Shubhangi Patil and Dr. Minal Jagde		
Description	<p>Savitribai Phule Jayanti was celebrated with enthusiasm on January 03, 2023. The program was started by worshipping the image of Savitribai Phule and lighting the lamp by Principal of Engineering College Dr. Anant G. Kulkarni, Principal of Polytechnic Colleges Priti A. Dr. Chopde and the programs were specially invited as presence. Dr.Shubhangi Patil and Dr. Minal Jagde Medical Officer, General Hospital, Khamgaon. At this time Prof. Kanchan Kankale highlighted the work of Savitribai Phule, Prof. Gayatri More expressed her thoughts on the topic "Savitribai Phule and Today's Women". On this occasion the Principal of Tannariketan Colleges Priti A. Chopde gave guidance on the topics of Savitribai Phule and the changing role of women in modern society and the participation of women in every field as well as accomplished women in every field. Also, the non-teaching staff of the college, Mukta Nigadkar, gave a special guidance to the attendees on the biography of Savitribai Phule.</p> <p>On this occasion, the special guest for the program was Dr. Shubhangi Patil Medical Officer, Khamgaon gave guidance on Women's Health. Also Dr. Minal Jagde Medical Officer, Khamgaon gave guidance on women's health and problems faced by them during transition and solutions.</p> <p>Programs were planned by the college ICC. Coordinating Officer Prof. Puja Dalvi, It was done by Prof Mayuri Avatade and National Service Scheme Department. The program's Vote of thanks given by Prof. Pallavi Satav d. A large number of women professors and women non-teaching staff of the college attended the program.</p>		
Video URL			
Program Participants' Feedback	Program was Successfully Conducted		



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Phone: 07263-220333, 8261891854. Web: stc.org.in, Email: stc.shegaon@stc.org.in



Ref: STC/Engg/NSS/2023-24/08

Date: 01 January 2024

NOTICE

All the Teaching, Non-Teaching Staff and students are here by informed that ,they have to remain present for the Celebration of “**Savitribai Phule Jayanti** ” on date 03/01/2024 in Seminar Hall.

NSS Programme Officer
Prof.A.B.Adhao



Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M. S.)

Principal
Dr Anant G.Kulkarni





Vasundhara Bahuddeshiya Samajik Sanstha's
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Phone: 8080977719, Web: stc.org.in, Email: stc.shegaon@stc.org.in



Reference: STC/Engg/PO/2024/01-

Date: 01.01.2024

NOTICE

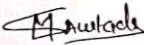
All the students and staff are hereby informed to please be present on occasion of SAVITRIBAI PHULE JAYANTI on January 3, 2024 at Seminar Hall. The Internal Complaint Committee (ICC) will celebrate Savitribai Phule Jayanti. Savitribai Phule was one of the first female teachers in India, a social reformer, and a poet. On this occasion, ICC organizes an expert talk on Female Healthcare Challenges.


The program schedule is as follows:


PROGRAM AND SCHEDULE


❖ The Inauguration, Poojan, and felicitation of guests	:01:00 PM to 01:15 PM
❖ Speech by Staff and students	:01:15 PM to 01:50 PM
❖ Break	:01:50 PM to 02:00 PM
❖ Expert Lecture on FEMALE HEALTHCARE CHALLENGES by	:02:00 PM to 02:45 PM
1. Dr. Shubhangi Avinash Patil, Medical officer (RBSK), Government Hospital Khamgaon.	
2. Dr. Minal Zagade, Medical Officer (RBSK), Government Hospital Khamgaon.	
❖ Question answering & Vote of thanks	: 02:45 PM onwards

Note: Students and staff members who want to deliver a speech about pioneer of India's feminist movement Savitribai Phule should contact the undersigned preceding officer of the ICC committee.


Prof. Mayuri Awtade
Presiding officer
(Polytechnic)


Prof. Preeti Chopade
Principal
(Polytechnic)


Prof. Pooja Dalvi
Presiding officer
(Engineering)


Dr. Anant G. Kulkarni
Principal
(Engineering)

Copy to:

1. Honorable Chairman Sir,
2. Student notice board.
3. All HODs for circulation among students and staff members.
4. ICC committee members.
5. Office superintendent for circulation among non-teaching staff.







Vasundhara Bahuddeshiya Samajik Sanstha's
SIDDHIVINAYAK TECHNICAL CAMPUS
Approved by AICTE New Delhi and DTE Mumbai. Affiliated to SGBAU Amravati.
Khamgaon Road, Shegaon, Pin: 444203, Maharashtra, India
Phone: 07263-220333, 8261891854. Web: stc.org.in, Email: stc.shegaon@stc.org.in



Date-03 Jan 2024

List of Participants

Sr No	Name Of Student
1.	Shweta Gajanan Shegokar
2.	Lone Ankita Prakash
3.	Damodar Namrata Santosh
4.	Bawaskar Shivani Dnyaneshwar
5.	Bijawe Vaishnavi Santosh
6.	Zambare Shivani Sunil
7.	Masne Vaishnavi Purushottam
8.	Dahibhat Dhanshri Sarangdhar
9.	Kale Sejal Uddhao
10.	Gawande Shashwati Sharad
11.	Girhe Namrata Gajanan
12.	Chavan Manjeri Sanjay
13.	Satao Tanvi Gopal
14.	Bhosale Pranali Bhaskar
15.	Shelke Rutuja Sanjay
16.	Karale Mayuri Vijay
17.	Lahole Harshada Dnyaneshwar
18.	Priyanka Gajanan Tale
19.	Vaishnavi Anil Metange
20.	Pooja Pramod Rinde
21.	Kalyani Shriram Gawande
22.	Vaishnavi Gajanan Mahajan
23.	Sakshi Suresh Thombe
24.	Pratiksha Shivhari Gawande
25.	Sanskriti Santosh Dadgal
26.	Arti Rajendra Nagpure

PHOTOGALARY



Prof. A.B. Adhao

**NSS Programme Officer
Prof.A.B.Adhao**



Dr. Anant G. Kulkarni
Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M. S.)

**Principal
Dr Anant G.Kulkarni**



Vasundhara Bahuddeshiya Samajik Sanstha's
SIDDHIVINAYAK TECHNICAL CAMPUS

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Title	Rashtramata Jijau and Swami Vivekananda Jayanti		
Organized by	National Service Scheme Department		
Academic Year	2023-2024	Program Type	Jayanti Celebration
Start Date	12 Jan 2024	End Date	12 Jan 2024
Program Theme	Rashtramata Jijau and Swami Vivekananda Jayanti		
No. of Students Participated	32	No. of Faculty Participated	21
No. of External Participants	-	Mode of Session	Offline
Objective	Encouraging the youth to persevere and achieve greater goals in life		
Benefits in terms of Learning/ Skill/ Knowledge Obtained	Students are motivated from the life of Swami Vivekananda and Rashtramata Jijau. Students were understood the power of Youth in developing Country.		
Professional speaker / Expert Member	-		
Description	<p>Rajmata Jijau Jayanti and Swami Vivekananda Jayanti were celebrated on 12th January 2024 at Siddhivinayak Technical Campus, Shegaon. These programs were started by worshipping the images of Swami Vivekananda and Rajmata Jijau.</p> <p>These programs were organized by the National Service Scheme Department. Principal of Engineering College Dr. Anant G. Kulkarni as well as Principal of Polytechnic College Priti A. Chopde had a prominent presence. For the success of these programs National Service Scheme Program Officer of College of Engineering Prof. Atul Adhav and Women Program Officer Prof. Radhika Bihade and the National Service Scheme Program Officer of Polytechnic College Prof. Trishul Bharasakale and Women Program Officer Prof. Bharti Karangle and the department coordinator worked tirelessly. Coordination of these programs and thank you show Prof. Pallavi Satav did it. A large number of students, faculty and non-teaching staff of the college attended these programs.</p>		
Video URL			
Program Participants' Feedback	Program was Successfully Conducted		



Vasundhara Bahuddeshiya Samajik Sanstha's
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Ref: STC/Engg/NSS/2023-24/09

Date: 11 January 2024

NOTICE

All the Teaching Nonteaching Staff and students are hereby informed that they have to remain present for the Celebration of **Rashtramata Jijau and Swami Vivekanand Jayanti** on date 12/01/2024 in Seminar Hall.

NSS Programme Officer
Prof.A.B.Adhao



Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M. S.)

Principal
Dr Anant G.Kulkarni



Vasundhara Bahuddeshiya Samajik Sanstha's
SIDDHIVINAYAK TECHNICAL CAMPUS
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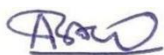


Date-12 Jan 2024

List Of Participants

Sr No	Name Of Student
1.	Shweta Gajanan Shegokar
2.	Lone Ankita Prakash
3.	SK Rizwan Rafik
4.	Damodar Namrata Santosh
5.	Om Kailas Ghate
6.	Bawaskar Shivani Dnyaneshwar
7.	Bijawe Vaishnavi Santosh
8.	Zambare Shivani Sunil
9.	Masne Vaishnavi Purushottam
10.	Bhagat Akash Sumanta
11.	Miran Ansari Mohammad Iqbal
12.	Narwade Sachin Suresh
13.	Dahibhat Dhanshri Sarangdhar
14.	Zadokar Hitesh Sanjay
15.	Yenkar Dipak Gopal
16.	Kale Sejal Uddhao
17.	Gawande Shashwati Sharad
18.	Girhe Namrata Gajanan
19.	Mirge Vishal Ninaji
20.	Wankhade Rutik Sunil
21.	Chavan Manjeri Sanjay
22.	Satao Tanvi Gopal
23.	Bawane Yash Ramesh
24.	Radha Suresh Mankar

25.	Sagar Ghanshyam Gajare
26.	Shivcharan Manikarao Raut
27.	Rajnandini Dnyandev Ghatol
28.	Gauri Rajkumar Agrawal
29.	Rajnandini Kailas Wankhede
30.	Khabbab Ullah khan
31.	Mohammad Musaib
32.	Mohammad Faizan



NSS Programme Officer
Prof.A.B.Adhao




Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M. S.)

Principal
Dr Anant G.Kulkarni

PHOTO GALARY



Prof. A.B. Adhao

**NSS Programme Officer
Prof.A.B.Adhao**



Dr. Anant G. Kulkarni
Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M. S.)

**Principal
Dr Anant G.Kulkarni**



Vasundhara Bahaddesdoya Samajik Sanstha's
SIDDHIVINAYAK TECHNICAL CAMPUS
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Title	Woman's Day		
Organized by	Internal Complaint Committee (ICC)		
Academic Year	2023-2024	Program Type	Women's Day Celebration
Start Date	09 March 2024	End Date	09 March 2024
Program Theme	Woman's Day Celebration.		
No. of Students Participated	40	No. of Faculty Participated	15
No. of External Participants	1	Mode of Session	Offline
Objective	Provide woman with the means to protect themselves in potentially dangerous situation.		
Benefits in terms of Learning/ Skill/ Knowledge Obtained	1. The program will improve self confidence in woman. 2. The training program will keep you safe when you are away from home. 3. It can handle dangerous and emergency situation that are caused by strangers. 4. Woman's self-defense ultimately gives women freedom.		
Professional speaker / Expert Member			
Description	Under ICC Committee		
Video URL	-		
Program Participants' Feedback	Satisfied		



Vasundhara Bahukuleshaya Samaghi Samithi's
SIDDHIVINAYAK TECHNICAL CAMPUS
Approved by AICTE New Delhi and DTE Mumbai. Affiliated to SGBAU Amravati
Khatengane Road, Shegaon, Pin: 444203, Maharashtra, India
Phone: 8080977719. Web: stc.org.in, Email: stc.shegaon@stc.org.in



Ref. No.: STC/Degree/ICC/2023-24/

Date: 07/03/2024

NOTICE

Siddhivinayak Technical Campus Shegaon will celebrate International Women's Day on March 09, 2024 Saturday under Internal Complaint Committee (ICC), Women's Grievance Redressal Committee (WGRC).

All the students and staff are hereby informed that please present on the occasion. Details is as follows:

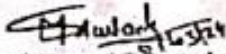
Date: 09/03/2024 Saturday.

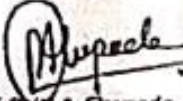
Time schedule: From 12:00 PM to 02:00 PM.

Topic: SWAYAM SIDDHA PRASHIKSHAN SHIBIR.


Master Trainer of the event: Mr. Vijay Ambuskar-Judo Karate, Kick Boxing Amravati Division President, Secretary Buldhana District Amateur Kick Boxing Association Vice President, Buldhana District, Teng Su Do Association, Black Belt 3 Don.

Venue: Seminar hall.



Prof. Mayuri S. Awtade
Chairman
Women's Grievance
Redressal Committee (WGRC)


Prof. P. A. Chapeade
Principal (Diploma)

STC Shegaon
Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M.S.)


Prof. Anshika S. Bihade
Presiding Officer
Internal Complaint
Committee (ICC)




Dr. Anant G. Kulkarni
Principal (Engg)

STC Shegaon
Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M.S.)

Copy to:

1. Honorable Chairman Sir,
2. Dean
3. All HODs for circulation among staff and students.
4. Supervisor for necessary arrangement.





Vasundhara Bahuddeshiya Samajik Samstha's
Siddhivinayak Technical Campus
Khamgaon Road, Shegaon, Pin: 444203, Maharashtra, India
Phone: 8080855580, Web: stc.org.in, Email: stc.shegaon@stc.org.in
(Degree, Diploma)

Reference: STC/Engg/Poly/PO/2023-24/

Date: 20.06.2024

सुचना

सर्वे अभियांत्रिकी पदविका आणि पदवी अभ्यासक्रमांतील प्राध्यापक आणि शिक्षकेतर कर्मचारी यांना सुचित करण्यात येते की, आपल्या आपल्या महाविद्यालयात शुक्रवार दि. 21/06/2024 रोजी "योग दिवस" साजरा करावयाचा त्यानिमित्त सर्व कर्मचारी यांनी सकाळी 06.45 वाजता हजर राहणे अनिवार्य आहे. यांची संबंधित प्राध्यापक आणि शिक्षकेतर कर्मचारी यांनी नोंद घ्यावी.

प्रा. ज्ञानेश्वर स. फुडकर
संचालक
क्रोडा व शारीरिक शिक्षण,
सिध्दीविनायक टेक्नीकल कॅम्पस,
शेगांव

प्रा. प्रिती अ. चोपडे
सिध्दीविनायक टेक्नीकल कॅम्पस,
शेगांव

डॉ. अनंत जी. कुळकर्णी
सिध्दीविनायक टेक्नीकल कॅम्पस,
शेगांव

Copy to:

1. Hon'ble. Chairman, VBSS, Khamgaon
2. Engg. Teaching & Non-teaching Staff
3. Poly. Teaching & Non-teaching Staff
4. Office Copy.

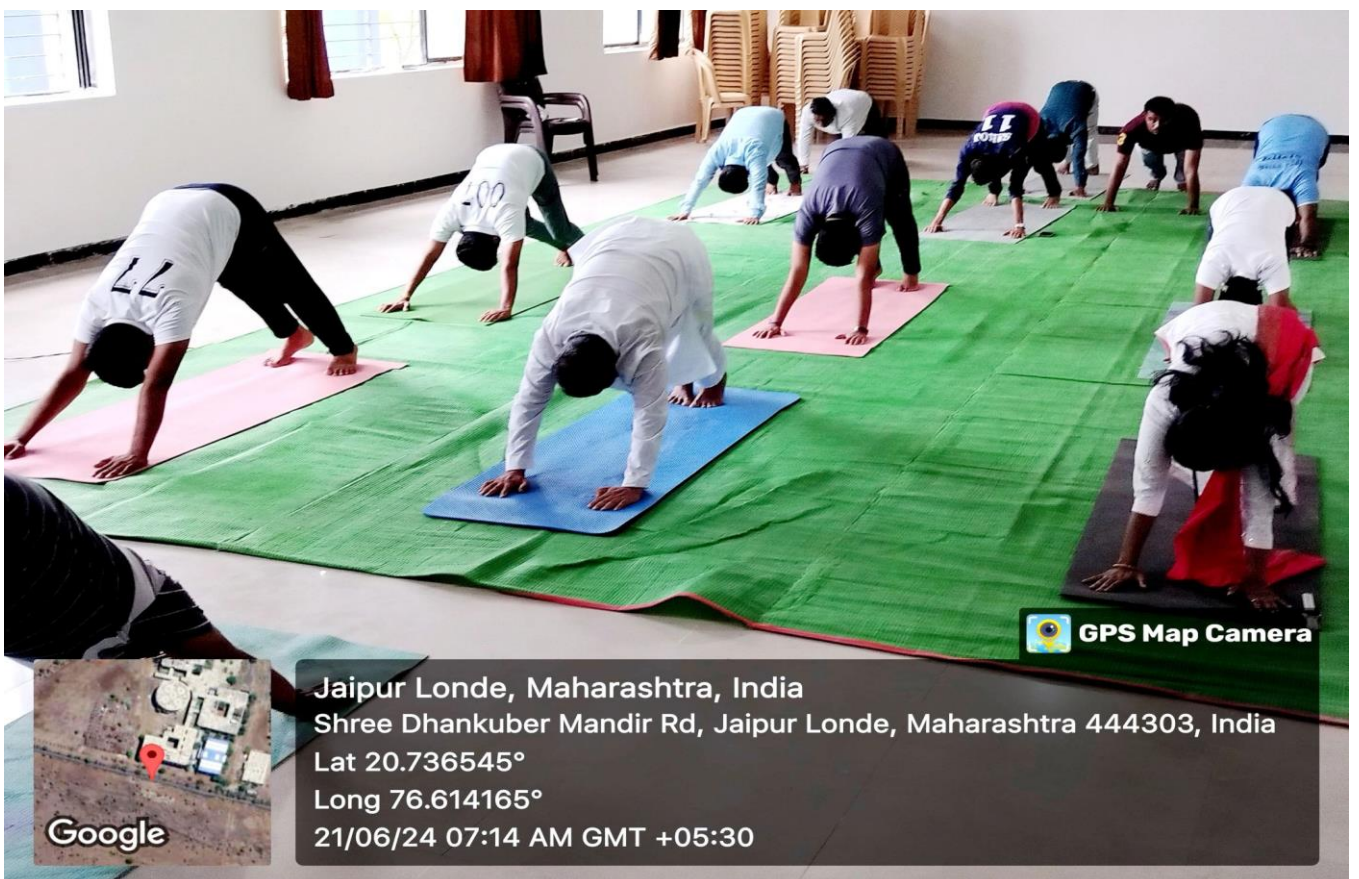




Vasundhara Bahuddeshiya Samajik Sanstha's
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 Phone: 07263-220333, 8261891854. Web: stc.org.in, Email: stc.shegaon@stc.org.in



Title	International Yoga Day		
Organized by	Sport Coordinator		
Academic Year	2023-2024	Program Type	Life Skills
Start Date	21 June 2024	End Date	21 June 2024
Program Theme	‘Yoga for Vasudhaiva Kutumbakam’ which represents our shared desire for “One Earth, One Family, One Future.		
No. of Students Participated	Nil	No. of Faculty Participated	17
No. of External Participants	Nil	Mode of Session	Offline
Objective	1) To reduce health problems. 2) To spread peace in the world. 3) To promote good mental and physical health ..		
Benefits in terms of Learning/ Skill/ Knowledge Obtained	1)Decreasing symptoms of depression. 2)Improving mood. 3)Improving sleep. 4)Reducing PTSD symptoms. 5)Reducing stress.		
Professional speaker / Expert Member	1)Dr. Anant G. Kulkarni, Principal STC Shegaon 2) Mr. Dnyaneshwar Fundkar, Director of the Department of Physical Education STC Shegaon		
Description	International Yoga Day was celebrated with full spirit and joy in SIDDHIVINAYAK TECHNICAL CAMPUS SHEGAON on June 21, 2024 Friday. International Yoga Day is observed every year on June 21 to raise awareness about this ancient practice and to celebrate the physical and spiritual prowess that yoga has brought to the world. Yoga is a practice that plays an important role in relaxing the mind and body and boosting people’s immune systems. Shri Dnyaneshwar Fundkar, Director of the Department of Physical Education, delivered a speech on the importance of yoga, the significance of Yoga Day, and the overall responsibility of the International Yoga Day celebration.		
Video URL	Nil		
Program Participants’ Feedback	Satisfied		

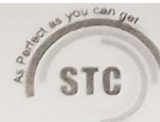




Vasundhara Bahuddeshiya Samajik Sanstha's

Siddhivinayak Technical Campus

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Accredited by NAAC, Bangalore



Ref. No./STC/ Engg./off. Order / 9998 / 2024
Date: 01/01/2024

Office order

Internal Complaint Committee

ICC committee is as follows. The Coordinator of the committee is requested to conduct the ICC meetings regularly as per the guidelines.

Sr. No	Name of member	Designation	Role	Mobile Number and e-mail
1	Prof.P.R.Dalvi	Woman Faculty Member	Presiding Officer	7774930378 dalvipooja0995@gmail.com
2	Dr.Shubhangi Patil	One External Member	Member	7588564512 shubhangipatil@gmail.com
3	Prof. N. G. Metange	Faculty Member	Member	8668740469 naresh.metange@stc.org.in
4	Prof.Shweta Rathod	Faculty Member	Member	9588684959 shwetar696@gmail.com
5	Mr.Shivaji Rahane	Non-Teaching Faculty Member	Member	9096604505 shivajirahane29@gmail.com
6	Mr.Amol Lande	Non-Teaching Faculty Member	Member	9370502294 amol11lande@gmail.com
7	Ku.Shejal Kale	First Year	Member	9689585945 shejalkale123@gmail.com
8	Ku.Swarali Mukund	Second Year	Member	8263902573 swaralimukund@gmail.com
9	Ku.Sakshi Dutonde	Third Year	Member	7558500396 sakshidutonde@gmail.com



[Signature]
Principal
Siddhivinayak Technical Campus
Shegaon 444203 (M. S.)
01-01-24

Copy to:

- 1) Honorable Chairman Sir for kind information
- 2) All above concern staff member for information and necessary action.
- 3) All notice board.
- 4) All HOD's for information
- 5) Member of student council.

Campus : Shegaon - Khamgaon Road, Shirasgaon Nile, Shegaon Dist. Buldhana, Maharashtra, 444203
Post Address : Siddhivinayak Technical Campus, Post Box No. 09, Khamgaon 444303 MS
Ph. 07263-220333, Mob. 8080977719, 9096604505 Email : stc.shegaon@stc.org.in, web-stc.org.in



Vasundhara Bahuddeshiya Samajik Sanstha's
Siddhivinayak Technical Campus
Session 2023-2024



STC/SERT/ICC/2023-24

Date: 07/09/2023

NOTICE

To all the Girls students and women employees in the institution can contact to the following members list for any complaint

Sr. No	Name	Post	Contact number
1	Prof.Pooja Dalvi	Presiding Officer	7774930378
2	Prof.Shweta Rathod	Faculty Member	9028251873
3	Prof.Shraddha Kadukar	Faculty Member	9890209297
4	Prof.Nikita Ingole	Faculty Member	9699892527
5	Prof.Vaishnavi Borde	Faculty Member	8668404331
6	Mr. Amol Lande	Non-Teaching Representative	8668959987
7	Mr. Shivaji Rahane	Non-Teaching Representative	8669062293
8	Dr.Shubhangi Patil	External Member	7498095866
9	Vaishnavi Mhasne	Student Member	7822908911
10	Sakshi Haramkar	Student Member	9822111819
11	Vaishali Zadokar	Student Member	8788150888


Prof.P.R.Dalvi
Presiding Officer
Internal Complaint Committee



Vasundhara Bahuddeshiya Samajik Sanstha's
Siddhivinayak Technical Campus
Internal Complaint committee (ICC)
Session 2023-24



STC/ICC/ /23-24
Date: 15/10/2023

NOTICE

All the members of Internal Complaint Committee are hereby informed that they have to remain present for the meeting scheduled on 15th September 2023 in AG-02 at 3.15 PM.

Agenda of the meeting

1. To discuss about the role of Internal Complaint Committee in the Institution.
2. To discuss the process of dealing with complaints related to women employees/girls students in the institution.
3. Any other issues related to the same.

Members of the Internal Complaint Committee expected to remain present are:

Sr. No	Name	Post	Attendance
1	Prof. Pooja Dalvi	Presiding Officer	<i>P Dalvi</i>
2	Prof. Shweta Rathod	Faculty Member	<i>Shweta Rathod</i>
3	Prof. Shraddha Kadukar	Faculty Member	<i>Shraddha Kadukar</i>
4	Prof. Nikita Ingole	Faculty Member	<i>Nikita Ingole</i>
5	Prof. Vaishnavi Borde	Faculty Member	<i>Vaishnavi Borde</i>
6	Mr. Amol Lande	Non-Teaching Representative	<i>Amol Lande</i>
7	Mr. Shivaji Rahane	Non-Teaching Representative	<i>Shivaji Rahane</i>
8	Dr. Shubhangi Patil	External Member	<i>Shubhangi Patil</i>
9	Vaishnavi Mhasne	Student Member	<i>Vaishnavi Mhasne</i>
10	Sakshi Haramkar	Student Member	<i>Sakshi Haramkar</i>
11	Vaishali Zadokar	Student Member	<i>Vaishali Zadokar</i>

P Dalvi
Prof. Pooja R. Dalvi

Presiding Officer
Internal Complaint Committee



Minutes of Internal Complaint Committee Meeting

The Internal Complaint Committee had organized a meeting was presided over by **Prof. Pooja R. Dalvi**, Preceding officer of the committee in AG-02 at 3.15 pm on 23th November 2023

Following are the minutes upon discussing the agenda:

1. Prof. Pooja R. Dalvi (Presiding officer ICC) welcomes to the all members and introduces all members.
2. Explain the role of Internal Complaint Committee in the Institution.
3. Following are the Procedure to solve grievances of the students.

Redressal Methods

1. Use a standard format for the recording of complaints --if there has been a series of incidents, seek information about all previous incidents; collect evidence like messages, emails and any other relevant documents, including itemized call records.
2. Reduce oral complaints to writing using the standard format--ensure that the complaint is as far as possible in the words of the complainant. Ensure that all documents submitted by the complainant are authenticated on every page, countersigned by the member of the ICC who has recorded/received the complaint.
3. Granting interim relief to complainants: addressing requests for transfer, leave, medical care/leave, protections against victimization.
4. Implementation of guarantees of confidentiality and principles of natural justice, including serving restraint orders, and interim disciplinary action.
5. Procedures to be followed in formal enquiry:
6. Order and manner of inquiry: the necessity of adopting a mode of inquiry whereby the respondent has a full opportunity to understand the case being made out against him before he presents his defense.
7. Dealing with depositions: verbatim vs. sense-based reduction of oral depositions. Use of questions and answers. Administration of an oath of confidentiality, and signatures on attendance sheets. The necessity of the deposition being explained to the witness in a language she/he can understand, and the use of translation/interpretation. Also, the need for the authentication of depositions (preferably on the same day) by all witnesses, particularly the respondent.
8. Procedures for the cross-examination of the parties and their witnesses, modulated by the guiding principles of gender-sensitivity and non-coercion. Supply of authenticated and anonymised depositions to both parties.
9. How to summon and interview official witnesses and access official records.
10. How to write an enquiry report: The need to address all the aspects of evidence, and depositions with regard to the complaint as well as procedural objections.
11. Protocols for submitting an enquiry report.



Information About the ICC

INTERNAL COMPLIANT COMMITTEE

The Internal Complaints Committee under the provisions of 'The Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redresses Act, 2013)' is constituted in the college.

The College has established the Sexual Harassment Redresses Cell. The Cell intends to take care of complaints from women and solve the problems according to UGC guidelines and Supreme Court orders. The Cell creates awareness on sexual harassment redressed mechanisms. The Cell organizes seminars/special talks and speeches about sexual harassment in the campus. The Cell has formulated a committee called Internal Complaint Committee on Sexual Harassment.

Informal methods would be first adopted to resolve the problems amicably. If necessary, the Committee will conduct detailed enquiry. Humanistic approach will be adopted while dealing with the complaint. Safe and fearless environment will be created to speak openly about the harassment.

Objectives, Roles and Responsibilities of College Internal Complaints Committee

Prevent discrimination and sexual harassment, by promoting gender amity among students and employees;

Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees;

Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;

Recommend appropriate punitive action against the guilty party to the Management.

The following is also sexual harassment and is covered by the committee:

Sexual Harassment

Sexual harassment is about any unwelcome sexually determined behaviour (whether directly or by implication) such as physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, or any other unwelcome physical verbal or non-verbal conduct of a sexual nature.

Sexual harassment is a form of violence against women and a human rights violation. It is a violation of fundamental rights as laid down in the Indian Constitution. Such behaviour transgresses common dignity and gender equality and denies equal opportunity.

According to The Supreme Court definition, sexual harassment is any unwelcome sexually determined behaviour, such as:-

- Physical contact
- A demand or request for sexual favours
- Sexually coloured remarks

- Showing pornography
- Eve-teasing
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.
- Any other physical, verbal or non-verbal conduct of a sexual nature.

Combating sexual harassment can be best achieved by building women's confidence (including conducting self-defense classes on campuses). Students should be enabled to protest against incidents as and when they happen. A sporadic incident can possibly be tackled right away, but all forms of abuse of power or sources of ongoing discomfort and fear based on unwanted sexual attention must be reported to the complaints committee.

Objectives:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

1. To develop a policy against sexual harassment of women at the Institute.
2. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
5. To create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

What Is The Use Of The Internal Complaints Committee And What Are Its Roles?

The first question that comes up is the need for a committee like this when there is an abundant supply of legal apparatus available. The answer to this query lies in the taboo and victim-shaming associated with the survivors of sexual harassment or assault. A committee like this is better equipped to handle cases pertaining to the acts covered under its purview and could work as a framework to provide the survivors with a complete moral support system.

The work of the Internal Complaints Committee is to inquire into the matter, gather the required information, prepare a detailed report and send their recommendations for the actions needed to be taken in

each case individually. Adding to this, as stated in the regulations under section 5, the committee is also strongly responsible for protecting the survivor(s) of the incident from possible retaliation and adverse actions against them.

It is responsible for protecting the safety of the complainant and to prevent the discrimination that is popularly prevalent in cases like these. Moreover, as stated under section 8(8), the committee is bound to keep the names of the complainant, the witnesses, and the accused secret, especially during the process of an enquiry.

Who Makes Up This Committee And How Are These Members Selected?

As stated in the regulations under section 4(1), the committee includes a female presiding officer, two faculty members and two non-teaching employees, and three student representatives for cases which involve the student body and an external member.

Section 4(1)-(a) requires the selection of the student representatives by a transparent democratic procedure.

What Is The Procedure To Lodge A Complaint Under This Committee?

The procedure to lodge a complaint, as stated under section 7 of the regulations, includes for the aggrieved individual to submit a written complaint to the ICC within three months from the date of the last incident. As per the notification released, a complainant may lodge a complaint by contacting the members of the committee and the latter must support the individual in coming forward and getting through the due process.

Is The Committee Responsible For Dealing With Cases Of Only Women Being Harassed?

Although the regulations as stated by the UGC do not explicitly state the role of the ICC in curbing cases of women being harassed only, they do point out the administration's duty to "*act decisively against all gender violence perpetrated against employees and students of all sexes.*" In section 3(1)-(d), the regulations also point out the vulnerability of "*women employees and students and some male students and students of the third gender.*"

As a result, cases of gender violence against male students and students from the transgender community may be dealt with appropriate measures and not be considered under the purview of the ICC.

Redressal Methods

- Use a standard format for the recording of complaints --if there has been a series of incidents, seek information about all previous incidents; collect evidence like messages, emails and any other relevant documents, including itemised call records.
- Reduce oral complaints to writing using the standard format--ensure that the complaint is as far as possible in the words of the complainant. Ensure that all documents submitted by the complainant are authenticated on every page, countersigned by the member of the ICC who has recorded/received the complaint.
- Granting interim relief to complainants: addressing requests for transfer, leave, medical care/leave, protections against victimization.
- Implementation of guarantees of confidentiality and principles of natural justice, including serving restraint orders, and interim disciplinary action.
- Procedures to be followed in formal enquiry:
- Order and manner of inquiry: the necessity of adopting a mode of inquiry whereby the respondent has a full opportunity to understand the case being made out against him before he presents his defence.
- Dealing with depositions: verbatim vs. sense-based reduction of oral depositions. Use of questions and answers. Administration of an oath of confidentiality, and signatures on attendance sheets. The

- necessity of the deposition being explained to the witness in a language she/he can understand, and the use of translation/interpretation. Also, the need for the authentication of depositions (preferably on the same day) by all witnesses, particularly the respondent.
- Procedures for the cross-examination of the parties and their witnesses, modulated by the guiding principles of gender-sensitivity and non-coercion. Supply of authenticated and anonymised depositions to both parties.
- How to summon and interview official witnesses and access official records.
- How to write an enquiry report: The need to address all the aspects of evidence, and depositions with regard to the complaint as well as procedural objections.
- Protocols for submitting an enquiry report.

Principles must be adopted as the directive principles for the institution.

- Confidentiality
- Non-coercion and Interim Relief
- Fair Enquiry
- Orientation towards Education and Redressal Representative Committees
- Displays the information about the programmes of the Cell on notice boards of the offices, hostels and departments in the College
- Creates awareness on forms of harassments and redressal through the articles, press notes etc.,
- Conducts Seminars, Special Talks and Speech Competition.

What Kind Of Punishment And Correction Would The Committee Reward The Guilty With?

The regulations, under section 10, point out that in case the offender is an employee, they shall be punished in accordance with the institute's service rules. As far as the cases with student offenders are concerned, the institute, on recommendations of the ICC, may act in various ways. These ways would depend on the extent of the offence and the seriousness of the incident, as investigated by the ICC.

In case of minor offences, the institute may resort to either warnings or as the regulations state, withholding various student privileges or awarding reformatory punishments to the offenders. If the extent of the conduct amounts to a specific offence under the Indian Penal Code or any other law, a complaint will be made to the appropriate authority for action, in accordance with the law.

In conclusion, the fight against sexual harassment on campuses and in academia relies on the continuous usage of the ICC. More than the act of providing justice to the survivor, the administration and the institute must continue to sensitize its occupants about the concept of consent and the effects that incidents of sexual harassment have on survivors. This may be done by conduction of workshops (as stated under section 3(1)) and by a continuous attitude of awareness among the residents of the institute so as to bring a collective change in the prevalent mentality.

Who can approach ICC for help?

Any female employee (faculty, student or staff) of STC Shegaon.

What are the possible actions that can be taken against the respondent?

- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal

- Any other relevant actions

If you think you are harassed or being harassed, what should you do?

Send an email to icc@stc.org.in; To know more about ICC procedures click here. You may also refer to dalvipooja0995@gmail.com (presiding officer of ICC committee) Your complaint will be kept CONFIDENTIAL.

Inquiry process:

The inquiry shall be completed within a period of ninety days from the date of the complaint.

On completion of the inquiry, the ICC shall provide a report of its findings to the employer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

If the allegations against the respondent has been proved, it shall recommend punitive actions to be taken against the respondent to the employer.

The employer shall act upon the recommendation within sixty days of receiving it.

Useful Documents/Notices:

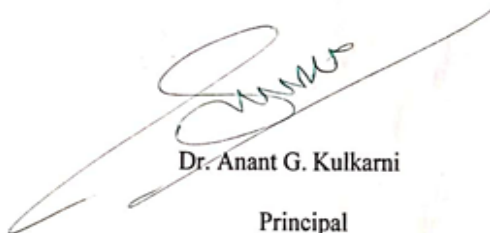
[Sexual Harassment Electronic Box](#)

[Sexual Harassment Handbook](#)



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Presiding Officer
Internal Complaint Committee

Dr. Anant G. Kulkarni

Principal

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