



DECCAN EDUCATION SOCIETY'S

# Shri Navalma Firodia Law College

(Affiliated to Savitribai Phule Pune University, ID No. PU / PN / LAW / 207 / 2004)

(Approved by Bar Council of India & Govt. of Maharashtra)

Gate No. 3, Fergusson College Campus, Pune - 411004.

Tel. : (020) 67656400 Email : deslaw@despune.org Website : deslaw.edu.in

Outward No. :

Date :

This is to notify that the following **Grievance Redressal Cell** is constituted for the year 2020-2021.

| Sr. no. | Committee Members | Designation               |
|---------|-------------------|---------------------------|
| 1.      | Priya Chopde      | Chairperson,<br>Committee |
| 2.      | Sonali Renuse     | Faculty<br>Representative |
| 3.      | Anagha Baldota    | Faculty<br>Representative |

OFFICIATING PRINCIPAL  
Deccan Education Society's  
Shri Navalma Firodia Law College  
Pune-411 004.



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Date :

This is to notify that the following committee is constituted for the year 2017-2018.

1. Following **Anti Ragging Committee** is constituted as per University Grants Commission (UGC) to deal with the cases pertaining to Ragging in the College. The Committee is headed by Asst. Prof. Priya Dhanokar (Chairman) and other duly constituted members. In the academic year 2017-2018, the college constituted committee with following members:

| Sr. No. | Committee Members          | Designation             |
|---------|----------------------------|-------------------------|
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| 2       | Asst Prof. Neeta Ahir      | Faculty Member 1        |
| 3       | Dr. Pratap Salunkhe        | Faculty Member 2        |
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| 5       | Mr. Vikas Jadhav           | Non Teaching Member 2   |
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| 7       | Ms. Revati Deshmukh        | Student - Postgraduate  |
| 8       | Mr. Prashant Kothadia      | External Member         |

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*Prashant Kothadia*

OFFICIAL NO. PRINCIPAL

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## Anti-Ragging Committee

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|---------|----------------------------|----------------------------------------|
| 1       | Dr. Priya Chopde           | Head of the Institute                  |
| 2       | Dr. Kirankumar Bondar      | Joint Director, Higher Education, Pune |
| 3       | Shri. Muralidhar Karape    | PI, Deccan PS, Pune                    |
| 4       | Shri. Ashish Chandorkar    | Representative of Local Media          |
| 5       | Smt. Vaishali Ranade       | Representative of NGO                  |
| 6       | Asst. Prof. Janhavi Ghodke | Faculty Member                         |
| 7       | Asst. Prof. Sandip Borse   | Faculty Member                         |
| 8       | Shri. Manoj Deshpande      | Representative of Parents              |
| 9       | Shri. Vineet Nerurkar      | Representative of Parents              |
| 10      | Mr. Rutvik Shiralkar       | Sr. Student                            |
| 11      | Ms. Shreya Upadhyay        | Fresher Student                        |
| 12      | Ms. Manisha Bhagwat        | Representative of Non-Teaching         |
| 13      | Adv. Ashok Palande         |                                        |

## Anti - Ragging Squad

| Sr. No. | Committee Members  | Designation |
|---------|--------------------|-------------|
| 1       | Ms. Madhura Apte   | Asst. Prof. |
| 2       | Mr. Saurabh Jadhav | Asst. Prof. |

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| Sr. No. | Committee Members           | Designation             |
|---------|-----------------------------|-------------------------|
| 1       | Dr. Madhushree Mandar Joshi | Presiding Officer       |
| 2       | Dr. Aishwarya Yadav         | Faculty Member 1        |
| 3       | Dr. Sudhir Tarote           | Faculty Member 2        |
| 4       | Dr. Ganga Reshmi            | Non Teaching Member 1   |
| 5       | Mrs. Manisha Bhagwat        | Non Teaching Member 2   |
| 6       | Ms. Aishwarya Khandabale    | Student-Undergraduation |
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This is to notify that the following committee is constituted for the year 2020-2021.

As per Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & Rules, 2013, an Internal Complaints Committee (ICC) has been constituted for the year 2020-2021 to deal with the cases pertaining to sexual harassment of women in the College.

The Committee is headed by Dr. Madhushree Mandar Joshi (Chairman) and other duly constituted members.

| Sr. No. | Committee Members           | Designation             |
|---------|-----------------------------|-------------------------|
| 1       | Dr. Madhushree Mandar Joshi | Presiding Officer       |
| 2       | Dr. Aishwarya Yadav         | Faculty Member 1        |
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| Sr. No. | Committee Members          | Designation             |
|---------|----------------------------|-------------------------|
| 1       | Dr. Aishwarya Yadav        | Presiding Officer       |
| 2       | Asst. Prof. Pooja Deo      | Faculty Member 1        |
| 3       | Asst. Prof. Saurabh Jadhav | Faculty Member 2        |
| 4       | Mr. Ganesh Kulkarni        | Non Teaching Member 1   |
| 5       | Mrs. Manisha Bhagwat       | Non Teaching Member 2   |
| 6       | Ms. Sakshi Mehta           | Student-Undergraduation |
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## REPORT

### GRIEVANCE REDRESSAL COMMITTEE (GRC) [2020- 2021]

1. The College has a Grievance Redressal Committee for various stake holders.
2. The stake holders are :
  - students
  - staff members
  - administrative staff
  - college cleanliness staff
3. It comprises of a Chairman and Two Faculty members.

The report of the Grievance Redressal Committee (GRC) is as follows:

- Receipt and Disposal of Complaints No. – NIL
- No. of Complaints received during the year – NIL
- No. of complaints disposed off during the year – NIL
- No. of cases pending for more than 90 days – NIL

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## Report of Anti – Ragging Committee (2017- 2018)

As per The Maharashtra Prohibition of Ragging Act, 1999, an Anti - Ragging Committee has been constituted for the year 2017-2018 to deal with the cases pertaining to students' ragging in the College.

The Committee is headed by Principal (Chairman) and other duly constituted members.

The report of the Anti – Ragging Committee is as follows:

- Receipt and Disposal of Complaints No. – NIL
- No. of Complaints received during the year – NIL
- No. of complaints disposed off during the year – NIL
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- Nature of Action taken by the employer: -NA



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Date :

## Report of Internal Complaints Committee (ICC) [2017-2018]

The College has constituted an Internal Complaints Committee (ICC) as per the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 vide Regulation 1 (4).

Internal Complaint Committee organized a gender sensitization program on 27/02/2017. A street play on the topic "Sexual Harassment of Women at Work Place" was performed by the students on college premises for students, staff of the college. A pamphlet spreading awareness regarding the laws relating to Sexual Harassment of Women at Work Place" was also distributed amongst the students and staff of the college.

As per the guidelines given by Ministry of Women and Child Welfare, College also screened the movie 'Pink' (2016) on Women empowerment for students and staff. The college encourages its staff to attend seminars at National and International level, workshops on gender justice and environment protection. After acquiring knowledge, the staffs sensitize its students on the issue of Gender justice.

*pslany*

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# Shri Navalmal Firodia Law College

(Affiliated to Savitribai Phule Pune University, ID No. PU / PN / LAW / 207 / 2004)

(Approved by Bar Council of India & Govt. of Maharashtra)

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Tel. : (020) 67656400 Email : [deslaw@despune.org](mailto:deslaw@despune.org) Website : [deslaw.edu.in](http://deslaw.edu.in)

Outward No. :

Date :

## REPORT OF INTERNAL COMPLAINTS COMMITTEE (ICC)

[2018-2019]

The College has constituted an Internal Complaints Committee (ICC) as per the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 vide Regulation 1 (4).

This year the committee began its functioning by educating the girls of the institution on the basic hygiene habits to be followed in the institution. The committee also ensured that the information and the functioning of the cell is made known to each and every students in the institution. The committee have undertaken various issues and sensitized the students by organizing various lectures on various topics. This year the initiative taken was installing of the Sanitary Provision in Our College.

The students were made aware of these facilities which were made availed to them easily.

This year, Internal Committee of the college also organized a Training Session namely, "Digital Shakti" for girl students on the topic, "Digital Literacy and Online Safety to Women on Facebook." On 23rd August, 2019. The said session was organized in collaboration with Rotary Club, Pune and the same was approved by the Skill Development Centre of Savitribai Phule Pune University, Pune.

Through this session, the members of Cyber Peace Foundation, New Delhi enlightened the girl students about usage of G-mail and Facebook as well as created awareness amongst them in respect of probable threats connected therewith. They also guided the students to adopt safety measures while using G-mail and Facebook accounts. The said session proved very useful to the students.

**International Women's Day Celebration:** 8th March 2018, was celebrated as International Women's Day in the institution wherein an informative session was organised. All the girl students present for the session were enlightened in regard to the celebration of International Women Day as well as Pink Talk was organized. It was followed by organization of a Small Session of Zuma so as to create awareness about importance of fitness amongst the Students which will also help them as a stress release buster.

  
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## Report of Internal Complaints Committee (ICC) [2019-2020]

As per Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & Rules, 2013, an Internal Complaints Committee (ICC) has been constituted for the year 2019-20 to deal with the cases pertaining to sexual harassment of women in the College.

The Committee is headed by Dr. Madhushree Mandar Joshi (Chairman) and other duly constituted members.

The report of the Internal Committee is as follows:

- Receipt and Disposal of Complaints No. – NIL
- No. of Complaints received during the year – NIL
- No. of complaints disposed off during the year – NIL
- No. of cases pending for more than 90 days – NIL
- No. of workshops/ awareness programs carried out - A Panel Discussion was organized on "Sexual Harassment of women at a work place" by the college for sensitization of the staff as well as students.
- Nature of Action taken by the employer: -NA

The Internal Committee of the college in collaboration with Drishti Stri Adhyayan Kendra have arranged a panel discussion on sexual harassment of women at workplace. There were 4 panellists in the said event. Mrs. Archana Gondhalekar from Judiciary, Adv. Nilima Vartak from Pune bar, Mrs. Asmita Kelkar from NGO and PI Vaishali Chandgude from "Bharosa Cell" of Police Department had been called for discussion on the said topic. It was very intuitive and enlightening event. The student representative from Internal Complaint Committee of College felicitated the guests and were grateful to hear from such honoured personalities

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## Report of Internal Complaints Committee (ICC) [2020- 2021]

As per Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & Rules, 2013, an Internal Complaints Committee (ICC) has been constituted for the year 2020-2021 to deal with the cases pertaining to sexual harassment of women in the College.

The Committee is headed by Dr. Madhushree Mandar Joshi (Chairman) and other duly constituted members.

The report of the Internal Committee is as follows:

- Receipt and Disposal of Complaints No. – NIL
- No. of Complaints received during the year – NIL
- No. of complaints disposed off during the year – NIL
- No. of cases pending for more than 90 days – NIL
- No. of workshops/ awareness programs carried out –
  - Women's Study Cell – "Paripoorti" of the college in collaboration with the seminar department organized a one of its kind an online teacher student symposium on the Topic- 'Art 15(3) of the Indian Constitution and its interplay in the Mainstream media' on 9th August 2020. An interactive session between the students and the teachers was held which covered a vast ocean of sub-topics such as 'International law perspective for protection of women, Patriarchy in media and portrayal of women in advertisement to name a few.'
- Nature of Action taken by the employer: -NA

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## REPORT OF INTERNAL COMPLAINTS COMMITTEE (ICC) [2021- 2022]

As per Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & Rules, 2013, an Internal Complaints Committee (ICC) has been constituted for the year 2021-2022 to deal with the cases pertaining to sexual harassment of women in the College.

The Committee is headed by Dr. Aishwarya Yadav (Chairman) and other duly constituted members.

In the academic year 2021-2022, the college constituted committee with following members:

The report of the Internal Committee is as follows:

- Receipt and Disposal of Complaints No. – NIL
- No. of Complaints received during the year – NIL
- No. of complaints disposed off during the year – NIL
- No. of cases pending for more than 90 days – NIL
- No. of workshops/ awareness programs carried out – For sensitization of the staff as well as students, the committee has planned many events in the said academic year and executed accordingly.
- Nature of Action taken by the employer: -NA

  
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