

SHRI SHIVAJI VIDYA PRASARAK SANSTHA'S

BAPUSAHEB SHIVAJIRAO DEORE POLYTECHNIC,

DHULE - 424005 (M.S.)

Pramod B. Kachave

PRINCIPAL

Ph : (02562) 272713, 272229, 272976. Fax : (02562) 272247 Email : princi.ssvspoly@gmail.com

AICTE - PERMANENT ID - 1-424082301 DTE INSTT CODE - 5228 MSBTE INSTT.CODE - 0059/1100

Ref. No. : **361 - C/Estb/2023-24**

Date : **21/07/2023**

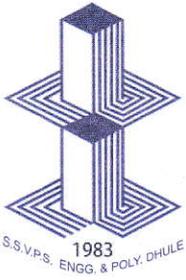
Office Order

Following staff are appointed as **Internal Complaint Committee**
Members for the academic year 2023-24.

- | | |
|--------------------------------|----------------|
| 1) Prof. Mrs. Manisha J. Deore | - Co-ordinator |
| 2) Prof. Mr. C.P. Bhamare | - Member |
| 3) Prof. Miss. D.R. Agrawal | - Member |
| 4) Prof. Miss Nikita A. Patil | - Member |

PRINCIPAL
S.S.V.P.S's. B.S. Deore
Polytechnic, Dhule.

Copy to: - All Department



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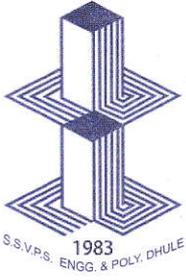
Ref. No. :

Date : 09/01/2024

CERTIFICATE

This is to Certified that We S.S.V.P.S's. B.S. DEORE Polytechnic Dhule having Establishment of Intenal Comittee for ensuring benefit of students & faculty for complaints and feedback system, this year no any colnplaint in loop.

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CERTIFICATE

This is to Certified that We S.S.V.P. S's.B.S. DEORE POLYTECHNIC DHULE, having Establishment of Internal Committee for ensuring benefit of students & faculty for complaints and feedback system,

A) Grievance Procedure

- 1) Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting the complaint in the complaint box which is placed in the institute office.
- 2) The complaint box will be opened once in a week by the coordinator of the cell and the complaint is to be informed to the chairman /principal of the college.
- 3) The complaint will be afforded full confidentiality at this stage.
- 4) After receiving the complaint, the chairman/principal shall convene the meeting of the cell.
- 5) The Cell shall process all the individual complaints and take suitable action thereon in the manner and mode as per the University Act.
- 6) The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.

B) Punishment for sexual harassment

- 1) Any member of the institute (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same

penalties for major or minor misconduct as prescribed under government/ university rules.

2) A student guilty of sexual harassment shall be liable for any of the following penalties:

- Warning or reprimand.
- Suspension from university/ college for a period of one month.
- Debarment from appearing for the examination for a period up to three years.
- Rustication from the university as the case may be.
- Any other punishment as defined by the government/ university act.

The Cell seeks to achieve /different communications

- 1) **Awareness Through Dissemination of Information** – through production, distribution and circulation of printed materials, posters and handouts
- 2) **Awareness Through workshops**– about sexual harassment for faculty, non-teaching staff and students. The aim is to develop non-threatening and non-intimidating atmosphere of mutual learning.
- 3) **Awareness by Counseling** - Confidential counseling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported as it is being a sensitive issue.
- 4) **Complaint boxes:** Girls can register their complaints in complaint boxes placed in all ladies and wash rooms (common rooms).
- 5) **Hygiene and safety:** PAD Disposal and vending machines are placed in common rooms.


Principal
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