



Pune District Education Association's
LAW COLLEGE, HADAPSAR

S.No. 215/2, 277/2 Annasaheb Magar College Campus,
Hadapsar-411028. Ph. : 020-26990135 / 36

■ ID No. : PU/PN/LAW 180-2002 ■ Reg. No. : BC/LE/PDEALC/PUNE/PU18/2004.
■ Approved by : Bar Council of India ■ Affiliated to Savitribai Phule Pune University ■ A.I.S.H.E. No. : C - 41831.



AQAR 2023-24

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 constitutional values and gender equity during the years.

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LAW COLLEGE, HADAPSAR, PUNE – 411028

**Affiliated to Savitribai Phule Pune University, Recognised by BCI,
NAAC Accredited B++**

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Annual Gender Sensitization Plan

From the start, PDEA Law college has worked continuously to work for the principles of Gender Equality in its students. The college conducts programs from time to time regularly to teach the students how to give importance to the principles of Gender Equality. The college has conducted different programs at the college level for the past years. College acknowledges we share specific values and principles, such as equality, inclusion, respect for human dignity, fairness, and justice. We also acknowledge the support for a diversity of talent. We renew our commitment to teaching future generations and being role models. We also commit to counteract any existing inequalities. The advantages of having an inclusive environment have long been established. cultures that value and incorporate all students result in more engaged, motivated, and productive students. Diverse and inclusive children are also more imaginative, as they may rely on a broader range of experiences, techniques, and resources to come up with new ideas. It is self-evident that an educated workforce that reflects the variety of its pupils is better able to recognize and anticipate their needs. In addition, making gender equity promotion a goal of the college helped the government's efforts to empower and uplift women, both among the staff and among the students.

PDEA Law College is ensuring concern for girls and boys in the institute in all curricular, extra-curricular, and co-curricular activities. The institution, through its proactive faculty staff and student program.

Sr.No	Action	Responsibility/Action by	Time Limit
1.	Have Regular meetings of anti-ragging / women and student grievances Redressal committees for monitoring and evaluation of gender equality in the institution	IQAC co-ordinator and convenors of the meeting	Minimum Two meetings per year
2.	Celebrate the International Women's Day	Faculty Member	March every year
3.	Provide maternity leave for women staff members as per the existing State/Central Government rules	Management	Up to one year
6.	The development and Implementation of all institutional policies include a segment of Gender Equality (Programs and strategies)	Principal	Throughout the year
7.	Review the functioning of the Internal Complaint Committee	Principal & Faculty Member	Throughout the year

4.	Conduct events and programs on gender equity.	IQAC	Throughout the year
5.	Enhance mentor-mentee relationship to provide student support services	IQAC	Throughout the year

WOMEN GRIEVANCE

REDRESSAL COMMITTEE

INFORMATION COLLEGE OF

PDEA'S LAW COLLEGE,

HADAPSAR, PUNE-411028

* 2023 - 2024 *

* Our Women's Grievance Redressal Cell:-

The cell is formed to resolve the Women's grievances regarding gender discrimination & sexual harassment complaints of its students.

This Cell is mainly formed for gender equality & gender justice in all its intervention & practice. Women Grievance Redressal Cell established under "THE NATIONAL COMMISSION FOR WOMEN ACT, 1990 (Act no. 20 of 1990) OF GOVERNMENT OF INDIA."

The cell is responsible for looking into any complaints filed by students & staff about Women Grievances at the college through personal contact/digital medium. According to the Hon' Supreme Court of India, definition of sexual harassment is any unwelcome sexually determined behaviour, as:-

- A. Physical contact & Advances.
- B. Demand or Request for sexual favours.
- C. Sexually colored remarks.

Any other unwelcome physical, Verbal/non-Verbal conduct of sexual nature. The Functions of the

the cell process oral & written complaints. Time to time cell conducts seminars & lectures by specialists & eminent personalities to stop violence against women, sexual harassment at work & about health, hygiene etc.

* Members of Cell :-

Sr. no.	Name of officer	Designation	Position in Committee
01.	Dr. Ranjana. P. Patil	Principal	President
02.	Adv. Bhate Shradha.	Advocate	Member
03.	Asst. Prof. Vaishali Kirate	Lecturer	Member
04.	Asst. Prof. Sannobh Kazi	Librarian	Member
05.	Mrs. Vaishali Behrood	Clerk	Member Student.
06.	Asst. Prof. Gaikwad Shital	Lecturer	Member
07.	Supriya Deshpande	Student	Member

* Objectives :-

- To resolve issues pertaining to girls' / women sexual harassment.
- To Women's Grievance Redressal Cell has been formed to resolve issues.
- To equip the female students, faculty & staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty & staff members.
- To provide a platform for listening to

Complaints and redressal of grievances.

- To incorporate hygiene habits & ensure healthy atmosphere in & around the College.
- To ensure personality along with academic development of students.

* Complaint Procedure -:

- Grievance student can approach to their class mentor or principal.
- A member who feels that he/she has been harrassed an also approach to college principal.

* Discipline -:

Any member found to have harrassed another member or guest will be subject to appropriate disciplinary procedure action, including reprimands, suspension or termination of membership.

* Complaint & Redressal Mechanism -:

- After knowing grievance of students, class mentor discusses it with the HoD and then an appropriate solution is found out. If not solved at this level then grievance is taken up to the principal & legal advisor.
- The Complaint shall be summoned to hear complaint (if necessary)
- After hearing of complaints, the Committee shall take appropriate decision.



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IQAC
P.D.E.A.'S
LAW COLLEGE
Madapsar, Pune-411028

R.P. Patil
Principal
P.D.E.A.'S
Law College, Madapsar,
Pune-411 028

First Half.

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Date:

* Meeting Notice *

The Meeting Notice for 'Women's Grievance Cell' will be held on date 25/08/2023. All Committee member & Grievance person kindly attended the meeting with your issue & question.
Thank You.


Place : PDEA's Law, College Pune.
Date : - 21 Aug 2023

* Committee member sign *

Sl. no.	Name of Committee member	Sign.
1.	Dr. Ranjana P. Patil	R.P. Patil
2.	Adv. Bhate Shradha	Bhate
3.	Asst. Prof. Vaishali Kirte	Vaishali Kirte
4.	Ass. Prof. Jannabir Kar	Jannabir Kar
5.	Mrs. Vaishali Bahirat	Bahirat
6.	Asst. Prof. Gaikwad Shital	Shital
7.	Supriya Deshpande	

* Discussion & Solution *

The meeting was held on 25/08/2023 in the presence of (President) Principal, Dr. Dr. Ranjana P. Patil. There was no case registered in this regard.


Principal
P.D. A. S. PRIME
Hadapsar, Pune - 411028

Second half.

Date:

MON TUE WED THU FRI SAT SUN
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* Meeting Notice *

The meeting Notice For 'Women's Grievance Cell' will be held on date 22/02/2024. All committee members & Grievance person kindly attended the meeting.

Thank You.

Place :- PDEA'S LAW College, Pune.

Date :- 20/ Feb/ 2024

* Discussion & solution of Meeting Day *

The meeting was held on 22/ Feb/ 2024 in the presence of Principal Dr. Ranjana. P. Patil mam.

After seeing all committee meeting it was seen that, there is no case registered in this regard.

Thank You.

Place :- PDEA'S LAW College, Hadapsar.

Date :- 22/ Feb/ 2024.

Ranjana P. Patil
IGAC
P.D.E.A.'S
LAW COLLEGE
Hadapsar, Pune-411028

Sr No.	Name of Committee member	Sign.
1.	Dr. Ranjana. P. Patil	<i>R.P. Patil</i>
2.	Adv. Shruddha Bhate.	<i>Shruddha</i>
3.	Asst. Prof. Vaishali Kirate.	<i>Vaishali</i>
4.	Asst. Prof. Jannobar Karzi	<i>Jannobar</i>
5.	Mrs. Vaishali Bahirat.	<i>Bahirat</i>
6.	Asst. Prof. Geekawad Chital	<i>Geekawad</i>
7.	Supriya Deshpande.	<i>Supriya</i>



R.P. Patil
Principal
P.D.E.A.'S
LAW COLLEGE - HADAPSAR
PUNE - 411028

Date: 2023-2024

MON TUE WED THU FRI SAT SUN
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* Annual Report *

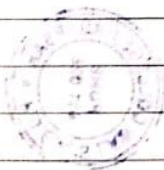
Women's grievance cell is functioning to deal with problems and difficulties faced by women's and girls' students to include sense of security on the campus. The guideline regarding it is display on the college website and committee tried to implement it, which has been helpful for employee & students.

The object of women Anti sexual harassment is burning issue all over in India. So that our college formed the women anti-sexual harassment cell for college girls students & women staff of college.

There is mechanism for the submission of offline grievance.

Awareness and meeting and regular conversation with student by member of committee ~~are~~ organized at regular interval;

As a result no single complaint is received.



Paul

**IQAC
P.D.E.A.'S
LAW COLLEGE
Madapsar, Pune-411028**

R.P. Patel
Principal

**Principal
P.D.E.A.'S
Law College, Madapsar
Pune-411 028.**