

Vidya Prabodhini College of Commerce, Education, Computer and Management

(Recognized by Govt. of Goa, Affiliated to Goa University and Approved by NCTE)

Vidyanagar, Alto-Parvuri, Bardez-Goa (India) 403521

(Recognized by U.G.C. under Section 2(f) and 12 (B) of the UGS Act 1956)

Accredited by NAAC with B+ Grade on a Seven Point Scale Under New Framework (1st Cycle)

Ref. VPCCECM/CC/2022-23/728

Date: 17th January, 2023

OFFICE ORDER

The Committee comprising of the following Members is constituted as per the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

Name of the Committee: POSH - INTERNAL COMMITTEE			
1.	Dr. Ramita Gurav Associate Professor, St. Xavier's College of Arts, Science & Commerce, Mapusa - Goa.	Chairperson	
2.	Dr. Manisha Kulkarni	Member Secretary	Mkeeri
3.	Dr. Sonali Shankwalker	Member	S
4.	Ms. Dhanashri Balo	Member	Dhanashri
5.	Mr. Rajaram Sandye	Member	Rajaram
6.	Mr. Siddesh Naik	Member	Siddesh
7.	Ms. Shrishti Tamankar	Member	Shrishti
8.	Ms. Akhila Dessai	Member	
9.	Ms. Sudeepa Chodankar (General Secretary)	Member	Sudeepa
10.	Ms. Sanjana Naik (Class Representative)	Member	Sanjana
11.	Ms. Nisha Narvekar (Lady Representative)	Member	Nisha



(Signature)

(Dr. Bhushan V. Bhawe)
Principal

To,
All the Faculty Members and Office Staff.

C.C to 1. Vice – Principal 2. Head Clerk 3. Accountant



ACTIVITY REPORT

Submission Date	: 25-05-2022
Course Name	: B.A.B.Ed and B.Com
Committee Name	: Internal Complaints Committee
Nature of the Activity	: Review
Name of the Activity	: Meeting of Internal Complaints Committee
Activity In-Charge	: Dr. MANISHA V. KULKARNI
Activity Venue	: VIDYA PRABODHINI COLLEGE OF COMMERCE, EDUCATION, COMPUTER AND MANAGEMENT, PARVARI
Event Date	: 27/04/2022

Resource Person Details

Name	: Smt.Kunda Chodankar and Ms.Sarita Parker
Organization	: Internal Complaints committee

Report

In pursuance to Supreme Court, the College has constituted an Internal Complaints Committee (ICC) for Gender Sensitization and Complaints against Sexual Harassment. The committee shall address discriminatory behavior including Sexual Harassment that they observe or of which they become aware of. The committee will also advise remedial actions including punishment to the offender. Committee composition consists of representatives from faculty, staff, students and external NGO representative.

At Vidya Prabodhini College, we endeavor to provide a conducive and healthy work environment where the relationship amongst the staff as well as with the students are cordial and supporting in all aspects, so that each individual shall have an enriching experience. The objective of this meeting is to ensure our staff members and students is determined to provide them excellent, comfortable, safe and healthy work environment, so that they can come out with their best in all facets.

Sensitization programmes / workshops would be organized, meetings would be convened for all staff members as well as special meetings to be conducted with only the women employees by the ICC on a regular basis in order to do the following:

- To sensitize employees about their right to have safe and healthy work environment
- To spread awareness about same either by way of publication, advertisement or by convening meetings.

NOTICE

(2021-22)

A meeting of the Internal Complaint Committee members will be held on Wednesday i.e. 27th April 2022 at 3.00 p.m.in F.Y B.Com, "A" classroom. All the Committee members are kindly requested to attend the same. You are also requested to maintain social distancing during the meeting and wear facial masks.

Agenda for the meeting is as under:

- 1) Conduct of activities for Students (Webinar / Workshop / Seminar / Invited Lectures etc.).
- 2) MoU with other organizations.
- 3) A.O.B

M Kulkarni

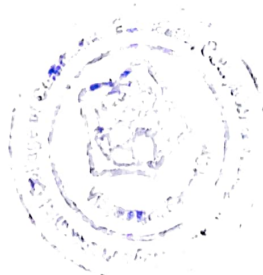
Dr. Manisha V. Kulkarni
Convener

Bhushan V. Bhave

Dr. Bhushan V. Bhave
Principal

Date: 19/04/2022

Sr. No	Members	Signature
1	Dr. Anil T. Thosare	<i>Anil T. Thosare</i>
2	Dr. Ujvala M. Hanjunker	<i>Ujvala M. Hanjunker</i>
3	Dr. Sonali K. Shankhwalker	<i>Sonali K. Shankhwalker</i>
4	General Secretary (Students' Council) Ms. Suvidya Sadanand Naik	<i>Suvidya Sadanand Naik</i>
5	Ladies Representative (Students' Council) Ms. Pranaya Prasad Dhabolkar	<i>Pranaya Prasad Dhabolkar</i>
6	Class Representative (Students' Council) Ms. Snesha Santosh Borkar	<i>Snesha Santosh Borkar</i>



PRABODHAN EDUCATION SOCIETY'S

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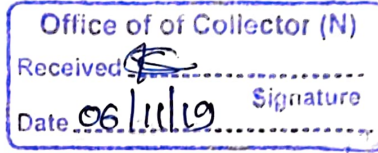
Accredited by NAAC with **B+** Grade on a Seven Point Scale Under New Framework (1st Cycle)

(The College is figured in the top 145 Best Commerce Colleges in India by the India Today Ranking 2019)

Ref: VPCCECM/DM/2019-20/498

Date: 06th November, 2019

The District Magistrate of North,
North Goa District,
Panaji, Goa



**Sub: Sexual Harassment of Women at Workplace report
(Prevention, Prohibition and Redressal) Act, 2013**

Ref. No. ADMIN/REDRESSAL/SH/01/2018/Vol-II/1287 Dated 17/06/2019

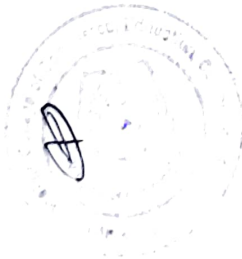
Dear Sir,

With reference to the above, there are no cases of Sexual Harassment of Women at Workplace for the academic year 2018 - 19.

Thanking you,

Yours faithfully,

[Signature]
(Dr. M. R. Patil)
PRINCIPAL



Copy to:-

The Director,
Directorate of Higher Education
Parvari - Goa

PRABODHAN EDUCATION SOCIETY'S

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(The College is figured in the top 145 Best Commerce Colleges in India by the India Today Ranking 2019)

Ref: VPCCECM/DM/2019-20/357

Date: 05th June, 2020

The District Magistrate of North,
North Goa District,
Panaji, Goa

**Sub: Sexual Harassment of Women at Workplace report
(Prevention, Prohibition and Redressal) Act, 2013**

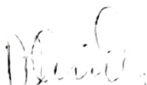
Ref. No. ADMIN/REDRESSAL/SH/01/2018/Vol-II/1287 Dated 17/06/2019

Dear Sir,

With reference to the above, there are no cases of Sexual Harassment of Women at Workplace for the academic year 2019 - 20.

Thanking you,

Yours faithfully,


(Dr. M. R. Patil)
PRINCIPAL



Copy to:-

The Director,
Directorate of Higher Education
Parvari - Goa

PROGRESS EDUCATION SOCIETY'S
**Vidya Prabodhini College of Commerce,
Education, Computer and Management**

Vidyanagar, Alto-Parvari, Bardez-Goa (India) 403521

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(The College is figured in the top 145 Best Commerce Colleges in India by the India Today Ranking 2019)

Ref. VPCCECM/DM/2019-20/357

Date 05th June, 2020

**The District Magistrate of North,
North Goa District,
Panaji, Goa**

**Sub: Sexual Harassment of Women at Workplace report
(Prevention, Prohibition and Redressal) Act, 2013**

Ref. No. ADMIN/REDRESSAL/SH/01/2018/Vol-II/1287 Dated 17/06/2019

Dear Sir,

With reference to the above, there are no cases of Sexual Harassment of Women at Workplace for the academic year 2019 - 20.

Thanking you.

Yours faithfully,

(Signature)
**(Dr. M. R. Patil)
PRINCIPAL**



Copy to

✓ The Director
Directorate of Higher Education
Parvari - Goa

o/c
(Signature)
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PRABODHAN EDUCATION SOCIETY'S
**Vidya Prabodhini College of Commerce,
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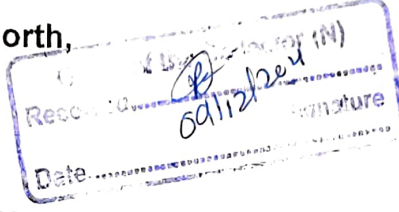
(Recognized by U.G.C. under Section 2(f) and 12 (B) of the UGS Act 1956)

Accredited by NAAC with B+ Grade on a Seven Point Scale Under New Framework (1st Cycle)

Ref: VPCCECM/DM/2021 -22/591

Date: 07th December, 2021

The District Magistrate of North,
North Goa District,
Panaji, Goa



**Sub: Sexual Harassment of Women at Workplace report
(Prevention, Prohibition and Redressal) Act, 2013**


Ref. No. ADMIN/REDRESSAL/SH/01/2018/Vol-II/1287 Dated 17/06/2019

Dear Sir,

With reference to the above, there are no cases of Sexual Harassment of Women at Workplace for the academic year 2021 - 22.

Thanking you,

Yours faithfully,


(Dr. Bhushan V. Bhave)
PRINCIPAL



Copy to:-

The Director,
Directorate of Higher Education
Parvari - Goa

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Received by Sau
Dated 09/12/21
Directorate of Higher Education
Parvari - Bardez-Goa



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PRABODHAN EDUCATION SOCIETY'S
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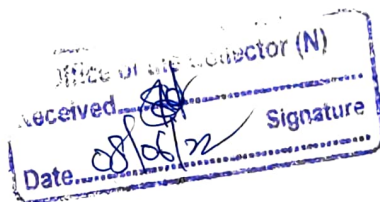
(Recognized by U.G.C. under Section 2(f) and 12 (B) of the UGS Act 1956)

Accredited by NAAC with B+ Grade on a Seven Point Scale Under New Framework (1st Cycle)

Ref: VPCCECM/DM/2021 -22/1299

Date: 07th June, 2022

The District Magistrate of North,
 North Goa District,
 Panaji, Goa



**Sub: Sexual Harassment of Women at Workplace report
 (Prevention, Prohibition and Redressal) Act, 2013**

Ref. No. ADMIN/REDRESSAL/SH/01/2018/Vol-II/1287 Dated 17/06/2019

Dear Sir,

With reference to the above, there are no cases of Sexual Harassment of Women at Workplace for the academic year 2021 - 22.

Thanking you,

Yours faithfully,

(Dr. Bhushan V. Bhawe)
 PRINCIPAL

Copy to:-

The Director,
 Directorate of Higher Education
 Parvari - Goa

a/c

Received by
 Dated 08/06/22
 Directorate of Higher Education
 Porvorim, Bardez-Goa



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PRABODHAN EDUCATION SOCIETY'S
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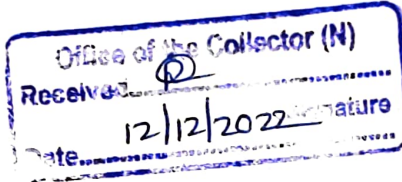
(Recognized by U.G.C. under Section 2(f) and 12 (B) of the UGS Act 1956)

Accredited by NAAC with B+ Grade on a Seven Point Scale Under New Framework (1st Cycle)

Ref: VPCCECM/DM/2022-23/594

Date: 09th December, 2022

The District Magistrate of North,
North Goa District,
Panaji, Goa



**Sub: Sexual Harassment of Women at Workplace report (Prevention,
Prohibition and Redressal) Act, 2013**

Ref. No. ADMIN/REDRESSAL/SH/01/2018/Vol-II/1287 Dated 17/06/2019

Dear Sir,

With reference to the above, there are no cases of Sexual Harassment of Women at Workplace for the academic year 2022 - 23.

Thanking you,

Yours faithfully,

(Dr. Bhushan V. Bhawe)
PRINCIPAL



Copy to:-

The Director,
Directorate of Higher Education
Parvari - Goa

Received by
Dated 12/12/22
Directorate of Higher Education
Parvari, Bardez-Goa



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Prabodhan Education Society's
**Vidya Prabodhini College of Commerce,
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Vidyanagar, Alto-Parvari, Goa (INDIA) 403521
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Ref: VPCCECM/DM/2022-23/1197

Date: 06th June, 2023
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The District Magistrate of North,
North Goa District,
Panaji, Goa

**Sub: Sexual Harassment of Women at Workplace report (Prevention,
Prohibition and Redressal) Act, 2013**

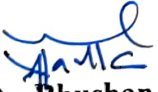
Ref. No. ADMIN/REDRESSAL/SH/01/2018/Vol-II/1287 Dated 17/06/2019

Dear Sir,

With reference to the above, there are no cases of Sexual Harassment of Women at Workplace for the academic year 2022 - 23.

Thanking you,

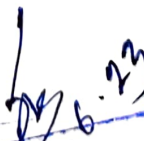
Yours faithfully,


(Dr. Bhushan V. Bhawe)
PRINCIPAL



Copy to:-

✓ The Director,
Directorate of Higher Education
Parvari - Goa

Received by 
Dated 5.6.23
Directorate of Higher Education
Porvairi, District - Goa