



**SHRI SHIVAJI EDUCATION SOCIETY, AMRAVATI'S**

# **DR. PANJABRAO DESHMUKH COLLEGE OF LAW, AMRAVATI**

**3rd Cycle  
Assessment & Accreditation by NAAC**

## **Criterion-V - Student Support and Progression**

### **5.1 Student Support**

**5.1.4 THE INSTITUTION HAS A TRANSPARENT MECHANISM  
FOR TIMELY REDRESSAL OF STUDENT GRIEVANCES  
INCLUDING SEXUAL HARASSMENT AND RAGGING CASES**





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**DR PANJABRAO DESHMUKH COLLEGE OF LAW**

Morshi Rd, Amravati, Mah. 444603 Ph. (Off.) 0721-266707

Affiliated to Sant Gadge Baba Amravati University

Website: [www.drpdclamtorg.in](http://www.drpdclamtorg.in) E-mail : [drpdclamt13@gmail.com](mailto:drpdclamt13@gmail.com)



**Principal** Dr. Varsha N. Deshmukh      **Founder** Dr. Panjabrao @ BhausahebDeshmukh      **President** Shri. Harshwardhan P. Deshmukh

No. of PDCL/2709/2023.....

College Code-130

Date : 18/05/2023.....

**Declaration**

"We, the undersigned, hereby solemnly declare and affirm that the information, reports of various events, true copies of documents, and numerical data furnished in this file are verified and found to be true and correct by the Internal Quality Assurance Cell (IQAC) of Dr. Panjabrao Deshmukh College of Law, in accordance with the best of our knowledge, information, and belief.

We further declare that the documents submitted as evidence in support of the data templates are genuine and have not been falsified or tampered with in any way.

This declaration is made in good faith and may be relied upon by the National Assessment and Accreditation Council (NAAC) as evidence of the genuineness and accuracy of the documents and information provided herein."

Hence this Declaration



(IQAC) Dr. Rajesh D. Pati  
Dr. Panjabrao Deshmukh College of Law,  
Amravati  
Dr. Panjabrao Deshmukh College of Law,  
Amravati

Principal  
Dr. Varsha N. Deshmukh  
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Dr. Panjabrao alias Bhausahab Deshmukh

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

**Internal Complaint Committee**

The Prevention of Workplace Sexual Harassment Act and the Prevention of Workplace Sexual Harassment Rules have been enacted 16 years after the Supreme Court of India's landmark judgement in Vishaka and others v. State of Rajasthan<sup>4</sup> ("Vishaka Judgement"). The Supreme Court, in the Vishaka Judgment, laid down guidelines making it mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women

The Prevention of Workplace Sexual Harassment Act has been enacted with the objective of preventing and protecting women against sexual harassment at workplace and for the effective redressal of complaints of sexual harassment. The statute seeks to fill the legislative void on the subject and provide every woman, irrespective of her age or employment status, a safe and secure working environment free from all forms of harassment.



*[Signature]*  
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### Internal Complaints Committee


The Prevention of Workplace Sexual Harassment Act requires an employer to set up an 'internal complaints committee' ("ICC") at each office or branch, of an organization employing 10 or more employees, to hear and redress grievances pertaining to sexual harassment

Dr. Panjabrao Deshmukh College of Law has set up an ICC committee according to the The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

### INTERNAL COMPLAINT COMMITTEE (ICC)

Sr.No.	Name	Designation
1	Dr. Bhagyashree A. Deshpande	Chairperson
2	Dr. Prakash Y. Dabhade	Teaching Staff
3	Dr. Prachi P. Kadu	Teaching Staff
4	Mrs. S. D. Lungare	NGO Member
5	Miss Akanksha A. Asanare	LR/CR



  
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### **Powers of the ICC/LCC**

The Prevention of Workplace Sexual Harassment Act stipulates that the ICC and LCC shall, while inquiring into a complaint of workplace sexual harassment, have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of:


- summoning and enforcing the attendance of any person and examining him on oath;
- requiring the discovery and production of documents; and
- any other matter which may be prescribed

### **Complaint Mechanism**

An aggrieved woman who intends to file a complaint is required to submit six copies of the written complaint, along with supporting documents and names and addresses of the witnesses to the ICC or LCC, within 3 months from the date of the incident and in case of a series of incidents, within a period of 3 months from the date of the last incident. The ICC/ LCC can extend the timeline for filing the complaint, for reasons to be recorded in writing, by a period of 3 months. The law also makes provisions for friends, relatives, co-workers, psychologist, psychiatrists, etc. to file the complaint in situations where the aggrieved employee is unable to make the complaint on account of physical incapacity, mental incapacity or death.

### **Redressal Process**



  
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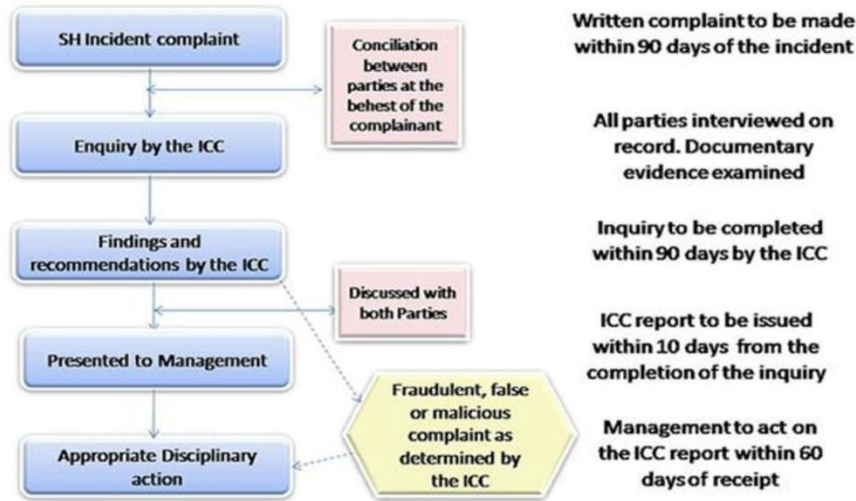


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There is provision for filling offline complaint also



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Dr. Panjabrao Deshmukh College of Law has **Anti Ragging Committee**

**ANTI -RAGGING AND STUDENT GRIEVANCE COMMITTEE**

Sr.No.	Name	Designation
1	Mr. Uday V. Thakre	Director of Physical Education
2	Dr. Prakash Y. Dabhade	Teaching Staff
3	Mr. R. L. Raut	Police Mem. PSI
4	Mrs. Rita Padole	Corporator

The proceedings of ICC are conducted with due care and concern, also are kept confidential.

**PROGRAMME DETAILS**

Title –WORKSHOP ON LEGAL AWARENESS

RESOURCE PERSON -DISTRICT LEGAL SERVICES AUTHORITIES AND FAMILY COURT AMRAVATI

PROGRAMME COORDINATOR- DR P Y DABHADE

TARGETED AUDIENCE-COLLEGE STUDENTS AND

PROGRAMME OUTCOME- LEGAL AWARENESS AMONGS THE STUDENTS RELATING TO VARIOUS WOMEN RELATED LAWS



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