ज्ञानं सविज्ञानम्
DPES
Dhole Patil Education Society

DHOLE PATIL COLLEGE OF PHYSIOTHERAPY
Approved by Govt. of Maharashtra,
Affiliated to Maharashtra University of Health Science, (MUHS) Nashik

Campus - Near EON IT Park, Kharadi, Dhole Patil College Road, Wagholi,Pune - 412207., India. Tel. : +91-20-66059900 Email : dholepatilphysiotherapy@gmail.com Web. : www.dpcop.in

Ref. No.: DPCOP/ A.Y. 2024-25/ Admin / ICC -

Date : 06/01/2025

SEXUAL HARASSMENT PREVENTION
Vishaka /
Internal Complaints Committee

Gender Sensitization AY 2024-25

The Dhole Patil Education society's Dhole Patil College of Physiotherapy constitutes the "Gender Sensitization Committee" as per the directions of Government of Maharashtra for prevention of sexual harassment, prohibition and redressal at workplace of Dhole Patil college of Physiotherapy.

Sr.No	Committee Members	Designation	Contact Details
1	Mrs. Uma S. Dhole Patil (Hon. Secretary)	Chairperson	9890911113
2	Dr Chetali Paliwar	Teaching Staff Member	8766996948
3	Dr. Ankita Shukla	Teaching Staff Member	8446219099
4	Dr. Sneha L Joy	Gender Secretary Staff Incharge	9916148467
5	Ms. Janhvi Satam	Gender Secretary Student Incharge	9284842987
6	Ms. Prerna Jadhav	Student Member	7378450508
7	Ms Akansha Teke	Student Member	8446253282

Principal
D P E S, Dhole Patil
College of Physiotherapy
Pune - 412207

MUHS

law MUHS <law@muhs.ac.in>

Fwd: Compliance on the Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions - reg.

1 message

Registrar MUHS <registrar@muhs.ac.in> Mon, Jan 13, 2025 at 6:12 PM
To: law@muhs.ac.in, sw@muhs.ac.in

---------- Forwarded message ---------
From: **Compliance on the Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions - reg.** <techsupport.ugc@nic.in>
Date: Mon, Jan 13, 2025 at 5:11 PM
Subject: Compliance on the Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions - reg.
To: <registrar@muhs.ac.in>

Respected Sir/Madam,

This is a gentle reminder to kindly take the necessary action regarding the implementation of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, at the earliest. We also request you to disseminate this important information to your university and affiliated colleges, ensuring compliance with the UGC Regulations. Additionally, you are requested to provide the required compliance details through the online forms available on the SAKSHAM portal (saksham.ugc.ac.in) and the UAMP portal (uamp.ugc.ac.in) for the year 2023-24. Please ensure that the submission is completed no later than 15th January 2025.For your reference, relevant documents are attached to this email.

We sincerely appreciate your cooperation and prompt attention to this matter.

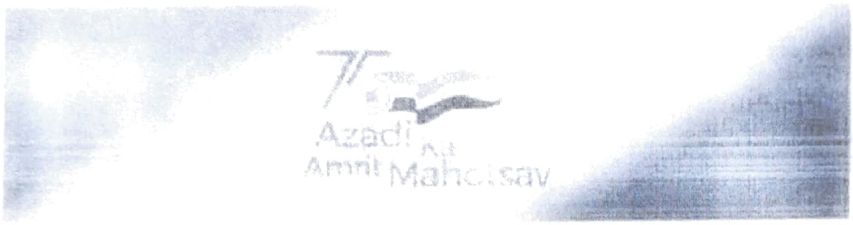
Sexual-Harassment-English-Advisory https://shorturl.at/9wh1p

Sexual-Harassment-Hindi-Advisory https://shorturl.at/ET2h7

LAW & GRIEVANCES DEPT.
Inward No.. 3221
Date . 14 | 01 | 2025
Sign.:

Warm regards,

Dr. Ashima Mangla
Joint Secretary
University Grants Commission



Initiatives on cases of Sexual Harassment in Higher Education Institutions during 2023-2024.

drguna.sportsphysio@gmail.com Switch accounts

Not shared

Resubmit to save

* Indicates required question

Email Id of Higher Educational Institution (HEI) *

dholepatilphysiotherapy@gmail.com

Name of Higher Educational Institution (HEI) :- *

DHOLE PATIL COLLEGE OF PHYSIOTHERAPY

AISHE Code (Note: Write only AISHE code of your Institution)

65646

Select Type of HEI *

College

You're editing your response. Sharing this URL allows others to also edit your response.

FILL IN A NEW RESPONSE

If College, provide name of the Affiliating University

MAHARASHTRA UNIVERSITY OF HEALTH SCIE

District *

PUNE

State: *

Maharashtra

Contact Details of Registrar/ Principal (Mobile no) *

9970503568

Contact Details (Landline) *

02066059900

Registrar/ Principal Email Id *

principal_dpcop@dpcoepune.edu.in

You're editing your response. Sharing this URL allows others to also edit your response.

FILL IN A NEW RESPONSE

Q1. Number of cases of sexual harassment received during 01-04-2023 to 31-03-2024 *

0

Q2. Number of complaints disposed of during the year *

0

Q3. Nature of action *

NA

Q4. Number of cases pending for more than 90 days *

0

Q5. Number of workshops conducted on awareness programs against sexual harassment conducted during the year *

4

Q6. Whether the Internal Complaint Committee has been constituted as per UGC Regulations 2015? *

- (●) Yes
- ( ) No

You're editing your response. Sharing this URL allows others to also edit your response.

FILL IN A NEW RESPONSE

Q7. If yes, mention the details of the members of the Complaint Committee below:

A(i) Provide name of the Presiding Officer *

Mrs. Uma Dhole Patil

A(ii) Provide Email Id of the Presiding Officer *

Umadpatil31@gmail.com

A(iii) Provide contact number of the Presiding Officer *

9890911113

(B) Provide names of two Faculty Members *

Dr. Chetali Paliwal Dr. Ankita Shukla

(C) Provide names of two Non-teaching Members *

Mrs. Mahdavi Repal Mrs. Pooja Ghadge

(D) Provide names of three Students *

Ms. Prerna Jadhav Ms. Janavi Satam, Ms. Aak

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FILL IN A NEW RESPONSE

(E) Provide name of the person from NGO *

Mrs. Sujitha V. Khatavkar

Q8. Whether a Billboard has been placed in the workplace showing the penal consequences of sexual harassment? *

- (●) Yes
- ( ) No

Q9. Whether a toll-free number and committed phone numbers has been provided on the Billboard? *

- (●) Yes
- ( ) No

Q10. Whether Women helpline number 181 and emergency response support system number 112 has also been displayed on Billboard for ease of access to women in distress? *

- (●) Yes
- ( ) No

Q11. Whether the Institution has a special/ women cell under the Administrative control to deal with the issue of gender-based violence and to conduct gender sensitization programs? *

- (●) Yes
- ( ) No

You're editing your response. Sharing this URL allows others to also edit your response.

FILL IN A NEW RESPONSE

Initiatives on implementing the Guidelines of Gender Champions in Higher Education Institutions during 2023-24

drguna.sportsphysio@gmail.com Switch accounts

Not shared

Draft saved

* Indicates required question

Email Id of Higher Educational Institution (HEI) *

dholepatilphysiotherapy@gmail.com

Name of Higher Educational Institution (HEI) :- *

DHOLE PATIL COLLEGE OF PHYSIOTHERAPY

AISHE Code (Note: Write only AISHE code of your Institution)

65646

Select Type of HEI *

College

If College, provide name of the Affiliating University

MAHARASHTRA UNIVERSITY OF HEALTH SCIE

District *

PUNE

State: *

Maharashtra

Contact Details of Registrar/ Principal (Mobile no) *

9970503568

Contact Details (Landline) *

02066059900

Registrar/ Principal Email Id *

principal_dpcop@dpcoepune.edu.in

1. Number of Boys Champions during 01-04-2023 to 31-03-2024. *

15

2. Number of Girls Champions during 01-04-2023 to 31-03-2024. *

30

3. Number of Transgender Champions during 01-04-2023 to 31-03-2024. *

0

4. Number of the Nodal Teacher(s) for facilitating the Implementation of Gender Champion Guidelines during 01-04-2023 to 31-03-2024. *

03

5. Whether the Guidelines of Gender Champions have been implemented or not? *

- (●) Yes
- ( ) No

Submit Clear form

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Google Forms

INTERNAL COMPLAINTS COMMITTEE (Women's Complaints Committee) **Annexure A**

1st January 2024 to 31st December 2024

Name & Address of the College: Dhole Patil College of Physiotherapy, near EON IT Park, Kharadi, Dhole Patil college road, Wagholi, Pune- 402207

Mobile & Phone No/s: 9970503568 Email Address: dholepatilphysiotherapy@gmail.com

(Note: - The Internal Complaints Committee should be headed by a woman and not less than half of its members should be women.)

Date of the Constitution of Committee:-22/11/2021 (committee revised as per the circular)		
Name, Designation, Address, Tele./Mobile No. & E-mail address of the Presiding Officer	1)Presiding Offer	Mrs. Uma S. Dhole Patil Hon. Secretary of DPES near EON IT Park, Kharadi, Dhole Patil college road, Wagholi 9890911113 Umadpatil31@gmail.com
Name of the NGO member with his/her Telephone/Mobile No. & e-mail address	2)Member	Mrs. Sujitha V. Khatavkar 9421080318 avkhatavkar@gmail.com
Name of remaining Members with their Telephone/Mobile Nos. & e-mail address.	3) Member	Mr. Dennis Selvam 8087994515 denisselvam@gmail.com
	4) Member	Prof. Dr. Aarti Dandavate 8660840432 Dr.aratid@dpcoepune.edu.in
	5) Member Secretary	Dr. N. Gunasekaran 9970503568 Principal_dpcop@dpcoepune.edu.in

ANALYTICAL CHART OF THE ACTION TAKEN BY THE INTERNAL COMPLAINTS COMMITTEE (Women's Complaints Committee) REGARDING THE COMPLAINTS OF SEXUAL HARASSMENT OF FEMALE EMPLOYEES/FEMALE STUDENTS IN THE COLLEGE DURING

1st January 2023 to 31st December 2023

Has the college constituted the Internal Complaints Committee	No of complaints received by the Internal Complaints Committee	No of complaints Investigated by the Internal Complaints Committee	No of complaints in which substance was found by the Internal Complaints Committee	No of complaints in which substance was not found by the Internal Complaints Committee	No of officers/employees found guilty in connection with the complaints in column 4	Nature of action taken against the guilty
1	2	3	4	5	6	7
YES	0 (no complaints)	0 (no complaints)	0 (no complaints)	0 (no complaints)	0 (no complaints)	Not applicable

(in view of para number 5 of University circular, please mention the Outward Number and Date of the letter where by the Inquiry Report is/was submitted to the University.)

(Attach separate sheet, if required)

DETAILS OF WORKSHOPS AND AWARENESS PROGRAMMES AND ORIENTATION PROGRAMMES

1st January 2023 to 31st December 2023

Number of Workshops, Awareness Programmes and Orientation Programmes against sexual harassment conducted for the Employees and Students in the College			
Date of Programme	Nature of Programme	Name (s) of Speaker (s)/Guest (s)	Number of Staff /Student (s) attended the Programme
17.08.2024	Self defense karate session	Mr. Ranjeet Chauhan	38
28.09.2024	Self defense karate session	Mr. Sanket Yadhav	52
19.10.2024	Road show self defense karate session	Mr. Sanket Yadhav	45
20.12.2024	Sexual harassment awareness program and Cyber Security	Prof. Dr. Aarti Dandavate	45
21.12.2024	Prevention and awareness of sexual harassment at workplace	Prof. Vitthal Gaikwad	42
22.12.2024	Sexual harassment awareness program	Prof. Dr. Aarti Dandavate	35

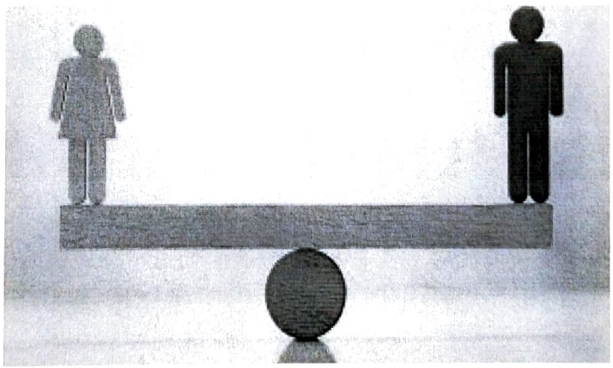
Date: 16.01.2025

Seal & Signature of Dean/Principal

(Name.....)

Principal
D P E S, Dhole Patil
College of Physiotherapy
Pune - 412207

Standard Operating Procedure for Gender Sensitization



Introduction

Gender awareness raising aims to promote and encourage a general understanding of gender-related challenges, for instance, violence against women and the gender pay gap. It also aims to show how values and norms influence our reality, reinforce stereotypes and support the structures that produce inequalities. Gender awareness rising intends to change attitudes, behaviors and beliefs that reinforce inequalities between women and men. Raising gender awareness goes hand in hand with gender equality training as a way to transmit the necessary information and knowledge to take action.

Preamble:

Gender sensitization is the process of creating awareness regarding gender equality issues and modifying the behavior and views that people hold about themselves and other genders.

Composition of Committee

The Gender Sensitization Committee comprises the following members:

- Chairperson
- Teaching staff members
- Gender Secretary
- Student members

Meeting Frequency: The committee is responsible for addressing complaints related to gender discrimination and harassment on campus. Meeting should be conducted at least once a year or as needed and complains should be resolved within 30 days of receipt.

Objectives

- Address issues related to gender discrimination and ensure justice
- Provide a platform for individuals to file complaints in a safe and respectful manner.
- Promote gender sensitization through training, workshops and discussions.
- Ensure speedy resolution of complaints by organizing committee meetings.
- Conduct an annual gender audit to assess the environment of campus.
- Ensure compliance with the actions and recommendations made by the committee.

Facilities for Gender Sensitivity

1. **Safety**
    - Female security personnel within the campus
    - CCTV surveillance for entire campus
2. **Counseling**
    - Regular counseling sessions will be held for students by trained mentors
3. **Common Room**
    - Separate male and female common rooms will be provided in campus
4. **Day Care Center**
    - A hygienic day care center will be established for the children of women employees, ensuring a safe and good environment.

Action Plan

- Celebrate International Women's Day on 8th March every year.
- Conduct gender sensitization programs for employees during training sessions.
- Conduct gender awareness program during student orientation.
- Conduct outreach programs in nearby communities to promote gender equality.
- Host seminars and street plays featuring gender bias, domestic violence and other issues.

Penalty for Non- Compliance

- **Minor Penalties**
  - Warning or caution
  - Cancellation of awards or medals
  - Withholding of increment or promotions

- **Major Penalties**
  - Suspension or expulsion from the institution or hostel
  - Permanent dismissal from the institution