



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2017-18)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Conclusion about the decision or action required to be taken about any grievance if happened.



DIRECTOR
DR. VITHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 11th September 2017 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation
1.	Prof. Shubhangi Potdar	Member Secretary
2.	Prof. Riddhi Panchal	Member
3.	Prof. Bhagyashri More	Member
4.	Prof. Snehal Nirmal	Member
5.	Ms. Vidya Thewarkar	Student Representative
6.	Ms. Yogita Ambade	Student Representative

Honorable Director was requested to assume the Chair.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



DIRECTOR
DR. VITHALRAO VIKHE PATIL FOUNDATION
I.B.M.R.D., AHMEDNAGAR





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development



Attendance of the Meeting

The following members of Internal Complaints Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 11/09/2017 at 1.30 P.M. at the Board Room of P.D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Prof. Shubhangi Potdar	Member Secretary	
2.	Prof. Riddhi Panchal	Member	
3.	Prof. Bhagyashri More	Member	
4.	Prof. Snehal Nirmal	Member	
5.	Ms. Vidya Thewarkar	Student Representative	
6.	Ms. Yogita Ambade	Student Representative	

Dr. Arun Ingle

Director IBMRD



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





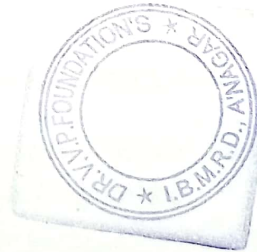
Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2017-18)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
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DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 8th January 2018 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation
1.	Prof. Shubhangi Potdar	Member Secretary
2.	Prof. Riddhi Panchal	Member
3.	Prof. Bhagyashri More	Member
4.	Prof. Snehal Nirmal	Member
5.	Ms. Vidya Thewarkar	Student Representative
6.	Ms. Yogita Ambade	Student Representative

Honorable Director was requested to assume the Chair.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

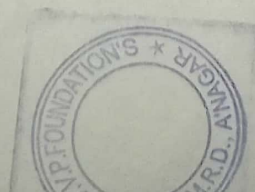
Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



DIRECTOR
DR. VITHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vitthalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development



Attendance of the Meeting

The following members of Internal Complaints Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 8/01/2018 at 1.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Prof. Shubhangi Potdar	Member Secretary	
2.	Prof. Riddhi Panchal	Member	
3.	Prof. Bhagyashri More	Member	
4.	Prof. Snehal Nirmal	Member	
5.	Ms. Vidya Thewarkar	Student Representative	
6.	Ms. Yogita Ambade	Student Representative	

Dr. Arun Ingle

Director IBMRD



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vithalrao Vikhe Patil Foundation's

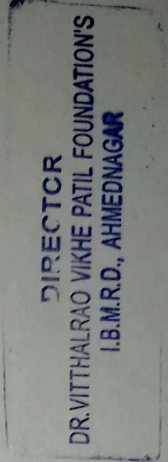
Institute of Business Management & Rural Development

Internal Complaints Committee (Academic Year (2017_18))

Sr. No.	Name of the complainant	Course	Date of Receiving Application	Date of meeting with ICC	Action Taken	Director's Remark
1.	NIL	NIL	NIL	NIL	NIL	NIL
2.	NIL	NIL	NIL	NIL	NIL	NIL
3.	NIL	NIL	NIL	NIL	NIL	NIL
4.	NIL	NIL	NIL	NIL	NIL	NIL
5.	NIL	NIL	NIL	NIL	NIL	NIL

Remark: No grievances were noted, hence the report is NIL.

Director, IBMRD





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2018-19)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Conclusion about the decision or action required to be taken about any grievance if happened.



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 7th September 2018 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation
1.	Dr. Shubhangi Potdar	Member Secretary
2.	Prof. Riddhi Panchal	Member
3.	Prof. Bhagyashri More	Member
4.	Prof. Snehal Nirmal	Member
5.	Ms. Pandharkar Neelam G.	Student Representative
6.	Ms. Rutuja Bhise	Student Representative

Honorable Director was requested to assume the Chair.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



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DIRECTOR
DR. VITHALRAO VIKHE PATIL FOUNDATION'S



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development



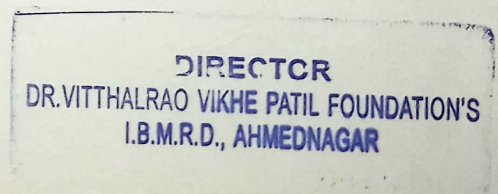
Attendance of the Meeting

The following members of Internal Complaints Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 7/09/2018 at 1.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Dr. Shubhangi Potdar	Member Secretary	
2.	Prof. Riddhi Panchal	Member	
3.	Prof. Bhagyashri More	Member	
4.	Prof. Snehal Nirmal	Member	
5.	Ms. Pandharkar Neelam Ganesh	Student Representative	
6.	Ms. Rutuja Bhise	Student Representative	

Dr. Arun Ingle

Director IBMRD





Dr. Vitthalrao Vikhe Patil Foundation's

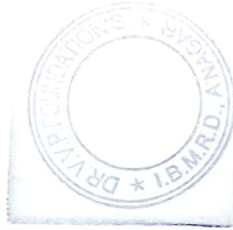
Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2018-19)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Conclusion about the decision or action required to be taken about any grievance if happened.

DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vitthalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 8th January 2019 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation
1.	Dr. Shubhangi Potdar	Member Secretary
2.	Prof. Riddhi Panchal	Member
3.	Prof. Bhagyashri More	Member
4.	Prof. Snehal Nirmal	Member
5.	Ms. Vidya Thewarkar	Student Representative
6.	Ms. Yogita Ambade	Student Representative

Honorable Director was requested to assume the Chair.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the institute.

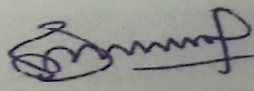
Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.




DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vitthalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development



Attendance of the Meeting

The following members of Internal Complaints Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 8/01/2019 at 1.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Dr. Shubhangi Potdar	Member Secretary	
2.	Prof. Riddhi Panchal	Member	
3.	Prof. Bhagyashri More	Member	
4.	Prof. Snehal Nirmal	Member	
5.	Ms. Vidya Thewarkar	Student Representative	
6.	Ms. Yogita Ambade	Student Representative	

Dr. Arun Ingle

Director IBMRD



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Internal Complaints Committee (Academic Year (2018_19))

Sr. No.	Name of the complainant	Course	Date of Receiving Application	Date of meeting with ICC	Action Taken	Director's Remark
1.	NIL	NIL	NIL	NIL	NIL	NIL
2.	NIL	NIL	NIL	NIL	NIL	NIL
3.	NIL	NIL	NIL	NIL	NIL	NIL
4.	NIL	NIL	NIL	NIL	NIL	NIL
5.	NIL	NIL	NIL	NIL	NIL	NIL

Remark: No grievances were noted, hence the report is NIL.

Director, IBMRD



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vitthalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2019-20)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Conclusion about the decision or action required to be taken about any grievance if happened.



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 13th September 2019 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation
1.	Prof. Aparna Nisal	Member Secretary
2.	Dr. Shubhangi Potdar	Member
3.	Prof. Snehal Nirmal	Member
4.	Ms. Sali Aparna Machhindra	Student Representative
5.	Ms. Pandharkar Neelam Ganesh	Student Representative

Honorable Director was requested to assume the Chair.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



DIRECTOR
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's



Institute of Business Management & Rural Development

Attendance of the Meeting

The following members of Internal Complaints Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 13/09/2019 at 1.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Prof. Aparna Nisal	Member Secretary	
2.	Dr. Shubhangi Potdar	Member	
3.	Prof. Snehal Nirmal	Member	
4.	Ms. Sali Aparna Machhindra	Student Representative	
5.	Ms. Pandharkar Neelam Ganesh	Student Representative	

Director IBMRD



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2019-20)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Conclusion about the decision or action required to be taken about any grievance if happened.



DIRECTOR
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 10th February 2020 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

Sr. No.	Name of Member	Designation
1.	Prof. Aparna Nisal	Member Secretary
2.	Dr. Shubhangi Potdar	Member
3.	Prof. Snehal Nirmal	Member
4.	Ms. Sali Aparna Machhindra	Student Representative
5.	Ms. Pandharkar Neelam Ganesh	Student Representative

Honorable Director was requested to assume the Chair.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development



Attendance of the Meeting

The following members of Internal Complaints Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 10/02/2020 at 1.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Prof. Aparna Nisal	Member Secretary	
2.	Dr. Shubhangi Potdar	Member	
3.	Prof. Snehal Nirmal	Member	
4.	Ms. Sali Aparna Machhindra	Student Representative	
5.	Ms. Pandharkar Neelam Ganesh	Student Representative	



Director IBMRD



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





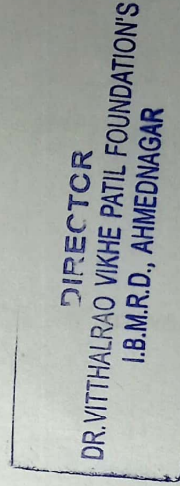
Dr. Vithalrao Vikhe Patil Foundation's
Institute of Business Management & Rural Development

Internal Complaints Committee (Academic Year (2019_20))

Sr. No.	Name of the complainant	Course	Date of Receiving Application	Date of meeting with ICC	Action Taken	Director's Remark
1.	NIL	NIL	NIL	NIL	NIL	NIL
2.	NIL	NIL	NIL	NIL	NIL	NIL
3.	NIL	NIL	NIL	NIL	NIL	NIL
4.	NIL	NIL	NIL	NIL	NIL	NIL
5.	NIL	NIL	NIL	NIL	NIL	NIL

Remark: No grievances were noted, hence the report is NIL.

Director, IBMRD





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2020-21)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Provide assistance if an employee or a student chooses to file a complaint with the police;
4. Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
5. Protect the safety of the complainant by not divulging the person's identity and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
6. Conclusion about the decision or action required to be taken about any grievance if happened.



5/7/21
DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 10th February 2021 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation	Mobile No.
1.	Dr. Shubhangi Potdar	Member Secretary	9422342036
2.	Dr Megha Jain	Member	9766927213
3.	Mr. P.T. Kadam	Non-teaching Employee	9209099696
4.	Mr. S. B. Mane	Non-teaching Employee	9309172544
5.	Ms. Harini Pawar	Student Representative	8484078357
6.	Ms. Poonam Ghodake	Student Representative	7058128988
7.	Ms. Shinde Neha	Student Representative	8805870799

Emergency contact numbers are:- 0241-2779558, 0241-2777899, 0241-2777296

Honorable Director was requested to assume the Chair.

The minutes of previous meeting were retained and discussed that as no students were present in the campus due to the covid pandemic, first meeting for this academic year (2020-21) was not held.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the Institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3, 4 & 5: Provide assistance and mechanisms for dispute redressal & protect the safety of the complainant

Proceeding: It is informed in meeting that there was no such problem noted.

Point no. 6: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



Signature
DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Attendance of the Meeting

The following members of Women Grievance Cell Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 10/02/2021 at 4.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Dr. Shubhangi Potdar	Member Secretary	
2.	Dr. Megha Jain	Member	
3.	Mr. P.T. Kadam	Non-teaching Employee	
4.	Mr. S. B. Mane	Non-teaching Employee	
5.	Ms. Harini Pawar	Student Representative	
6.	Ms. Poonam Ghodake	Student Representative	
7.	Ms. Shinde Neha	Student Representative	

Dr. Sanjay Dharmadhikari

Director IBMRD



DIRECTOR
DR. VITHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Internal Complaints Committee (Academic Year (2020_21))

Sr. No.	Name of the complainant	Course	Date of Receiving Application	Date of meeting with ICC	Action Taken	Director's Remark
1.	NIL	NIL	NIL	NIL	NIL	NIL
2.	NIL	NIL	NIL	NIL	NIL	NIL
3.	NIL	NIL	NIL	NIL	NIL	NIL
4.	NIL	NIL	NIL	NIL	NIL	NIL
5.	NIL	NIL	NIL	NIL	NIL	NIL

Remark: No grievances were noted, hence the report is NIL.



Sanjay
Dr. Sanjay Dharmadhikari

Director IBMRD

DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vithalrao Vikhe Patil Foundation's

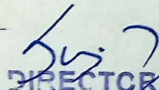
Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2021-22)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Provide assistance if an employee or a student chooses to file a complaint with the police;
4. Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
5. Protect the safety of the complainant by not divulging the person's identity and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
6. Conclusion about the decision or action required to be taken about any grievance if happened.




DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR



Dr. Vitthalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 16th September 2021 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation	Mobile No.
1.	Dr. Shubhangi Potdar	Member Secretary	9422342036
2.	Dr Megha Jain	Member	9766927213
3.	Prof. Aparna Nisal	Member	9604635543
4.	Mr. P.T. Kadam	Non-teaching Employee	9209099696
5.	Mr. S. B. Mane	Non-teaching Employee	9309172544
6.	Ms. Bansode Vaishnavi N.	Student Representative	9021110447
7.	Ms. Gaikwad Pratiksha V.	Student Representative	7709855206
8.	Ms. Nehe Vrushali S.	Student Representative	9604768933

Emergency contact numbers are:- 0241-2779558, 0241-2777899, 0241-2777296

Honorable Director was requested to assume the Chair.

The minutes of previous meeting were retained and discussed.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the Institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3, 4 & 5: Provide assistance and mechanisms for dispute redressal & protect the safety of the complainant

Proceeding: It is informed in meeting that there was no such problem noted.

Point no. 6: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



547
DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





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Institute of Business Management & Rural Development

Attendance of the Meeting

The following members of Women Grievance Cell Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 16/09/2021 at 4.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Dr. Shubhangi Potdar	Member Secretary	
2.	Dr. Megha Jain	Member	
3.	Prof. Aparna Nisal	Member	
4.	Mr. P.T. Kadam	Non-teaching Employee	
5.	Mr. S. B. Mane	Non-teaching Employee	
6.	Ms. Bansode Vaishnavi N.	Student Representative	
7.	Ms. Gaikwad Pratiksha V.	Student Representative	
8.	Ms. Nehe Vrushali S.	Student Representative	

Dr. Sanjay Dharmadhikari

Director IBMRD



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DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





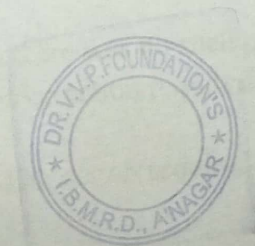
Dr. Vithalrao Vikhe Patil Foundation's

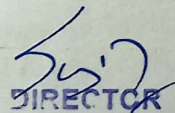
Institute of Business Management & Rural Development

Agenda for Internal Complaints Committee - ICC Meeting

(Academic Year 2021-22)

1. Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.
2. Observations on gender-based violence at the Institute.
3. Provide assistance if an employee or a student chooses to file a complaint with the police;
4. Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
5. Protect the safety of the complainant by not divulging the person's identity and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
6. Conclusion about the decision or action required to be taken about any grievance if happened.




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Minutes of Meetings

A meeting of Internal Complaints Committee members was held on 15th February 2022 at IBMRD to discuss about any issues or Grievances about sexual harassment of women at the Institute.

Members Present –

S.No.	Name of Member	Designation	Mobile No.
1.	Dr. Shubhangi Potdar	Member Secretary	9422342036
2.	Dr Megha Jain	Member	9766927213
3.	Prof. Aparna Nisal	Member	9604635543
4.	Mr. P.T. Kadam	Non-teaching Employee	9209099696
5.	Mr. S. B. Mane	Non-teaching Employee	9309172544
6.	Ms. Bansode Vaishnavi N.	Student Representative	9021110447
7.	Ms. Gaikwad Pratiksha V.	Student Representative	7709855206
8.	Ms. Nehe Vrushali S.	Student Representative	9604768933

Emergency contact numbers are:- 0241-2779558, 0241-2777899, 0241-2777296

Honorable Director was requested to assume the Chair.

The minutes of previous meeting were retained and discussed that as no students were present in the campus due to the covid pandemic, first meeting for this academic year (2020-21) was not held.

Point no. 1: Discussion of any grievances about sexual harassment of women at the Institute by each member of the Internal Complaints Committee.

Proceeding: The meeting was informed that there was no grievance noted by any of the member of the Internal Complaints Committee in the Institute.

Point no. 2: Observations on gender-based violence at the Institute.

Proceeding: The meeting was informed that, no grievance was identified during the Institute Visit.

Point no. 3, 4 & 5: Provide assistance and mechanisms for dispute redressal & protect the safety of the complainant

Proceeding: It is informed in meeting that there was no such problem noted.

Point no. 6: Conclusion about the decision or action required to be taken about any grievance if happened.

Proceeding: It is informed in meeting that no action required to take any action as there was no such problem noted.



DIRECTOR
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S
I.B.M.R.D., AHMEDNAGAR





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Attendance of the Meeting

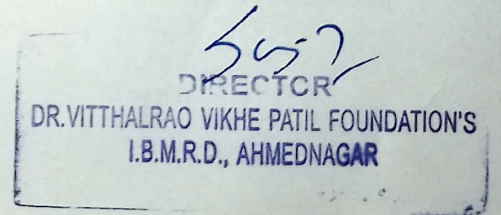
The following members of Women Grievance Cell Committee of I.B.M.R.D., Ahmednagar were present at the meeting held on 15/02/2022 at 4.30 P.M. at the Board Room of D.V.V.P.F's, IBMRD, Vilad Ghat, Ahmednagar.

S.No.	Name of Member	Designation	Signature
1.	Dr. Shubhangi Potdar	Member Secretary	
2.	Dr. Megha Jain	Member	
3.	Prof. Aparna Nisal	Member	
4.	Mr. P.T. Kadam	Non-teaching Employee	
5.	Mr. S. B. Mane	Non-teaching Employee	
6.	Ms. Harini Pawar	Student Representative	
7.	Ms. Poonam Ghodake	Student Representative	
8.	Ms. Shinde Neha	Student Representative	



Dr. Sanjay Dharmadhikari

Director IBMRD





Dr. Vithalrao Vikhe Patil Foundation's

Institute of Business Management & Rural Development

Internal Complaints Committee (Academic Year (2021_22))

Sr. No.	Name of the complainant	Course	Date of Receiving Application	Date of meeting with ICC	Action Taken	Director's Remark
1.	NIL	NIL	NIL	NIL	NIL	NIL
2.	NIL	NIL	NIL	NIL	NIL	NIL
3.	NIL	NIL	NIL	NIL	NIL	NIL
4.	NIL	NIL	NIL	NIL	NIL	NIL
5.	NIL	NIL	NIL	NIL	NIL	NIL

Remark: No grievances were noted, hence the report is NIL.

Dr. Sanjay Dharmadhikari

Director IBMRD



DIRECTOR

DR. VITHALRAO VIKHE PATIL FOUNDATION'S
IB.M.R.D., AHMEDNAGAR