



**PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI**

INDEX

Criteria No. : 6 – Governance, Leadership and Management

Key Indicator : 6.1 Institutional Vision and Leadership

Metric No. : 6.1.2 (QIM)

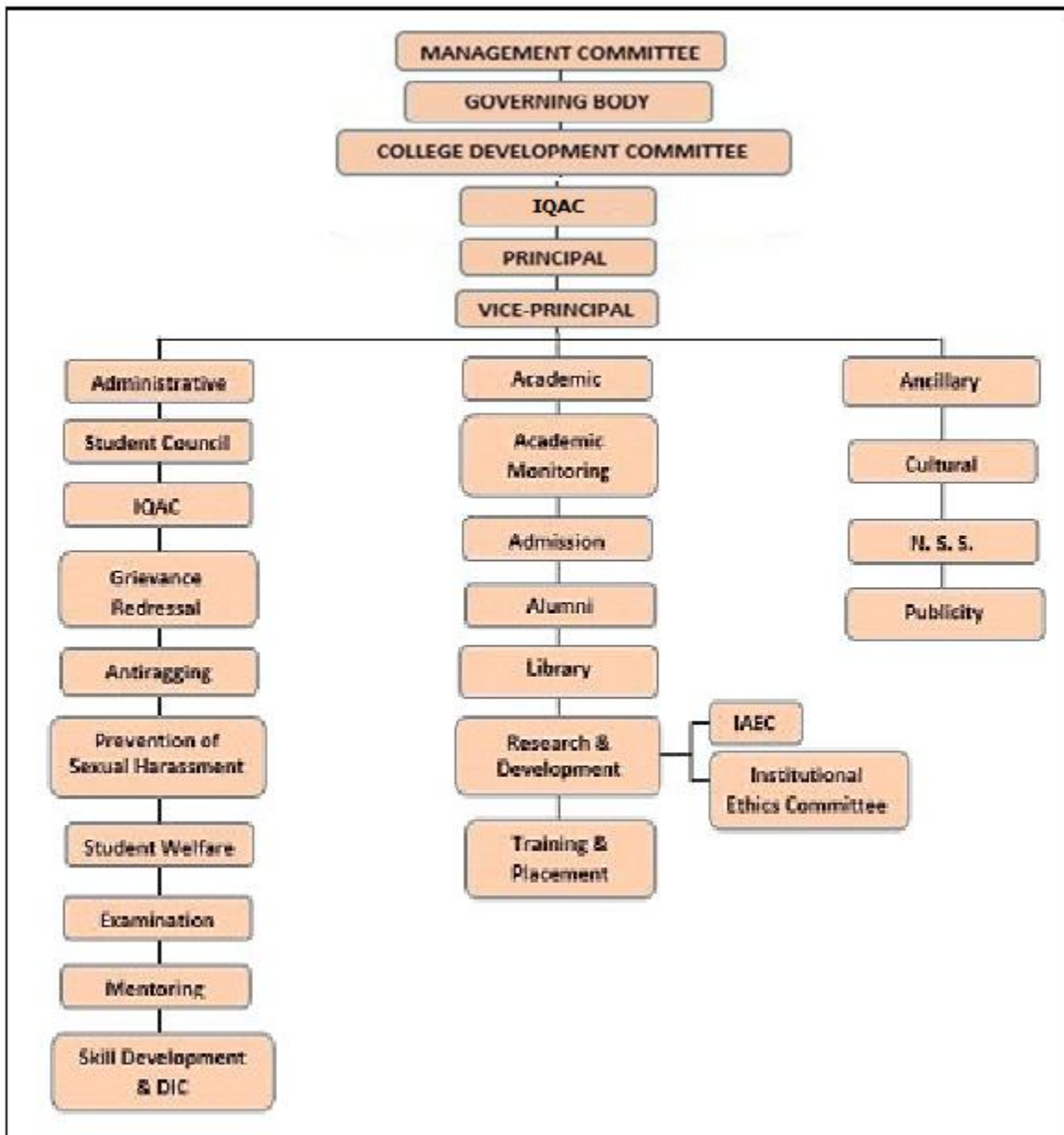
File Name : The effective leadership is visible in various Institutional practices such as decentralization and Participative management.

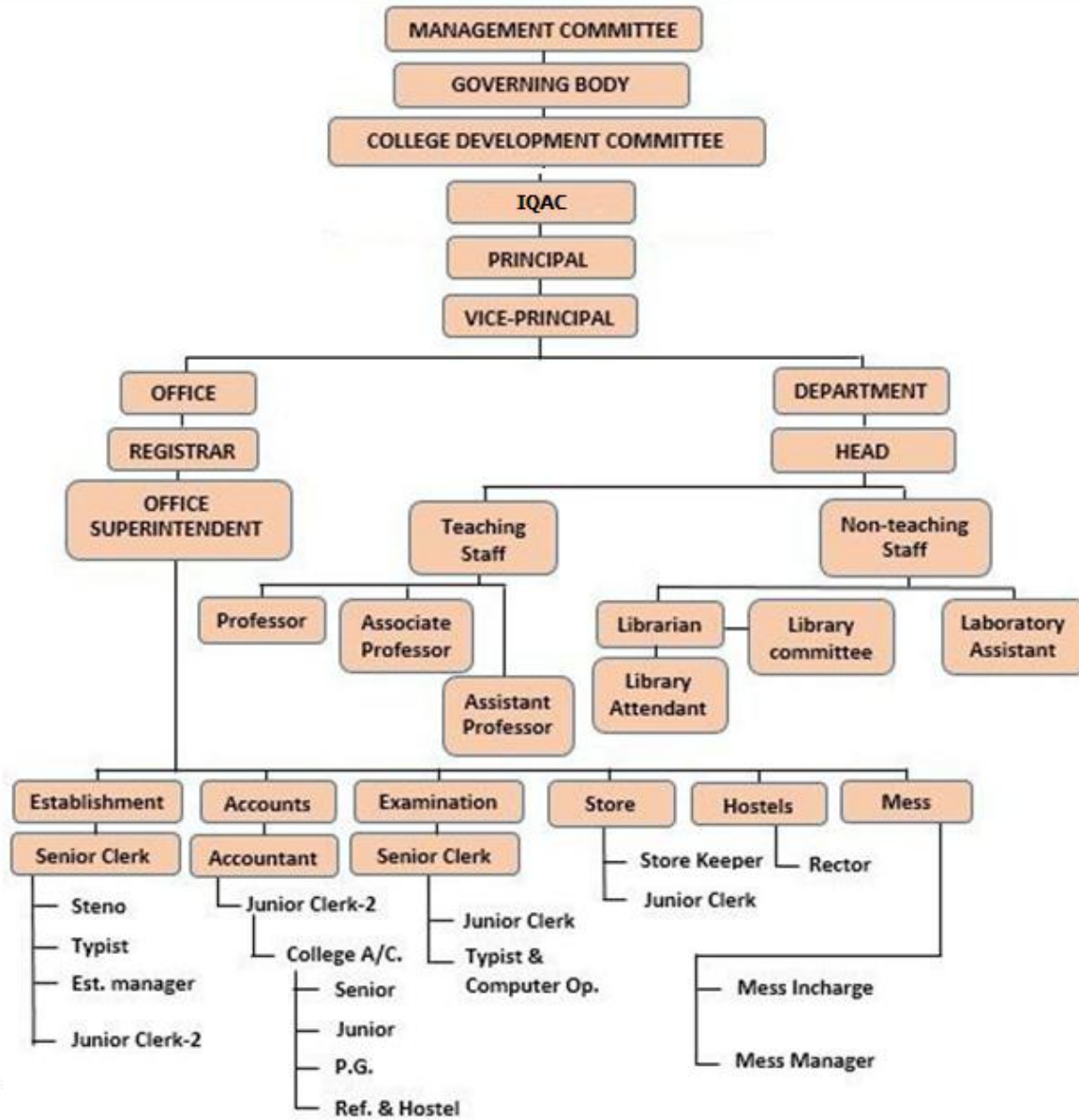
(Academic Year 2022-2023)

Sr. No	Content
1.	Decentralization Management
2.	List of functional committee for decentralization
3.	Women Empowerment cell taken as an example and MOM
4.	Policy documents for Women empowerment cell
5.	SOP of WEC and IAEC as a sample
6.	Policy Document of PRES Loni for Atrocities Against Women



Principal
Pravara Rural College of Pharmacy
Pravaranagar, A/p.Loni-413 736







PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
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LIST OF FUNCTIONAL COMMITTEES/CELLS

Sr.No	Name of the committee/Cell	Students representation
1.	Academic/ Programme Committee	Yes
2.	Admission Committee	
3.	Affiliations Cell (SPPU/PCI/AICTE/DTE)	
4.	Alumni Cell	Yes
5.	Antiragging Committee/Antiragging squad	Yes
6.	Student Development/ Welfare Committee	Yes
7.	Career Guidance / Training & Placement Cell	
8.	Sports & Extracurricular activity Committee	Yes
9.	Code of Conduct & Discipline Committee	Yes
10.	Skill & Entrepreneurship Development Cell	Yes
11.	Student Council	Yes
12.	Examination Committee	
13.	Grievance Redressal Cell	Yes
14.	Hostel Committee	Yes
15.	IAEC	
16.	Institute-Industry Interaction cell	Yes
17.	IQAC	Yes
18.	Library Committee	Yes
19.	Store & Maintenance Committee	Yes
20.	Student Mentoring Committee	Yes
21.	Equal Opportunity Cell (SC/ST/OBC/Minority & Divyanggan)	Yes
22.	NSS	Yes



PRAVARA RURAL EDUCATION SOCIETY'S
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23.	Publicity Committee	Yes
24.	Women Empowerment Cell	Yes
25.	Internal Complaints Committee & Antiharassment Squad	Yes
26.	CDC	
27.	GB	
28.	Research Committee (Promotion & Evaluation)	
29.	Innovation & Incubation Cell	Yes
30.	DIC	
31.	Parent Teacher Association	Yes
32.	Website Committee	
33.	Scholarship Committee (Non Government)	Yes



Principal
Pravara Rural College of Pharmacy
Pravaranagar, A/p.Loni-413 736



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date: 15 / 07 / 2022

**Constitution of
WOMEN DEVELOPMENT CELL
Academic Year 2022-2023**

Sr.No.	Name	Designation
1	Dr. Sanjay Bhawar	Chairman
2	Mrs. Kavita Dhamak	Co-ordinator
3	Mrs. Hemlata Bhawar	Female Faculty Member
4	Mrs. Sunayana Vikhe	Female Faculty Member
5	Miss. Rajashree Ghogare	Female Faculty Member
6	Dr. Anushree Khaire	External Member
7	Mrs. Vandana Badhe	Non-teaching Female Faculty
8	Miss. Asmita Bhinage	Student Representative Member
9	Miss. Shrutika Vikhe	Student Representative Member
10	Miss. Gayatri Gholave	Student Representative Member
11	First Year Representative	Student Representative Member

Duties and responsibilities

To enquire about the complaints received from Girl Student/ Women working in the College and submit confidential report to Principal



Dr. Sanjay Bhawar

PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A/p. Loni-431002



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date: 12/07/2022

CIRCULAR

All the Staff are hereby informed that the meeting on constitution of "Women Empowerment Cell" has been planned on 15.07.2022 for Students.

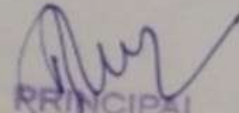
Time: 4:00pm

Venue: Seminar Hall, Pravara Rural College of Pharmacy, Pravaranagar

Agenda of the meeting:

Sr. No	Agenda
1	To consider and approve the constitution of cell
2	To understand objective of cell
3	To look into complaints received from girl students
4	To fix frequency of meeting
5	Any other matter with permission of chair




PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A/p. Loni-431738
(Dr. Sanjay Bhawar)



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date:12/07/2022

NOTICE

All are Students are informed that the meeting constitution of "Women Empowerment Cell has been planned on 15.07.2022 for Students.

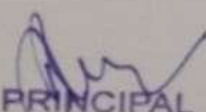
Time: 4:00 pm

Venue: Seminar Hall, Pravara Rural College of Pharmacy, Pravaranagar

Agenda of the meeting:

Sr.No.	Agenda
1	To consider and approve the constitution of cell
2	To understand Duties and responsibilities
3	To look into complaints received from girl students
4	To fix frequency of meeting
5	Any other matter with permission of chair




PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A.p. Loni-413736
PRINCIPAL
(Dr. Sanjay Bhawar)



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date: 15 / 07 / 2022

**Constitution of
WOMEN DEVELOPMENT CELL
Academic Year 2022-2023**

Sr.No.	Name	Designation
1	Dr. Sanjay Bhawar	Chairman
2	Mrs. Kavita Dhamak	Co-ordinator
3	Mrs. Hemlata Bhawar	Female Faculty Member
4	Mrs. Sunayana Vikhe	Female Faculty Member
5	Miss. Rajashree Ghogare	Female Faculty Member
6	Dr. Anushree Khaire	External Member
7	Mrs. Vandana Badhe	Non-teaching Female Faculty
8	Miss. Asmita Bhinage	Student Representative Member
9	Miss. Shrutika Vikhe	Student Representative Member
10	Miss. Gayatri Gholave	Student Representative Member
11	First Year Representative	Student Representative Member

Duties and responsibilities

To enquire about the complaints received from Girl Student/ Women working in the College and submit confidential report to Principal



Dr. Sanjay Bhawar

PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A/p. Loni-431002



Date:16/07/2022

Minutes of Meeting

The meeting for the constitution of "Women Empowerment Cell" has been arranged and taken on 15.07.2022 for Students at 4:00 pm in the Seminar Hall.

Following points were discussed as per agenda.

1. To consider and approve the constitution of cell : the following member was selected as member for committee "Women Empowerment Cell"

Sr.No.	Name	Designation
1	Dr. Sanjay Bhawar	Chairman
2	Mrs. Kavita Dhamak	Co-ordinator
3	Mrs. Hemlata Bhawar	Female Faculty Member
4	Mrs. Sunayana Vikhe	Female Faculty Member
5	Miss. Rajashree Ghogare	Female Faculty Member
6	Dr. Anushree Khaire	External Member
7	Mrs. Vandana Badhe	Non-teaching Female Faculty
8	Miss. Asmita Bhinage	Student Representative Member
9	Miss. Shrutika Vikhe	Student Representative Member
10	Miss. Gayatri Gholave	Student Representative Member
11	First Year Representative	Student Representative Member

1. **To understand Duties and Responsibilities:** To promote general well being of female students.

2. **To look into complaints received from Girl Students:** No complaint received from any Girl or Women in College for Harassment

3. **To fix frequency of meeting:** It is decided that once in six months and whenever any complaint occurred meeting will be conducted.

4. Any other matter with permission of Chair:



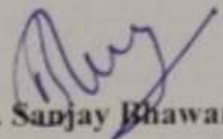


PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
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5. Dr. Sanjay Bhawar suggested that everyone take care that if any issue arises it should be reported to committee and explain objective of cell for new comers in college .Suggestion was welcomed by all member.

Mrs. Bhawar gave the vote of thanks.




(Dr. Sanjay Bhawar)

Principal
PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A/p. Loni-413736



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
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Attendance Of Members

Sr.No.	Name	Designation	Signature
1	Dr. Sanjay Bhawar	Chairman	
2	Mrs. Kavita Dhamak	Co-ordinator	
3	Mrs. Hemlata Bhawar	Female Faculty Member	
4	Mrs. Sunayana Vikhe	Female Faculty Member	
5	Miss. Rajashree Ghogare	Female Faculty Member	
6	Dr. Anushree Khaire	External Member	
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11	First Year Representative	Student Representative Member	





PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date:24/08/2022

CIRCULAR

All the Staff are hereby informed that the meeting ~~on 27.08.2022~~ of "Women Empowerment Cell has been planned on 27.08.2022 for Students.

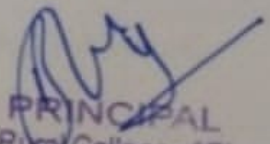
Time: 4:00pm

Venue: Seminar Hall, Pravara Rural College of Pharmacy, Pravaranagar

Agenda of the meeting:

Sr. No	Agenda
1	To look into complaints received from girl students
2	Any other matter with permission of chair
3	




PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A.P. Loni-413736
PRINCIPAL
(Dr. Sanjay Bhawar)



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date: 24/08/2022

NOTICE

All are Students are informed that the meeting ~~on 27.08.2022~~ of "Women Empowerment Cell has been planned on 27.08.2022 for Students.

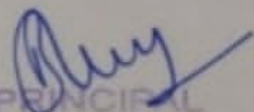
Time: 4:00 pm

Venue: Seminar Hall, Pravara Rural College of Pharmacy, Pravaranagar

Agenda of the meeting:

Sr.No.	Agenda
1	To look into complaints received from girl students
2	Any other matter with permission of chair
3	




PRINCIPAL
Pravara RPRINCIPAL
Pravaranagar, A/p. Loni-431708
(Dr. Sanjay Bhawar)



Date:27/08/2022

Minutes of Meeting

The "Women Empowerment Cell" has been arranged and taken on 27/08/2022 for Students at 4:00 pm in the Seminar Hall.

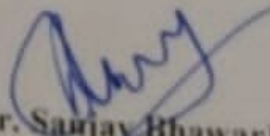
Following points were discussed as per agenda.

1. The Co-ordinator of the cell welcomed the Ladies staff and the Girl students.
2. The girls were asked for any problems faced by them in the college.
3. The girls recommended to increase the frequency of cleaning the washrooms.
4. The girl students also requested to improve the quality of food.
5. The girls gave their suggestions for celebration of Ganesh Festival, the small programmes to be arranged.

Action Taken:

1. The Cleaner was informed to clean the washrooms twice a day.
2. The dustbin was placed in washroom for disposal of waste.
3. The Hostel Incharge was called and informed about the same.
4. The girls discussed their views regarding celebration of Ganesh Festival with the Cultural Incharge and the Academic Incharge.




(Dr. Sanjay Bhawar)

PRINCIPAL
Pravara Rural College of Pharmacy
Pravaransagar, A/p. Loni-431730



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Attendance Of Members

Sr.No.	Name	Designation	Signature
1	Dr. Sanjay Bhawar	Chairman	
2	Mrs. Kavita Dhamak	Co-ordinator	
3	Mrs. Hemlata Bhawar	Female Faculty Member	
4	Mrs. Sunayana Vikhe	Female Faculty Member	
5	Miss. Rajashree Ghogare	Female Faculty Member	
6	Dr. Anushree Khaire	External Member	
7	Mrs. Vandana Badhe	Non-teaching Female Faculty	
8	Miss. Asmita Bhinage	Student Representative Member	
9	Miss. Shrutika Vikhe	Student Representative Member	
10	Miss. Gayatri Gholave	Student Representative Member	
11	First Year Representative	Student Representative Member	





Student Attendance List

Name of the Event: Women Empowerment Meeting

1.	Gholve Gayatri Gunawant	S.Y.B.Pharm	G.Gholve
2.	Jangale Mayuri Navnath	S.Y.B.Pharm	Jangale
3.	Sakshi Uttam Mulay	S.Y.B.Pharm	Sakshi
4.	Mayuri Rajendra Dighe	S.Y.B.Pharm	Mayuri
5.	Vikhe Bhagyashri Nachiket	S.Y.B.Pharm	Vikhe
6.	Jondhale Tejal Ankush	S.Y.B.Pharm	Jondhale
7.	Jondhale Nikita Machhindra	S.Y.B.Pharm	Jondhale
8.	Dighe Rajashree Gangadhar	S.Y.B.Pharm	Dighe
9.	Vikhe Vaishnavi Parshuram	S.Y.B.Pharm	Vikhe
10.	Gore Aarti Somnath	S.Y.B.Pharm	Gore
11.	Cholke Dhanashri Sanjay	S.Y.B.Pharm	Cholke
12.	Somvanshi Trupti Rajendra	S.Y.B.Pharm	Somvanshi
13.	Pawar Anjali Mukund	S.Y.B.Pharm	Pawar
14.	Soni Gauri Shivdas	S.Y.B.Pharm	Soni
15.	Karte Swapnali Sanjay	S.Y.B.Pharm	Karte
16.	Apsunde Gaytri	S.Y.B.Pharm	Apsunde
17.	Tekade Shradha Santosh	S.Y.B.Pharm	Tekade
18.	Lahare Smita Sandeepkumar	S.Y.B.Pharm	Lahare
19.	Nale Rutuja Aabsaheb	S.Y.B.Pharm	Nale
20.	Shifa Inayat Sayyod	S.Y.B.Pharm	Shifa
21.	Asmita Manoj Nikumbh	S.Y.B.Pharm	Asmita
22.	Nayan Pandurang Shinde	S.Y.B.Pharm	Nayan
23.	Peratiksha Uddhav Daxunte	S.Y.B.Pharm	Peratiksha





PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date:10/10/2022

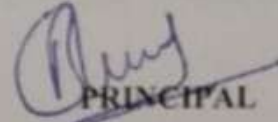
CIRCULAR

All the Staff are hereby informed that the Women Empowerment Cell has scheduled 'Mata Surakshit Tar Ghar Surakshit' a free Health Checkup Programme for all the Girls and Ladies of the Institution for 2 days i.e. 11 and 12 Oct 2022 In collaboration with Rural Health Centre , Loni(Govt. of Maharashtra) on occasion of International Day of Girl Child -11 October 2022

Time: 9:30-1:00 pm

Venue: Girls Common Room, Pravara Rural College of Pharmacy, Pravaranagar




PRINCIPAL

(Dr. Sanjay Bhawar)

PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A/p. Loni-413730



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date:10/10/2022

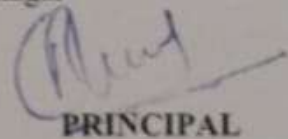
NOTICE

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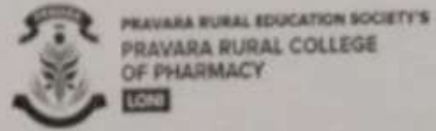
Time: 9:30-1:00 pm

Venue: Girls Common Room, Pravara Rural College of Pharmacy, Pravaranagar




PRINCIPAL

(Dr. Sanjay Bhawar)
PRINCIPAL
Pravara Rural College of Pharmacy
Pravaranagar, A/p. Loni-413730



A Report ON

'Mata Surakshit Tar Ghar Surakshit' a free Health Checkup Programme for all the Girls and Ladies of the Institution for 2 days i.e. 11 and 12 Oct 2022 In collaboration with Rural Health Centre , Loni(Govt. of Maharashtra) on occasion of International Day of Girl Child -11 October 2022

Date: 11 and 12 October 2022.

Venue: Girls Common Room, Pravara Rural College of Pharmacy Loni

Class: - All the Girls and Ladies of the College.

Organized by:

Pravara rural college of pharmacy, loni

A/P:- Loni Bk, Tal: Rahata, Dist:- A.Nagar,413736

Agenda of the event:





Sr. No	Health Checkup Undertaken
1	Body Weight
2	Height
3	Hemoglobin Checkup
4	Body Mass Index

Details of the session:

Two Doctors from Pravara Medical Trust Loni Dr. Jyoti Narang (MBBS) and Dr. Ankita Chaudhary (MBBS) along with the Rural Hospital Staff – Shri Santosh Ubhale Sir (Counsellor), Shri Noor Sayyad (Lab Assistance R.H. Loni) and Mrs. Jagtap S.S. (Staff Nurse R.H. Loni) visited the college on 11 and 12 October Tuesday and Wednesday. On the Occasion of International Girls Day, they conducted a free Health checkup of all the girls and ladies of the college. This event was conducted in collaboration with Rural Health Centre ,Loni(Govt. of Maharashtra)

Details of the Event:

1. The Girls from all the classes were brought for the Health Checkup.
2. The height, weight , Hb, and BMI of the students was done
3. The ladies teachers and non-teaching staff also let their health checkup done.
4. The counselling of the girls was done in case of Health Issues.
5. On the second day, after the checkup a discussion session was conducted, where the doctors, counsellors interacted with the girls.
6. They discussed on anemia, cervical cancer, menstrual cycle and importance of cleanliness, polycystic ovary syndrome .
7. They gave simple solution to gain Hb and body weight by eating groundnuts and Jaggery ,eating coconut, exercising regularly, watching positive things etc.
8. At last Professor Dr. Sanjay Bhawar expressed the Vote of thanks.
9. Mrs. Dhamak K.V ,Mrs. Payal Gawali and Mrs. Sneha Vikhe co-ordinated the event.





Metrics:

Number of students:101

Number of staff:05



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

PHOTO GALLERY





PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONAR





नामसूची - कॉलेज

U In 2022

Sl. No.	Name	Age	Mark	Grade	
1)	Reelare Shradha Raju	21	9.9	150	55
2)	Kale Anantika Praramb	19	10.2	160	46
3)	Jadhav Bhagyashree Sudha	20	9.8	162	50
4)	Khonde Akanksha Ramdas	20	10.1	162	50
5)	Khondogale Disha Appasahai	20	9.5	152	58
6)	Tambre Purnima Anildas	20	8.2	160	40
7)	Mate Bhakti Sherrud.	20	9.4	168	63
8)	Gonadarkshi Sherrud	20	10.4	152	49
9)	Gapse Anantashum	20	10.0	150	60
10)	Gaikwad Nikita Prakash	20	8.9	169	48
11)	Ghule Rupali Mahadev	20	10.2	167	59
12)	Andhule Nikita Shridhar	20	9.8	164	50
13)	Eram ¹⁹ Ansumi Jay	20	10.	166	44
14)	Ahate Harshada Sudhakar	20	9.6	155	85
15)	Aholand Mayuri Anagath	19	10.5	152	48
16)	Chavhan Sapna Ashole	20	9.5	157	60
17)	Chavan Utkarsha Sunil	22	10.2	135	35
18)	Agilwale Shreya Himan	20	10.3	163	66
19)	Bagle Vaishali Kavi Baburao	20	7.9	154	67
20)	Tambre Akanksha Sunil	20	11.00	146	50
21)	Shetke Jayshree Ashole	19	8.6	162	45
22)	Wani Anushka Anandhar	20	10.7	153	45
23)	Dahifale Dyaneshwari Prakash	20	8.0	156	40
24)	Akhand Geetika Prakash	20	10.2	161	55
25)	Ahate Bhakti Manojkumar	21	10.4	160	61
26)	Gadale Pooja Anandkumar	21	9.8	161	45
27)	Satpade Dyaneshwari Prakash	19	10.	150	51
28)	Sangale Pratiksha Prakash	20	9.6	154	35
29)	Tambre Nikita Machindra	20	10.5	164	50
30)	Rupal Mayuri Raju	20	10.2	156	50
31)	Wani Nilima Mahesh	34	9.0	161	56



	Age	Address	Hb	mm	5/11	Best
92	19	Jadav Suhana Ayrui	10.4	153	65	52
93	19	Puwar Vaishnavi Bhredhar	10.5	167	60	60
94	19	Puwar Trupti Yojesh	9.8	160	36	36
95	13	Puwar Tanushka Dilip	10.5	169	50	50
96	29	Vidhe Sneha Abhishale	11.2	154	52	52
97	23	Gawale Arjun Sapant	9.4	157	55	55
98	26	Normal Tejal Sunil	9.3	156	79	79
99	20	Jupe Sakshi Gayanan	11	162	35	35
40	20	Muskali Vijay Chhajmani	9.4	148	45	45
41	21	Rajput Parvata Shantanu	8.2	160	49	49
42	21	Talbhavan Prachi Sachin	11	151	48	48
43	23	Chawhan Vaishnavi Vishnu	10.2	150	44	44
44	23	Vidhate Sitangali Kishan	10.4	152	44	44
45	21	Mahashabale Vaishnavi Raju	11.5	162	33	33
46	21	Vidhe Anushka Dilip	11	151	59	59
47	20	Tambe Bhavna Ram	10.5	160	48	48
48	21	Ghatpade Komal Rajendra	12	164	46	46
49	21	Kasode Sakshi Manohar	10.6	157	38	38
50	21	Kardile Vaishnavi Chhajmani	11	154	50	50
51	21	Mimbalkar Stuti Abhay	9.5	159	70	70
52	21	Kotkar Pratiksha Santosh	10.8	157	46	46
53	22	Binge Namita Ashale	10.5	156	49	49
54	21	Salchande Rutuja Rajendra	9.6	151	44	44
55	21	Gurjar Nikita Anil	10.7	152	52	52
56	21	Pethak Kiran Jaidip	10.2	161	36	36
57	21	Gaikkwad Yogeshwari Manohar	10.7	148		



Pharmacy collage

12/10/22

Sl. No.	नाम	वय	HB	B/L	Ht.	WT
1	रुमिषा सुभाष जाधव	22	10.5	91	153cm.	38 kg
2	नाप्रवली फकुधेचेद दळे	20	9.6	90	152cm	50 kg
3	वैष्णवी काकासाहेब कान्हेर	21	9.9m	86	157cm	48 kg
4	शिव निपाली साशराव	24	8.5	92	158cm.	50kg
5	सुश्रुती सहाजे प्रतिभा भगिल	21	9.2	87	158cm.	52kg
6	वाराडे सुभांगी विमलाल	21	9.6	92	153cm.	78kg
7	लाडगे काजल राजेश	22	11.3m	89	163cm.	51 kg
8	कुल प्रतिभा सर्वेताम	21	10.4	87	150cm.	50 kg
9	निमेष जिवेनी भास्करदास	21	11.1	92	156cm.	52kg
10	काठडे किशोरी भारत	21	10.5	90	156cm.	47 kg
11	निमेष किरण काकासाहेब	21	9.4	88	147cm	37kg
12	किरण सारिका लक्ष्मण	22	11.2	91	152cm.	47 kg
13	दिदी सुनिम भादाव	21	10.4	96	153cm	49 kg
14	सख सुहेरा सुवभा	20	9.9m	92	152cm	56 kg
15	चाट शिवकुवरा दिलिप	22	8.5	93	149cm.	56kg
16	भगत सुनशी मंगुसाहेब	21	11.1	90	156cm.	44kg
17	सोडे प्रिया विनायक	21	9.8m	86	171cm	56 kg
18	घारणे सारिका विलास	20	8.49m	87	161cm	44 kg
19	दांडे पुषाली दादासाहेब	22	10.2	88	152cm	44kg
20	वोडे रुक्ता राजेश	20	10.1m	91	170cm.	64kg
21	चव्हाण सखली रामराव	21	9.9m	89	157cm.	59 kg
22	कोबळे गुरुजा शशीकांत	19	8.6	90	170cm	67 kg
23	गुरुजा विलास शिवे	20	9.2	91	149cm	42 kg
24	प्रतिभा उष्व शरदे	19	7.8m	80	160cm	41 kg
25	समीता मनोज निरुम	19	10.5	82	148cm	45 kg
26	सुश्रुती सुभांगी राजेश	20	11.8m	89	151cm	38 kg
27	सुश्रुती सुभांगी पवार	20	9.4	90	155cm	46 kg
28	कावडे प्रजा पानेकर	19	10.2	91	155cm	51 kg
29	चव्हाण शिवनी गणेश	19	8.6	90	156cm	54 kg
30	कपडे गणेशी साहेबराव	19	10.5	89	152cm	44 kg
31	सोनी गौरी शिवदास	19	11	88	155	45 kg





गांधी	अय	H.SI	B.SI	Ht.	Wt.
32. अमदा कानोड पावळे	20y	10.3	86	150cm	46 kg
33. का. खाडगी खंडेराव खाडे	19y	10.4	85	151cm	54 kg
34. शारदा प्रफुल्ल काळे	19y	10.5	85	147	43 kg
35. नेहा अनिल सुखदे	19y	11 gm	88	157	38
36. राम प्रफुल्ल लदीप	19y	8.6	86	153	44
37. देवेंद्र शारदा अंतोष	19y	10.9	85	147	57 kg
38. शरद बबळारजी अंतोष	19y	9.5	90	149	44
39. शरद भारती अमनाथ	19y	10.5	91	157	67
40. दिव्य काजल मणिउ	20y	8 gm	92	151	50
41. नदिनी विठ्ठल कुमावत	19y	9.4	80	152	40
42. सुंदर अनामोनी गोरसनाथ	19y			165	46
43. पांडुरंग विद्या लुभाष	20	10.2	92	146	35
44. पोखरे विरज लुभाष	20	10 gm	90	147	35
45. लोहाडे तंजल लोहाण	20	9.2	90	152	47
46. गारुड ताकाका कुनिल	19	9.5	94	154	47
47. शरद भाऊजी काधारासाहेब	20	10 gm	96	152	55
48. लीला वनायत मयूर	19	10.1	86	157	31
49. तंजलजी वसंत मर	19	8 gm	89	153	50
50. विद्ये भाऊजी गणिकेत	19	9.4	92	161	43
51. जोधळे तंजल शकुनी	18	10 gm	88	141	47
52. साक्षी वसंत कुळे	19	10.5	92	154	42
53. दिव्य राजकी गंगाधर	18	9.5	90	152	43
54. साखळे विद्या काकासाहेब	19	11 gm	90	155	55
55. दिव्य मधुरी लजपत	18	11.5	88	157	46
56. निकीता मरिछुड जोधळे	18	8.5	92	152	45
57. सुसाळ बायला शशीक	19	10.5	92	167	49
58. विद्ये वैजवी परशुराम	19	10.2	89	155	45
59. नवने मंजल नवनाथ	20y	10.5	92	152	40
60. कानकुडे जानदा लेंसाबापू	20	9 gm	92	156	37
61. खरात मायली चैतन	19	9.8	85	165	47
62. प्राची शिवोर खडे	20	10 gm	90	155	45
63. लंडो माधुरी शिवाजी	20			153	45





Women Development Cell Policy Document

Preamble:

The Women Development Cell has been constituted to develop a congenial environment to contribute in the growth of women. The cell empower women and develop a kind of personality and confidence through knowledge sharing and training programs.

The main objective of the cell is to improve women's sense of self-worth, making women aware of their rights to have and to determine choices, their rights to have access to opportunities and resources, their rights to have power to control their own rights both in and outside home.

Applicability:

The policy shall extend and apply to Girl students, employees of the campus and women in general.

Objectives :

The objectives of the women development cell shall be:

1. To provide a safe, and happy environment for the girls and women employees.
2. To make women aware of their social and legal rights and thus empower them to stand against any discrimination.
3. To develop personality and incubate leadership quality in women leading to a fulfilling lives.
4. To organize activities and programmes to achieve the above said objectives.

Definitions

- A. "Cell"- means Women Development Cell constituted under the provisions of these guidelines.
- B. "Employee" means every person in the employment of the Pravara Rural College of Pharmacy to which these guidelines are applicable, including any teaching/non-teaching staff or officers, temporary, part time, and visiting persons, visiting faculty members engaged in any duties .
- C. "Student" includes any person who is enrolled for any course with the University to which these guidelines are applicable includes B. Pharm, M.Pharm students.

Policy Content and Guidelines

The main functions shall include:

1. Organizing workshops and seminars that will result in women empowerment of both within the campus and outside the campus.
2. Spreading awareness about issues affecting women like health and fitness, finances and investment etc.





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3. Assisting Cell for Prevention of Sexual Harassment (CPSH) for dealing with complaint and conducting an inquiry.
4. Monitor the timely conduction of activities under WDC.

Composition of WDC

The composition of WDC shall be as under:

Sr No	Position
1	Chairperson
2	Ladies Staff
3	Ladies Staff
4	Ladies Staff
5	Ladies Staff
6	Non teaching staff
7	External Teaching Representative
8	Girls representative
9	Girls representative
10	Girls representative
11	Girls representative

Meetings:

The Committee will meet at least four times a year. The chair of the Committee may convene additional meetings, as he/she deems necessary.

- A minimum of 6 members of the Committee will be present for the meeting to constitute a quorum.

Execution of Activities:

- A minimum of 4 activities (Workshops/Seminars/Awareness Camps/Training Programmes) will be conducted in an academic year.
- The activity will be planned and executed by WDC, supported by Department Coordinators.
- A detailed report of each activity will be documented.



Principal
Pravara Rural College of Pharmacy
Pravaranagar, A/p.Loni-413 736



Standard Operating Procedures (SOP) for IAEC

1. Objective:

The motto of Prevention of Cruelty to Animals (PCA) Act 1960 as amended in 1982, is to prevent infliction of unnecessary pain or suffering on animals. The Central Government as enumerated under PCA Act 1960 has constituted a Committee for the Purpose of Control and Supervision of Experiments on Animals (CPCSEA) which is duty bound to take all such measures as may be necessary to ensure that animals are not subjected to unnecessary pain or suffering before, during or after the performance of experiments on them. For this purpose, the Government has made “Breeding of and Experiments on Animals (Control and Supervision) Rules, 1998” as amended during 2001 and 2006, to regulate the experimentation on animals.

The objective of this SOP is to contribute to the effective functioning of the Institutional Animals Ethics Committee (IAEC) so that a quality and consistent ethical review mechanism for research on animals is put in place for all proposals dealt by the Committee as prescribed by the CPCSEA under PCA Act 1960 and Breeding of and Experimentation (Control and Supervision) Rules 1998, as amended in 2001 and 2006.

2. IAEC has been designed to secure the following objectives:

- (a) Every experiment shall be performed by or under the supervision of a person duly qualified in that behalf, that is, Degree holders in Veterinary Science or Medicine or Laboratory Animal Science of a University or an Institution recognised by the Government for the purpose and under the responsibility of the person performing the experiment;
- (b) That experiments are performed with due care and humanity and as far as possible experiments involving operations are performed under the influence of some anaesthetic of sufficient power to prevent the animals from feeling pain;
- (c) That animals who, in the course of experiments under the influence of anaesthetics, are so injured that their recovery would involve serious suffering, are ordinarily medically allowed to death while still under influence of anaesthetic;
- (d) That experiments on animals are avoided wherever it is possible to do so.
- (e) That experiments on larger animals are avoided when it is possible to achieve the same results by experiments on small laboratory animals like guinea-pigs, rabbits, mice, rats etc;

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- (f) That, as far as possible, experiments are not performed merely for the purpose of acquiring manual skill;
- (g) That animals intended for the performance of experiments are properly looked after before, during and after experiments;
- (h) That suitable records are maintained with respect to experiments performed on animals

3. Functions of IAEC

As defined in “Breeding of and Experiments on Animals (Control and Supervision) Rules, 1998”

"Institutional Animals Ethics Committee (IAEC)" means a body comprising of a group of persons recognized and registered by the Committee for the purpose of control and supervision of experiments on animals performed in an establishment which is constituted and operated in accordance with procedures specified for the purpose by the Committee;

The primary duty of IAEC is to work for achievement of the objectives as mentioned above. IAEC should focus mainly on ensuring ethical and methodical handling of animals during and after experiments, so that they have less suffering.

IAEC will review and approve all types of protocols for research involving small animal experimentation before the start of the study. For approval of experimentation on large animals, the case is required to be forwarded to CPCSEA in prescribed manner with recommendation of IAEC.

IAEC is required to monitor the research throughout the study and after completion of study, IAEC shall obtain the periodic reports on research development and shall ensure visit to animal house facility and laboratory where the experiments

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are conducted. The committee has to ensure compliance with all regulatory requirements, applicable rules, guidelines and laws.

4. Composition of IAEC

Institutional Animals Ethics committee shall include eight members as follows:

A. IAEC members from the establishment (05 members):

- i. One biological scientist
- ii. Two scientists from different biological disciplines
- iii. One veterinarian involved in the care of animal
- iv. One scientist in charge of animal facility of the establishment concerned

The Chairperson of the Committee and Member Secretary would be nominated by the establishment from amongst the above five members. However, if the establishment wants to propose its administrative head, who is from non-scientific background, as Chairperson, then six members of IAEC may be proposed.

Having a Veterinarian in IAEC is mandatory for judging level of care and handling of Laboratory animals in a given protocol.

B. Nominees from the CPCSEA:

- i. Main Nominee (01)
- ii. Link Nominee *
- iii. Scientist from outside the Institute (01)
- iv. Socially Aware Nominee (01)

*Link Nominee shall substitute the main nominee in case main nominee

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conveys his unavailability in writing to the chairperson of the IAEC in advance as per described procedure.

The CPCSEA shall endeavour that nominees appointed by CPCSEA in any private establishment should not be from the establishments which is having the same objectives as to the establishment where the nominees are being nominated, so as to avoid the conflict of interest between the establishments. In addition to the above IAEC members, a specialist may be co-opted of the relevant field while reviewing special project using hazardous agents such as radioactive substance and deadly micro organisms.

5. The minimum qualification for the IAEC Members is as below:

- i. B.V.Sc. or ii. M.Sc. (Zoology/ Animal Sciences/ Animal Biotechnology), or iii. M.Sc. / M.Tech (Life Sciences, Biological Sciences/ Biochemistry/ Biotechnology/ Biomedical Engineering) with experience in animal handling and animal research. or
- iv. M. Pharm. with experience in animal handling and animal research, or
- v. MD/ MS with research experience in laboratory animal handling.

6. The qualification for Nominee(s) of CPCSEA is as under:

I. The minimum qualification for Nominee should be:

- i. B.V.Sc. or ii. M.Sc. (Zoology/ Animal Sciences/ Animal Biotechnology), or iii. M.Sc. / M.Tech (Life Sciences, Biological Sciences/ Biochemistry/ Biotechnology/ Biomedical Engineering) with experience in animal handling and animal research. or
- iv. M. Pharm. with experience in animal handling and animal research, or
- v. MD/ MS with research experience in laboratory animal handling.

II. The minimum qualification for Socially Aware nominee should be at least Graduate from any subject. Preference will be given to those with a background in Biological Sciences.

7. Upper age limit for the Nominees of CPCSEA:

The upper age limit for the Nominees of CPCSEA is 65 years. However, the nominees who are already working in the IAECs and are above 65 years of age will be allowed to be continued till the end of their tenure in the present IAECs.

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*Link Nominee shall substitute the main nominee in case main nominee conveys his unavailability in writing to the chairperson of the IAEC in advance as per described procedure.

The CPCSEA shall endeavour that nominees appointed by CPCSEA in any private establishment should not be from the establishments which is having the same objectives as to the establishment where the nominees are being nominated, so as to avoid the conflict of interest between the establishments.

In addition to the above IAEC members, a specialist may be co-opted of the relevant field while reviewing special project using hazardous agents such as radioactive substance and deadly micro organisms.

5. The minimum qualification for the IAEC Members is as below:

- i. B.V.Sc. or
- ii. M.Sc. (Zoology/ Animal Sciences/ Animal Biotechnology), or
- iii. M.Sc. (Life Sciences/Biological Sciences/ Biochemistry/ Biotechnology) with experience in animal handling and animal research or
- iv. M. Pharm. with experience in animal handling and animal research or
- v. M.D. (Microbiology and Pharmacology) with experience in animal handling and animal research.

6. The qualification for Nominee(s) of CPCSEA is as under:

I. The minimum qualification for Nominee should be:

- i) B.V.Sc. or
- ii) M.Sc. (Zoology/ Animal Sciences/ Animal Biotechnology), or

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iii) M.Sc. (Life Sciences Biological Sciences/ Biochemistry/ Biotechnology) with experience in animal handling and animal research. or

iv) M. Pharm. with experience in animal handling and animal research or

v) M.D. (Microbiology and Pharmacology) with experience in animal handling and animal research.

II. The minimum qualification for Socially Aware nominee should be at least

Graduate from any subject. Preference will be given to those with a background in Biological Sciences.

7. Upper age limit for the Nominees of CPCSEA:

The upper age limit for the Nominees of CPCSEA is 65 years. However, the nominees who are already working in the IAECs and are above 65 years of age will be allowed to be continued till the end of their tenure in the present IAECs.

8. Authority under which IAEC is constituted and duration:

The IAEC of an establishment is constituted by CPCSEA at the time of registration for a period of 5 years. During these 5 years, revision in IAECs may be made in deserving cases with the approval of CPCSEA. The IAEC would be reconstituted at the time of renewal, duly approved by CPCSEA, for another 5 years.

The establishments are required to send names of 5 members at the time of constitution and at every reconstitution. It is mandatory that atleast half of the members of IAEC are new at the time of reconstitution.

9. IAEC requirements:

a. The duration of appointment is for a period of 5 years (coterminous with registration).

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- b. The committee is required to be reconstituted at the time of renewal of registration, and at least half of the internal IAEC members is required be replaced at the time of renewal.
- c. A member can be replaced in the event of death or long-term non-availability or for any action not commensurate with the responsibilities laid down in the guidelines deemed unfit for a member.
- d. A member can tender resignation from the committee with proper reasons to do so.
- e. All members should maintain absolute confidentiality of all discussions during the meeting and sign a confidentiality form.
- f. Conflict of interest should be declared by members of the IAEC.
- g. IAEC is required to formulate a SOP for its working requirements and follow it in all the meetings.
- h. Foreign Nationals shall not be allowed as member of the IAECs of any establishments.

10. Quorum requirements:

The minimum of six members shall be required to form quorum of the IAEC meetings. All decisions shall be required to be undertaken in the meetings of IAEC and not by the method of circulation of project proposals. Presence of main nominee of CPCSEA nominee is a must. It shall be a must for the establishment to invite all nominees of IAEC for attending the meeting and the meeting notice shall invariably be issued by Registered Post atleast 15 days before the date of the meeting. Link nominee can attend in case main nominee conveys his unavailability in writing to the Chairperson of IAEC. Socially aware member's presence is compulsory in all cases referred to CPCSEA and their presence is mandatory atleast in one meeting of IAEC of the establishment in a calendar year. It shall be the duty of establishment to inform to CPCSEA about the continuous absence of nominees of CPCSEA in a calendar year.

11. Conduct of business:

The Chairperson of the IAEC shall be responsible for conducting atleast two meeting of IAEC in a calendar year with the help of the Member Secretary of IAEC. If for reasons beyond control, the Chairperson is not available, or has conflict of interest an ad-hoc Chairperson will be elected from amongst the present members, who will conduct the business of the meeting. The Member Secretary of IAEC is responsible for organizing the meetings, maintaining the records and communicating with all concerned. He/she will prepare the minutes of the meetings and get it approved by the Chairperson after NOC from all members before communicating to the

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researchers with the approval of the appropriate authority. A copy of minutes is required to be sent to Member Secretary CPCSEA within 15 days of the meeting, otherwise, the meeting will not be considered valid.

12. Participation by Investigators / experts in IAEC.

IAEC may call upon subject experts who may provide special inputs of selected research protocols, if need be. They are required to give their specialized views but not to take part in the decisions making process which will be made by the members of the IAEC only. Investigators whose proposals are to be discussed can also be called to present their case to the IAEC.

13. Application Procedures:

- a. All proposals should be submitted in the prescribed application form, the details of which are given under Documentation.
- b. All relevant documents as per checklist should be enclosed with application form
- c. Required number of copies of the proposal along with the application and documents in prescribed format duly signed by the Principal Investigator (PI) and Co-investigators / Collaborators should be submitted to IAEC.

14. Review procedures:

- a. The meeting of the IAEC should be held on scheduled intervals as prescribed in the concerned SOP of the IAEC and additional meetings may be held if there are reasons to do so.
- b. The proposals will be sent to members at least 15 days in advance.
- c. Decisions will be taken by consensus after discussions. Negative view point's should be recorded in the minutes. CPCSEA shall consider only those decisions which are arrived with consensus. In case consensus is not arrived and the case merits special attention of CPCSEA, such cases may be forwarded to CPCSEA with approval of the chairman of the IAEC of the establishment alongwith the detailed reason for forwarding the matter to CPCSEA and points of consideration for CPCSEA.
- d. Researchers will be invited to offer clarifications, if needed.
- e. Independent consultants/Experts will be invited to offer their opinion on specific Research proposals, if needed.

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f. The decisions of the IAEC will be minuted and Chairperson's approval shall be taken in writing with signature of all the IAEC members present.

15. Decision-making of IAEC of the Establishment:

- a. Members will discuss all the related issues concerning the welfare of animals before arriving at a consensus decision.
- b. A member should withdraw from the meeting during the decision procedure concerning an application where a conflict of interest arises and this should be informed to the chairperson prior to the review of the application and the same should be recorded in the minutes.
- c. Decisions of IAEC shall be valid where the quorum of IAEC is complete.
- d. Only members of IAEC can vote for the decision. The experts / investigators / invitees may only offer their opinions.
- e. In case of research protocols on small animals, the IAEC of the establishment shall be empowered to grant approval for experiment on animals considering the welfare of the animals. For carrying out the experiment on large animals, approval of CPCSEA is a must and IAEC may only recommend the research protocol for consideration of CPCSEA. Specific suggestions for modifications in the research protocol and reasons for rejection should be clearly indicated.
- f. In cases of conditional decisions on research protocol, suggestions for subsequent review and the procedure for having the application reviewed may be specified clearly.
- g. Modified proposals may be reviewed by an expedited review through identified members.
- h. Procedures for appeal by the researchers should be clearly defined by the respective IAEC.

16. Communicating the decision

- a. Decisions of the IAEC will be communicated by the Member Secretary in writing to CPCSEA within 15 days of conduct of the meeting.
- b. Suggestions for modifications in research protocols, if any, should be delt by IAEC but minuted and sent to CPCSEA.
- c. Reasons of rejection of the research protocol should be informed to the researchers in writing.
- d. The schedule / plan of ongoing review by the IAEC should be communicated to the PI.

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17. Follow up procedures

- a. Reports of Research Protocols/ Project completion report should be submitted for consideration of IAEC of the establishment at prescribed intervals for review and it should not exceed the timeline of the research as mentioned in the Form B.
- b. Final report should be submitted to the IAEC of the establishment at the end of study.
- c. All Serious Adverse Events (SAE's) and the interventions undertaken should be intimated to IAEC.
- d. Protocol deviation, if any, should be informed with adequate justifications to IAEC and in case of large animals, it should be intimated to CPCSEA immediately for consideration of CPCSEA. The procedural deviations in research protocol shall be treated as a fresh research protocol by CPCSEA.
- e. Any new information related to the study should be communicated to IAEC immediately.
- f. Premature termination of study should be notified to the IAEC with reasons along with summary of the data obtained so far.
- g. Change of investigators / sites should be informed and approval of IAEC should be undertaken first.

18. Record keeping and Archiving:

- a. IAEC shall maintain the Curriculum Vitae (CV) of all members of IAEC including training programs in animal ethics attended.
- b. Copy of all study protocols with enclosed documents, progress reports shall be maintained by IAEC.
- c. Minutes of all meetings duly signed by the Chairperson and the members shall be maintained by IAEC.
- d. Copy of all existing relevant national and international guidelines on animal ethics and laws along with amendments shall be maintained by IAEC.
- e. Copy of all correspondence with members, researchers and other regulatory bodies shall be maintained by IAEC.
- f. Project completion report of the approved projects shall be maintained by IAEC.

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- g. Record of Breeding of animals, supply etc, if breeding of animals is undertaken shall be maintained by IAEC.
- h. Record of import of animals with species, source, quantity, usage etc shall be maintained by IAEC.
- i. Record of all Contract research, if conducted at the institute shall be maintained by IAEC.
- j. Record of rehabilitation of large animals, if done, shall be maintained by IAEC.
- k. All documents should be archived for period as prescribed in the SOP formulated by the IAEC of concerned establishment.

19. Updating IAEC members:

- a. All relevant new guidelines and amendments to the Rules and Act pertaining to CPCSEA should be brought to the attention of the members.
- b. Members should be encouraged to attend national and international training programs / workshops / conferences in research ethics for maintaining quality in ethical review and be aware of the latest developments in the area.

20. Reporting to CPCSEA:

- a. IAEC is required to send a copy of minutes of IAEC meeting to CPCSEA within 15 days.
- b. Inspection report of animal house with photographs by IAEC members is required to be sent once in a calendar year. If action is required, the facility must provide ATR within 30 days.

21. Reimbursement to CPCSEA representative

CPCSEA representative(s) on the IAEC or authorized person(s) sent for inspection of the establishment(s) or otherwise by CPCSEA for any other purpose are required to be paid Rs. 2000/- each as sitting fees/visiting fee per day (or as revised from time to time) along with the reimbursement of actual expenditure incurred in this regard (if not provided by the establishments / organizations).

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**PRAVARA RURAL EDUCATION SOCIETY'S
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Institutional Animal Ethics Committee

Registration No:- 1942/PO/Re/S/17/CPCSEA

DATE OF REGISTRATION:- 01/02/2017 REGISTRATION VALID TILL:- 24/02/2027

No.	Name	Designation
1.	Dr. Sanjay B Bhawar	Chairperson
2.	Dr. Ziyaurrhman.A.R	Main Nominee
3.	Dr. C.D.Upasani	Link Nominee
4.	Dr. Aman B Upaganlawar	Scientist from outside the institute
5.	Dr. Sujata Magdum	Socially aware Nominee
6.	Dr. Ravindra S Jadhav	Scientist from different discipline
7.	Dr. Vishal C. Kedari	Scientist from different discipline
8.	Dr. V. M Vikhe	Veterinarian
9.	Dr. Santosh B. Dighe	Member Secretary (Biological Scientist)



Principal
Pravara Rural College of Pharmacy
Pravaranagar, A/p.Loni-413 736

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Women Empowerment/ Women Development Cell

Standard operating procedures (SOPs) Of Women Empowerment/ Women Development Cell is for provide a safe, secure and growing environment for the girls and to become responsible citizen of the society.

Implementation of SOP:

Introduction

The Management feels happy and gratified to offer girl students a commodious and comfortable place which is meant to serve, to create, to provide each girl student and women an ideal environment for overall development. Women development cell provide best opportunity to promote students development as a well-groomed and balanced person who is firmly rooted in values of integrity, purity of conduct and compassion which are the essential qualities of the human beings.

The Cell has both the faculty and girl students representative of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing varied academic, technical, medical, cultural and social events for the upliftment of women and spread the real importance of gender equality in the society through College students.

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Objectives

- Helping female students live a balanced life where they neither lurk into depression nor take the abode of aggression.
- To develop self-confidence in female /girls
- To stress upon the development of women / female students in every sphere.
- To organize events and activities for women empowerment.
- To create an environment that will help women / female students realize their full potential and give their best.

Constitution

Women Empowerment/ Women Development Cell is constituted as per guidelines decided in Governing Body meeting held in 2014-15. Cell constitution should include

Chairman: Senior most lady teacher of college /Principal

Members: female faculty representative and student representative

Frequency of meeting

Once in three month and when if any complaint came from any female or need to organize events and activities for women empowerment

Tenure of the cell: the committee shall have tenure of one year

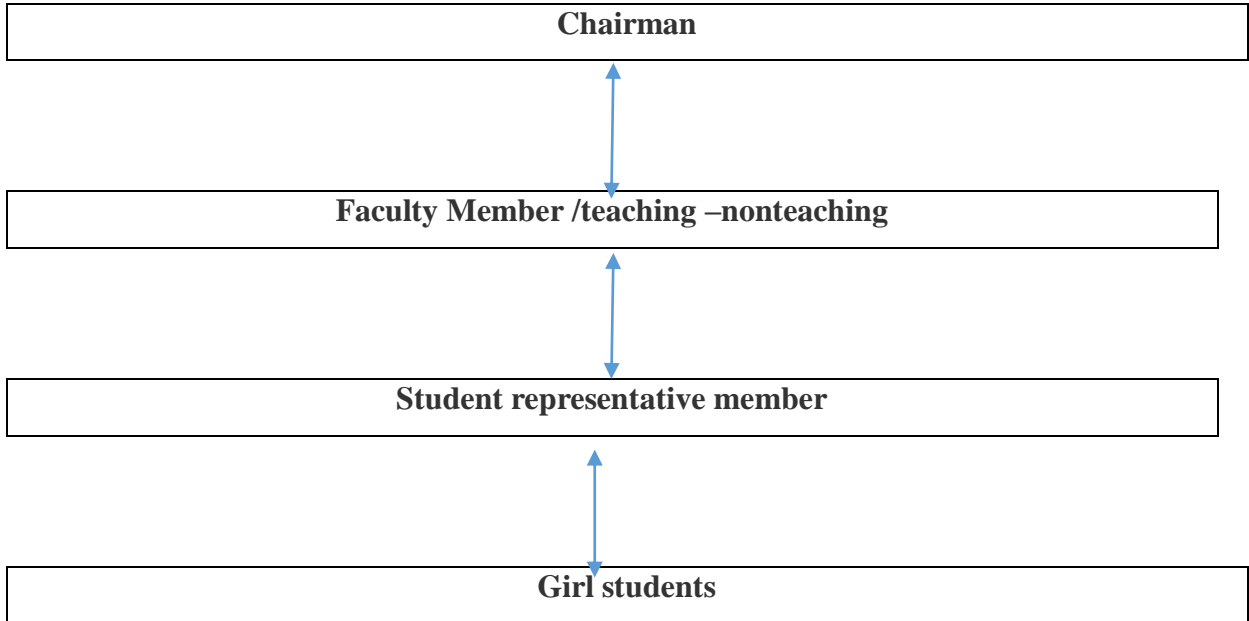
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- 1) IQAC File.

Duty and responsibility of cell

- To organize events and activities for women empowerment.
- To look into complaint received from any girl student or staff

Administration




Principal
Pravara Rural College of Pharmacy
Pravar Nagar, A/p.Loni-413 736

Copy to:

- 1) IQAC File.



Pravara Rural Education Society, Pravaranagar

A/P-Loni Kd, Tal-Rahata, Dist-Ahmednagar, (MS), Pin-413713

ISO 9001:2000 Certified/ Adarsha Shikshan Sanstha Award (Govt.of Maharashtra)

Soci.Reg.No.Bom-94, Ahmednagar Dated 13.3.1964

Fax : 02422-273704

B.P.T. Reg.No. F-52/Ahmednagar dated 11.8.1964

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Website : www.pravarares.org.in

No.12 - Policy document on Atrocities against Women

1) Introduction :

Atrocity against women is a technical term used collectively to refer violent acts exclusively committed against women. This type of violence targets a specific group with the victim's gender as a prime motive. Women are considered to be the decent half of the society. Sometimes they fall victim to atrocities and the criminal instincts of people at working places or in educational institutions. Therefore, the administration of the institute has a greater role in achieving security and safety of working women.

In 1997, the Supreme Court recognized and addressed the issue of sexual harassment at the workplace. Through this policy document it is extended to students as well.

According the Supreme Court order, sexual harassment is any unwelcome behaviors such as:

- Physical contact and advances.
- Demand or request for sexual favors.
- Sexually colored remarks.
- Display of pornography.
- Any other unwelcome physical, verbal and non-verbal conduct of a sexual nature.

Examples:

- Denial of payment or official approval in the absence of sexual favors.
- Pornographic pictures/messages displayed on desks or sent by email.
- Remarks made about personal appearance and dress.
- Colored jokes shared that make others present feel uncomfortable.

2) Objectives :

- To look into the complaints received from the women about the atrocity against them.
- To achieve social security and safety of women in the institution.
- To make the women aware of the legal provisions/ acts regarding the atrocity against them so as to enable them to deal with the atrocities inflicted to them.
- To seek solution to the problem being faced by the victim.
- To report the cases of atrocity against women to the concerned department of the Government.
- To initiate training programmes for self defence.

3) Cell at Institute level against atrocity against women and harassment of women :

The structure of the cell to consider cases of atrocities against women in the institute shall be constituted as below:

- Chairman – Senior most lady teacher of the college /institute.
- Members – Four lady staff members out of which one is from non-teaching staff and Rector of ladies hostel.
- Member Secretary – One lady member.

- 4) **Frequency of meeting of cell:** Once in a three months and as and when a complaint regarding atrocity against women is received by the head of the institution or chairman of the cell.
- 5) **Quorum for meeting:** The quorum shall be three.
- 6) **Tenure of the cell:** The tenure of the cell shall be three years.
- 7) **Functions of cell:** The function of the cell shall be as under:
- To deal with the cases of atrocity against women in the institute.
 - To provide a neutral, confidential and supportive environment for women and members of the institute including students.
 - To ensure the fair and timely resolution of sexual harassment complaints.
 - To provide information regarding counseling and support services on the campus of institute.
 - To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.
 - To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.
 - To inform the campus community of their right to a respectful work and learning environment so as to create a campus that is free of sexual harassment. Thus simple respect for all on the campus' should be the focus of the cell.
 - To report the cases of the harassment to the Principal with recommendations for further actions.
- 8) **The Cell shall achieve these goals through:**
- Dissemination of Information:**
The dissemination of information shall be carried out through production, distribution and circulation of printed materials, posters and handouts.
 - Awareness Workshops:**
The cell shall organize awareness workshop about sexual harassment for faculty, non-teaching staff and students. The aim is to develop nonthreatening and non-intimidating atmosphere of mutual learning.
 - Counselling :**
Confidential counselling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported and is a sensitive issue. Therefore the cell shall carry out effective counselling of the victims through an expert.
- 9) **Functioning of the Cell:** The written complaint may be submitted signed or otherwise to the cell in a complaint box maintained for the purpose.
- The cell will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
 - The members of the Cell will discuss the complaint within a week.
 - If the case falls outside the purview of the Cell, the complainant will be informed about the same by the appropriate authority within a week.
 - If the case comes under the purview of the Cell, an enquiry committee will be set up immediately. The Committee will submit a report and recommend the nature of action to be taken by the appropriate authority within a week.
 - All proceeding of the cell should be kept confidential.

Prepared by

1) Prof. N.G. Nikam, Principal, Polytechnic, Loni

2) Shri. V.V. Bhate, Principal, ITI, Loni

Vishaka Guidelines
against
Sexual Harassment at Workplace

Guidelines and norms laid down by the Hon'ble Supreme Court in Vishaka and Others Vs. State of Rajasthan and Others (JT 1997 (7) SC 384)

HAVING REGARD to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

TAKING NOTE of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

Duty of the Employer or other responsible persons in work places and other institutions

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

Definition

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) Physical contact and advances;
- b) A demand or request for sexual favours;
- c) Sexually coloured remarks;
- d) Showing pornography;
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Preventive Steps

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**

Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Complaint Mechanism

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

Complaints Committee

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.

The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.

Worker's Initiative

Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

Awareness

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

Third Party Harassment

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.



PRAVARA RURAL EDUCATION SOCIETY'S
PRAVARA RURAL COLLEGE
OF PHARMACY
LONI

Date: 15 / 07 / 2022

**Constitution of
WOMEN DEVELOPMENT CELL
Academic Year 2022-2023**

Sr.No.	Name	Designation
1	Dr. Sanjay Bhawar	Chairman
2	Mrs. Kavita Dhamak	Co-ordinator
3	Mrs. Hemlata Bhawar	Female Faculty Member
4	Mrs. Sunayana Vikhe	Female Faculty Member
5	Miss. Rajashree Ghogare	Female Faculty Member
6	Dr. Anushree Khaire	External Member
7	Mrs. Vandana Badhe	Non-teaching Female Faculty
8	Miss. Asmita Bhinage	Student Representative Member
9	Miss. Shrutika Vikhe	Student Representative Member
10	Miss. Gayatri Gholave	Student Representative Member
11	First Year Representative	Student Representative Member

Duties and responsibilities

To enquire about the complaints received from Girl Student/ Women working in the College and submit confidential report to Principal



Dr. Sanjay Bhawar

Principal

Pravara Rural College of Pharmacy
Pravaranaagar, A/p. Loni-431 004