



Pune District Education Association's
LAW COLLEGE, HADAPSAR

S.No. 215/2, 277/2 Annasaheb Magar College Campus,
Hadapsar-411028. Ph. : 020-26990135 / 36

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■ Approved by : Bar Council of India ■ Affiliated to Savitribai Phule Pune University ■ A.I.S.H.E. No. : C - 41831.



AQAR 2023-24

Criterion 7 – Institutional Values and Best Practices

Key Indicator – 7.1 Institutional Values and Social Responsibilities

7.1.1. Measures initiated by the Institution for the promotion of constitutional values and gender equity during the years.

Pune District Education Association's

LAW COLLEGE, HADAPSAR, PUNE – 411028

**Affiliated to Savitribai Phule Pune University, Recognised by BCI,
NAAC Accredited B++**

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Annual Gender Sensitization Plan

From the start, PDEA Law college has worked continuously to work for the principles of Gender Equality in its students. The college conducts programs from time to time regularly to teach the students how to give importance to the principles of Gender Equality. The college has conducted different programs at the college level for the past years. College acknowledges we share specific values and principles, such as equality, inclusion, respect for human dignity, fairness, and justice. We also acknowledge the support for a diversity of talent. We renew our commitment to teaching future generations and being role models. We also commit to counteract any existing inequalities. The advantages of having an inclusive environment have long been established. cultures that value and incorporate all students result in more engaged, motivated, and productive students. Diverse and inclusive children are also more imaginative, as they may rely on a broader range of experiences, techniques, and resources to come up with new ideas. It is self-evident that an educated workforce that reflects the variety of its pupils is better able to recognize and anticipate their needs. In addition, making gender equity promotion a goal of the college helped the government's efforts to empower and uplift women, both among the staff and among the students.

PDEA Law College is ensuring concern for girls and boys in the institute in all curricular, extra-curricular, and co-curricular activities. The institution, through its proactive faculty staff and student program.

Sr.No	Action	Responsibility/Action by	Time Limit
1.	Have Regular meetings of anti-ragging / women and student grievances Redressal committees for monitoring and evaluation of gender equality in the institution	IQAC co-ordinator and convenors of the meeting	Minimum Two meetings per year
2.	Celebrate the International Women's Day	Faculty Member	March every year
3.	Provide maternity leave for women staff members as per the existing State/Central Government rules	Management	Up to one year
6.	The development and Implementation of all institutional policies include a segment of Gender Equality (Programs and strategies)	Principal	Throughout the year
7.	Review the functioning of the Internal Complaint Committee	Principal & Faculty Member	Throughout the year

4.	Conduct events and programs on gender equity.	IQAC	Throughout the year
5.	Enhance mentor-mentee relationship to provide student support services	IQAC	Throughout the year

WOMEN GRIEVANCE REDRESSAL COMMITTEE

INFORMATION COLLEGE OF
PDEA's LAW COLLEGE,
HADAPSAR, PUNE-411028

* 2023 - 2024 *

* Our Women's Grievance Redressal Cell:-

The cell is formed to resolve the Women's grievances regarding gender discrimination & sexual harassment complaints of its students.

This Cell is mainly formed for gender equality & gender justice in all its intervention & practices. Women Grievance Redressal Cell established under "THE NATIONAL COMMISSION FOR WOMEN ACT, 1990 (Act no. 20 of 1990) OF GOVERNMENT OF INDIA."

The cell is responsible for looking into any complaints filed by students & staff about Women's Grievances at the college through personal contact/digital medium. According to the Hon' Supreme Court of India, definition of sexual harassment is any unwelcome sexually determined behaviour, as:-

- A. Physical contact & Advances.
- B. Demand or Request for sexual favours.
- C. Sexually colored remarks.

Any other unwelcome physical, Verbal/non-verbal conduct of sexual nature. The Functions of the

the cell process oral & written complaints. Time to time cell conducts seminars & lectures by specialists & eminent personalities to stop violence against women, sexual harassment at work & about health, hygiene etc.

* Member of Cell :-

Sr. no.	Name of officers	Designation	Position in Committee
01.	Dr. Ranjana. P. Patil	Principal	President.
02.	Adv. Bhate Shradha.	Advocate	Member
03.	Asst. Prof. Vaishali Kite	Lecturer	Member
04.	Asst. Prof. Sannab Kazi	Librarian	Member
05.	Mrs. Vaishali Bahadur	Clerk	member student.
06.	Asst. Prof. Gaikwad Shital	Lecturer	Member
07.	Supriya Deshpande	Student	Member

* Objectives :-

- To resolve issues pertaining to girls'/women sexual harassment.
- To Women's Grievance Redressal Cell has been formed to resolve issues.
- To equip the female students, faculty & staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty & staff members.
- To provide a platform for listening to

- complaints and redressal of grievances.
- To incorporate hygiene habits & ensure healthy atmosphere in & around the College.
 - To ensure personality along with academic development of students.

* Complaint Procedure —:

- Grievance student can approach to their class mentor or Principal.
- A member who feels that he/she has been harassed can also approach to college principal.

* Discipline —:

Any member found to have harassed another member or guest will be subject to appropriate disciplinary procedure action, including reprimands, suspension or termination of Membership.

* Complaint & Redressal Mechanism —:

- After knowing grievance of students, class mentor discusses it with the HOD and then an appropriate solution is found out. If not solved at this level then grievance is taken up to the Principal & legal advisor.
- The Complaint shall be summoned to hear Complaint (if necessary)
- After hearing of Complaints, the Committee shall take appropriate decision.



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P.D.E.A.'S
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P. P. Patil
Principal
P.D.E.A.'S
LAW COLLEGE, HADAPSAR,
Pune-411028

First Half.

Date:.....

MON TUE WED THU FRI SAT SUN
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* Meeting Notice *

The meeting Notice for 'Klomen's Grievance Cell' will be held on date 25/08/2023. All Committee member & Grievance person kindly attended the meeting with your issue Question. Thank You.

Place : PDEA's Law, College Pune.
Date : - 25 Aug 2023

* Committee member sign *

Sr. no.	Name of Committee member	sign.
1.	Dr. Ranjana P. Patil	R.P. Patil
2.	Adv. Bhate Shradha	Bhate
3.	Asst. Prof. Vaishali Korte	Vaishali
4.	Ass. Prof. Sanmabr Kar	Sanmabr
5.	Mrs. Vaishali Bahirat	Bahirat
6.	Asst. Prof. Gaikwad Shital	Shital
7.	Supriya Deshpande	

* Discussion & Solution *

The meeting was held on 25/08/2023 in the presence of (President) Principal, Dr. Ranjana P. Patil. There was no case registered in this regard.

IQAC
PDEA'S

Principal

LAW COLLEGE
Hadapsar, Pune-411028
Pune-411028



Second half.

Date:

MOR TUE WED THU FRI SAT SUN
□ □ □ □ □ □ □ □

* Meeting Notice *

The meeting Notice For 'Women's Grievance cell' will be held on date 22/02/2024. All committee members & Grievance person kindly attended the meeting.

Thank You.

Place :- PDEA'S LAW College, Pune.

Date :- 20/ Feb/ 2024

* Discussion & solution & Meeting Day *

The Meeting was held on 22/Feb/2024 in the presence of Principal Dr. Ranjana. P. Patil mam.

After seeing all committee meeting it was seen that, there is no case registered in this regard.

Thank You.

Place :- PDEA'S LAW College, Hadapsar.

Date :- 22/ Feb/ 2024.

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IQAC

P.D.E.A'S

LAW COLLEGE

Hadapsar, Pune-411028

Sr No.	Name of Committee member	Sign.
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1.	Dr. Ranjana. P. Patil	<i>R.P. Patil</i>
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2.	Adv. Shruddha Bhate.	<i>Shruddha</i>
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3.	Asst. Prof. Vaishali Krote.	<i>Vaishali</i>
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4.	Asst. Prof. Sanobar Kazi	<i>Sanobar</i>
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5.	Mrs. Vaishali Bahirat.	<i>Bahirat</i>
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6.	Asst. Prof. Geikawad Shital	<i>Shital</i>
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7.	Supriya Deshpande.	
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R.P. Patil

Principal

P.D.E.A'S

LAW COLLEGE - HADAPSAR

Pune - 411028

Women Anti sexual Harassment cell

Date: 2023-2024

MON TUE WED THU FRI SAT SUN
□ □ □ □ □ □ □

1.

* Annual Report *

Women's grievance cell is functioning to deal with problem and difficulties faced by women's and girls' students to include sense of security on the campus. The guideline regarding it is display on the college website and committee tried to implement it, which has been helpful for employee & students.

The object of women Anti sexual harassment is burning issue all over in India. So that our college formed the women anti-sexual harassment cell for college girls students & women staff of college.

There is mechanism for the submission of offline grievance.

Awareness and meeting and regular conversation with student by member of committee ~~are~~ were organized at regular interval;

As a result no single complaint is received.



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IQAC
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LA COLLEGE
Hadapsar, Pune-411028

R.P. Batil
Principal

Principal

P.D.E.A.'S

Law College, Hadapsar
Pune-411028.

**PDEA'S
Law College, Hadapsar
2023-24
Notice of Workshop on Gender Sensitivity**

All the students who have registered for the Gender Sensitization workshop are informed that the workshop will be held on November 3, 2023, from 12:00 PM to 2:00 PM. Attendance is required of all enrolled students.

Those who want to register should contact Assistant Professor Gaikwad Shital.



R.P. Patil
**Principal
P.D.E.A.'S
Law College, Hadapsar
Pune-411 028.**

PDEA'S
Law College, Hadapsar
2023-24
Report of Workshop on Gender Sensitivity

Date – 7/11/2023

A workshop on Gender Sensitivity was organized by the PDEA 's Law College on 3 November 2023. The coordinator of the workshop was Assistant Professor Gaikwad Sheetal. The main objective of this workshop was to communicate openly with boys and girls on the topic of gender.

The workshop discussed about how various institutions in the society are gender based. What is gender? Differences between sex and gender, society's stereotypes of men and women, gendered structure of men and women in society, gendered roles, patriarchy in public and private life, ideal woman and ideal man, gender concept and what is gender sensitivity? Many important issues such as the participation and role of men in creating gender equality were discussed in this workshop.

Law is a branch that deals with such very important, sensitive issues in the society. Students are continuously guided through such various workshops to impart knowledge and create awareness about these important subjects. The aim of this workshop was to make everyone a responsible person as an important part of the society.



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R.P. Patil
Principal
P.D.E.A'S
Law College, Hadapsar
Pune-411 028.

Photo of Gender sensitivity workshop



R. P. Patil

Principal
P.D. A.'S
Law College, Hadapsar
Pune-411 028.

**Pune District Education Association's
Law College, Hadapsar
Gender Sensitivity Workshop
2023-24**

Date – 3/11/2023

Sr. No	Name of the student	Sign	Contact Number
1.	Rutuja Grosavi	<i>Rutuja Grosavi</i>	8805236755
2.	Arti Khedekar	<i>Arti</i>	70 20 27 04 95
3.	Indalkar Samouddhi	<i>Samu</i>	9370024213
4.	Vandita Bhosale	<i>Vandita</i>	9075055806
5.	Shweta Tilekar	<i>Shweta Tilekar</i>	9766844108
6.	Javalkar Sudha	<i>Sudha</i>	8308643224
7.	Afroakta Patnan	<i>A.H. Patnan</i>	9021578931
8.	Shital Choramale -LLB-I	<i>Shital</i>	8087298472
9.	Shweta Gadhave -LLB-I	<i>Shweta Gadhave</i>	9822279284
10.	Bhushan Shinde LLB-I	<i>Bhushan</i>	9284948418
11.	Shreshtha Ghosh LLB-I	<i>Shreshtha</i>	8240615687
12.	Ramdas B Gaikwad	<i>Ramdas</i>	9881545207
13.	Dhage Dipti	<i>Dipti</i>	9112789949
14.	Divakar Shweta	<i>Shweta</i>	9766716040
15.	Patil Vaishnavi	<i>Patil</i>	9834484816
16.	Shreya Dharmale	<i>Shreya</i>	8262093943
17.	Khanvilkar Anushka	<i>Anushka</i>	8379988746
18.	Shelar Vaibhavi	<i>Vaibhavi</i>	8080996335
19.	Shubhangi Kondeale	<i>Kondeale</i>	19322539182
20.	Rohit Ashok Ghule	<i>Rohit</i>	9112377764
21.	Vivek Navate	<i>Vivek</i>	9699821089
22.	Ganesh Shirale	<i>Ganesh</i>	782180029
23.	Atish Gaikwad	<i>Atish</i>	9669292517
24.	Bhagat Preeti	<i>Bhagat</i>	9146852017
25.	Ganesh Shirale	<i>Ganesh</i>	
26.	Gauri Tchake	<i>Gauri</i>	7385119010
27.			
28.			
29.			

R. P. Patil
Principal
P.D.E.A.'S.
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