Academic Year 2022-23



SINHGAD INSTITUTE OF MANAGEMENT

(Affiliated to Savitribai Phule Pune University, Approved by AICTE & Accredited by NAAC)

S. No. 44/1, Vadgaon (Bk.), Off Sinhgad Road, Pune 411 041 Telefax: (020) 24356592 E-mail: director_siom@sinhgad.edu Website: www.sinhgad.edu

Minutes of the Meeting

Internal Complaint Committee

Sexual Harassment Committee

Date: 21st February 2023

Venue: Syndicate Room, First floor

Time: 3.00pm to 4.30pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

- 1. To discuss implementation of prevention of sexual harassment curb decided as per previous meeting.
- 2. To increase the awareness of sexual harassment among the students.
- 3. To inform students about communication time.
- 4. To take the decision for distribution of sexual harassment handbook.
- 5. To plan various activities about gender equity and gender sensitization

- 1. It has been discussed about the discipline of students was undertaken.
- 2. All Class coordinators are reinstructed to increase the awareness of sexual harassment among the students.
- 3. The timings for communication between students and faculty need to continue.
- 4. It has been decided to distribute the Prevention of Sexual harassment content to students during the induction itself.
- 5. It has been decided to conduct two guest sessions on gender equity and gender sensitization.





SINHGAD INSTITUTE OF MANAGEMENT

Attendance for 21st February 2023			
Sr.	Name of Members	Designation	Signature
No.			Λ,
1	Dr. Daniel Penkar	Chairperson	Wal
2	Dr. Chandrani Singh	Professor & HOD-MCA	Bush
3	Dr.Sagar Pawar	Coordinator	\$ 1
4	Prof. Monalisa Bhinge	Coordinator	Maraha
5	Dr. Manisha Badgujar	Faculty Representative	1 January
6	Dr. Ankush Kudale	Faculty Representative	by
7	Prof. Pratapsinh Patil	Faculty Representative	Zolle
8	Mrs. Sushma Chavan	Member	CE.
9	Mr. Saurabh Sarnathe	Member	Absem
10	Mrs. D. S. Bhalerao	Member	Dur
11	Mr. B. S. Chougule	Member	cheyules
12	Mr. Kulkarni Shrihari	Student Representative-MCA	\$ 0
13	Ms. Dhamal Rutuja	Student Representative-MCA	RM
14	Mrs. Rupali Warokar	Registrar & Admin	Rupali
		Representative	Nut
15	Mr. Akhilesh Mahesh Nagarkar	Student Representative-MBA	A November
16	Ms. Jayashri Rajendra Patil	Student Representative-MBA	Fali





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Minutes of the Meeting

(Internal Complaint Committee)

Sexual Harassment Committee

Date: 19th September 2022

Venue: First floor, Syndicate room

Time: 4.00pm to 5.00pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

1. To increasing awareness regarding sexual harassment.

2. To circulate sexual harassment handbook among the students.

3. To inform students about the communication between working hours.

4. To conduct various activities about gender equity and gender sensitization.

Minutes of meeting:

- 1. It has been discussed to maintain decorum among the students in the class room and campus.
- 2. All class coordinators are instructed to increase the awareness regarding sexual harassment among the students.

3. As per guidelines of UGC, the prevention of sexual harassment handbook, needs to be circulated to all students and faculty.

- 4. All communication between faculty and students must be restricted to working hours only. Exception may be considered only in case of emergency with the consent of the Director.
- 5. It has been decided to conduct various activities about gender equity and gender sensitization for the students.



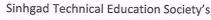


SINHGAD INSTITUTE OF MANAGEMENT

Attendance for 19th September 2022			
Sr. No.	Name of Members	Designation	Signature
1	Dr. Daniel Penkar	Chairperson	men
2	Dr. Chandrani Singh	Professor & HOD-MCA	Chul
3	Dr.Sagar Pawar	Coordinator	de la constant de la
4	Prof. Monalisa Bhinge	Coordinator	- 5/3
5	Dr. Manisha Badgujar	Faculty Representative	Maduj-
6	Dr. Ankush Kudale	Faculty Representative	pri
7	Prof. Pratapsinh Patil	Faculty Representative	Ralle
8	Mrs. Sushma Chavan	Member	an a
9	Mr. Saurabh Sarnathe	Member	Absort
10	Mrs. D. S. Bhalerao	Member	Due
11	Mr. B. S. Chougule	Member	Charger
12	Mr. Kulkarni Shrihari	Student Representative-MCA	do
13	Ms. Dhamal Rutuja	Student Representative-MCA	PM
14	Mrs. Rupali Warokar	Registrar & Admin	D. Delli
		Representative	Rufali
15	Mr. Akhilesh Mahesh	Student Representative-MBA	A. Nagalitect
	Nagarkar		
16	Ms. Jayashri Rajendra Patil	Student Representative-MBA	Fatil



Academic Year 2021-22





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Minutes of the Meeting

(Internal Complaint Committee

Sexual Harassment Committee

Date: 25th February 2022

Venue: Online meeting on Microsoft Teams

Time: 3.00pm to 4.30pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

- 1. To discuss implementation of prevention of sexual harassment curb decided as per previous meeting.
- 2. To increase the awareness of sexual harassment among the students
- 3. To inform students about communication time
- 4. To take the decision for distribution of sexual harassment handbook

- 1. As the teaching is in the online mode in the current semester, discussion regarding discipline of students was undertaken.
- 2. No untoward incident had occurred between the concerned period.
- 3. All Class coordinators are reinstructed to increase the awareness of sexual harassment among the students.
- 4. All the class coordinators were commended for their impeccable job.
- 5. The timings for communication between students and faculty need to continue.
- 6. It has been decided to distribute the Prevention of Sexual harassment content to students during the induction itself.





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Attendance for 25th February 2022			
Sr.	Name of Members	Designation	Signature
No.			1
1	Dr. Daniel Penkar	Chairperson	wen
2	Dr. Chandrani Singh	Professor & HOD-MCA	Chryh.
3	Dr. Sagar Pawar	Faculty Representative	
4	Dr. Manisha Badgujar	Faculty Representative	Modsuj-
5	Dr. Khawaja Rahman	Faculty Representative	The The
7	Dr. Milind Godase	Faculty Representative	meht
8	Mrs. Rupali Warokar	Registrar & Admin	2.18
		Representative	Rupac
9	Dr. Sanmath Shetty	Staff Representative-Male	Absont
10	Ms. Kumudini Manwar	Representative	AM)
		SC/ST/Minority-Female	1 4
11	Ms. Priyanka Mandhana	External Female	Parinahana
		Representative	Mara
12	Mr. Tanmay Jambhale	Student Representative- MBA	Tournais
13	Mr. Jayant Ghewade	Student Representative-MCA	
14	Ms. Sonal Agarwal	Student Representative- MBA	Sour
15	Ms. Meetali Mahurkar	Student Representative -MCA	Coma





Sinhgad Institutes

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Minutes of the Meeting

Internal Complaint Committee

Sexual Harassment Committee

Date: 17th September 2021

Venue: Online meeting on Microsoft Teams

Time: 4.00pm to 5.00pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

1. To discuss sexual harassment curbs in online medium

2. To increasing awareness regarding sexual harassment

3. To inform students about the communication between working hours

4. To circulate sexual harassment handbook among the students

Minutes of meeting:

1. As the teaching is in the online mode in the current semester, it has been discussed to maintain decorum among the students during the online sessions.

2. All class coordinators are instructed to increase the awareness regarding sexual harassment among the students.

3. All communication between faculty and students must be restricted to working hours only. Exception may be considered only in case of emergency with the consent of the Director.

4. As per guidelines of UGC, the prevention of sexual harassment handbook, needs to be circulated to all students and faculty.





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Attendance for 17th September 2021			
Sr.	Name of Members	Designation	Signature
No.			
1	Dr. Daniel Penkar	Chairperson	alen
2	Dr. Chandrani Singh	Professor & HOD-MCA	Chish
3	Dr. Sagar Pawar	Faculty Representative	
4	Dr. Manisha Badgujar	Faculty Representative	Madjuja.
5	Dr. Khawaja Rahman	Faculty Representative	Mont
7	Dr. Milind Godase	Faculty Representative	nig
8	Mrs. Rupali Warokar	Registrar & Admin	2 July
		Representative	white
9	Dr. Sanmath Shetty	Staff Representative-Male	Assent
10	Ms. Kumudini Manwar	Representative	990)
		SC/ST/Minority-Female	4"
11	Ms. Priyanka Mandhana	External Female	2 Gio hava
		Representative	() Sugar
12	Mr. Tanmay Jambhale	Student Representative- MBA	Tanmart.
13	Mr. Jayant Ghewade	Student Representative-MCA	Calaut
14	Ms. Sonal Agarwal	Student Representative- MBA	Sorus
15	Ms. Meetali Mahurkar	Student Representative -MCA	man



Academic Year 2020-21

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Minutes of the Meeting

Sexual Harassment Committee

(Internal Complaint Committee)

Date: 26th February 2021

Venue: Virtual meeting on Microsoft Teams

Time: 4.00pm to 4.30pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

1. To discuss implementation of prevention of sexual harassment curbs decided as per previous meeting.

- 1. Due to the online medium of Instructions to be followed, during the current academic year, discussion regarding discipline of students was undertaken. No untoward incident had occurred between the concerned period.
- 2. All class coordinators are reinstructed to keep a watch to ensure that there are no cases of sexual harassment among the students. All the class coordinators were commended for their impeccable job. The timings for communication between students and faculty need to continue.
- 3. It has been decided to distribute the previous of sexual harassment content to students during the induction itself.





SINHGAD INSTITUTE OF MANAGEMENT

Attendance for 26th February 2021			
Sr.	Name of Members	Designation	Signature
No.			0 0
1	Dr.Daniel Penkar	Chairperson	nenla
2	Dr. Chandrani Singh	Professor & HOD-MCA	Cam
3	Dr. Sagar Pawar	Faculty Representative	
4	Dr. Manisha Badgujar	Faculty Representative	Madgujar.
5	Dr. Khawaja Rahman	Faculty Representative	Tla.
7	Dr. Manisha Kumbhar	Faculty Representative	Matiles
8	Dr. Milind Godase	Faculty Representative	msg
9		Registrar & Admin	0.1
	Mrs. Rupali Warokar	Representative	Kupus:
10	Dr. Sanmath Shetty	Staff Representative-Male	Shetty
11		Representative SC/ST/	0-0
	Ms. Kumudini Manwar	Minority-Female	80)
12		External Female	o none
	Ms. Priyanka Mandhana	Representative	Morar
13	Mr. Tanmay Jambhale	Student Representative-MBA	Tanmay :
14	Mr. Jayant Ghewade	Student Representative-MCA	atment @
15	Ms. Sonal Agarwal	Student Representative-MBA	Sonel
16	Ms. Meetali Mahurkar	Student Representative-MCA	M Mahulu







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Minutes of the Meeting

Sexual Harassment Committee

(Internal Complaint Committee)

Date: 18th September 2020

Venue: Virtual meeting on Microsoft Teams

Time: 4.00pm to 5.00pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

1. To discuss sexual harassment curbs in online medium

2. To increasing awareness regarding sexual harassment

- 1. Due to the online medium of Instructions to be followed, during the current academic year, it has been discussed to maintain decorum among the students during virtual sessions and also issue strict guidelines to be adhered by students and faculty alike.
- 2. All class coordinators to keep a watch to ensure that there are no cases of sexual harassment within the institute. All Communication between faculty and students must be restricted to working hours only. Exception may be considered only in case of emergency with the consent of the Director.
- 3. As per guidelines of UGC, the prevention of sexual harassment handbook, needs to be circulated to all students and faculty.





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Attendance for 18th September 2020			
Sr.	Name of Members	Designation	Signature
No.			1
1	Dr.Daniel Penkar	Chairperson	Meula
2	Dr. Chandrani Singh	Protessor 4 HOD-MCA	
3	Dr. Sagar Pawar	Faculty Representative	\$
4	Dr. Manisha Badgujar	Faculty Representative	120deyal
5	Dr. Khawaja Rahman	Faculty Representative	Mark
6	Dr. Manisha Kumbhar	Faculty Representative	Manished
1	Dr. Milind Godase	Faculty Representative	my
8		Registrar & Admin	0 1
	Mrs. Rupali Warokar	Representative	Lupahi
9	Dr. Sanmath Shetty	Staff Representative-Male	Schetting
10		Representative SC/ST/	00
	Ms. Kumudini Manwar	Minority-Female	\$
11		External Female	mainhana
	Ms. Priyanka Mandhana	Representative	Louis
12	Mr. Tanmay Jambhale	Student Representative-MBA	Tanmay
13	Mr. Jayant Ghewade	Student Representative-MCA	June C.
14	Ms. Sonal Agarwal	Student Representative-MBA	Some
15	Ms. Meetali Mahurkar	Student Representative-MCA	M. Mahar 1201



Academic Year 2019-20



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Minutes of the Meeting

Sexual Harassment Committee

(Internal Complaint Committee)

Date: 20th February 2020

Venue: Syndicate Room, First floor

Time: 3.00pm to 4.30pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

- 1. To discuss implementation of prevention of sexual harassment curb decided as per previous meeting.
- 2. To increase the awareness of sexual harassment among the students.
- 3. To inform students about communication time.
- 4. To take the decision for distribution of sexual harassment handbook.
- 5. To plan various activities about gender equity and gender sensitization

- 1. It has been discussed about the discipline of students was undertaken.
- 2. All Class coordinators are reinstructed to increase the awareness of sexual harassment among the students.
- 3. The timings for communication between students and faculty need to continue.
- 4. It has been decided to distribute the Prevention of Sexual harassment content to students during the induction itself.
- 5. It has been decided to conduct two guest sessions on gender equity and gender sensitization.





SINHGAD INSTITUTE OF MANAGEMENT

Attendance for 20th February 2020			
Sr. No.	Name of Members	Designation	Signature
1	Dr. Daniel Penkar	Chairperson	Ment
2	Dr. Shubhangee Ramaswamy	Chairperson	Shalohurgi.
3	Prof. Gopa Das	Coordinator	O G. Das
4	Dr. Sagar Pawar	Faculty Representative	
5	Dr. Manisha Kumbhar	Faculty Representative	Mondishel
6	Dr. Milind Godase	Faculty Representative	mly
7	Mrs. Rupali Warokar	Registrar & Admin Representative	Rupahi.
8	Mr. Nisar Sheikh	Staff Representative-Male	Manerich
9	Ms. Kumudini Manwar	Representative SC/ST/Minority-Female	\$10
10	Ms. Priyanka Mandhana	External Female Representative	Porsandhana
11	Mr. Sahil Ansare	Student Representative-F-MBA	- SANY
12	Mr. Gajanan Garkar	Student Representative-F-MCA	agarket.
13	Ms. Amruta Wadkar	Student Representative-M-MBA	Imples.
14	Ms. Pooja Kshirsagar	Student Representative-M-MCA	Poje.





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Minutes of the Meeting

Sexual Harassment Committee

(Internal Complaint Committee)

Date: 20th September 2019

Venue: First floor, Syndicate room

Time: 4.00pm to 5.00pm

Chaired By: Dr. Daniel Penkar, Chairperson

Agenda:

1. To increasing awareness regarding sexual harassment.

2. To circulate sexual harassment handbook among the students.

3. To inform students about the communication between working hours.

4. To conduct various activities about gender equity and gender sensitization.

- 1. It has been discussed to maintain decorum among the students in the class room and campus.
- 2. All class coordinators are instructed to increase the awareness regarding sexual harassment among the students.
- 3. As per guidelines of UGC, the prevention of sexual harassment handbook, needs to be circulated to all students and faculty.
- 4. All communication between faculty and students must be restricted to working hours only. Exception may be considered only in case of emergency with the consent of the Director.
- 5. It has been decided to conduct various activities about gender equity and gender sensitization for the students.





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1	Dr. Daniel Penkar	Chairperson	Wal
2	Dr. Shubhangee Ramaswamy	Chairperson	Shishigs
3	Prof. Gopa Das	Coordinator	o Cr. Das
4	Dr. Sagar Pawar	Faculty Representative	*
5	Dr. Manisha Kumbhar	Faculty Representative	wantshy
6	Dr. Milind Godase	Faculty Representative	ma
7	Mrs. Rupali Warokar	Registrar & Admin	0 . /2
		Representative	Rupain.
8	Mr. Nisar Sheikh	Staff Representative-Male	NShel Rh
9	Ms. Kumudini Manwar	Representative SC/ST/Minority-	Pon
		Female	(B)
10	Ms. Priyanka Mandhana	External Female Representative	Pelm
11	Mr. Sahil Ansare	Student Representative-F-MBA	servi
12	Mr. Gajanan Garkar	Student Representative-F-MCA	Godinel 1
13	Ms. Amruta Wadkar	Student Representative-M-MBA	Amudel.
14	Ms. Pooja Kshirsagar	Student Representative-M-MCA	Doosd.

