



# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

Unaided - Private, Linguistic Minority (Sindhi ) Institute

Approved by A.I.C.T.E. Certified under ISO 9001:2015

Affiliated to Savitribai Phule Pune University, NAAC Accredited with 'B+' Grade

Institute Codes: SPPU: IMMP016030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

Dr. B.H.Nanwani  
Director

Ref. No.: SVIMS/2023/120

Date: 24/04/2023

To,

Dr. Anagha Tambe  
Administrative Coordinator  
KSP Women's Studies Center  
Savitribai Phule Pune University  
Ganeshkhind Road  
Pune - 411007  
Ph.No. 022-25601300/25690052

Sub: Submission of Annual Report March 2022 to February 2023

Dear Ma'am,

We enclose herewith our Internal Committee(IC) - Women's Sexual Harassment Annual Report for the period from March 2022 to February 2023.

Kindly provide an acknowledgement receipt.

Thanking you.

Sincerely,

Dr. B.H.Nanwani  
Director

DR. B. H. NANWANI  
DIRECTOR

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001



Internal Complaints Committee  
Savitribai Phule Pune University

Recd

19/4

6.6.2023

6, Koregaon Road, Pune - 411001. Ph. 020-26054491 Fax: 020-26054481.

Website: www.svims-pune.edu.in, Email: director@svims-pune.edu.in,

Facebook : <https://www.facebook.com/pages/category/Community-College/Sadhu-Vaswani-Institute-of-Management-Studies-SVIMS-395724567202452>



# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

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Director Institute Codes: SPPU: IMMP016030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

Ref. No.: SVIMS/2023/

24/04/2023

## Internal Committee, SVIMS - Women's Sexual Harassment

### Annual Report

March 2022 – February 2023

The Internal Committee of Sadhu Vaswani Institute of Management Studies for Girls, Pune under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 functions as per the guidelines laid down by the AICTE circular dated 10<sup>th</sup> June 2016 No. F.AICTE/WH/2016/01- All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressed of Grievances in Technical Institutions) Regulations, 2016.

Members of ICC

Sr. No.	Name of the Member	Designation
1	Dr. B. H. Nanwani	Chairperson
2	Dr. Abhijeet Kaiwade	Secretary
3	Dr. Divya Lakhani	Faculty Member
4	Ms. Vaishali R. Patil	Faculty Member
5	Ms. Sonali Joshi	Faculty Member
6	Mr. Vinayak Phule	Member - Non Teaching Staff
7	Ms. Adolphina Samuel	Member - Non Teaching Staff
8	Adv. [Dr.] Ruby Chhatwal	Legal Aid Counsel for Juvenile Court [Yerwada Jail, Pune] Family Counsellor and Social Activist
9	Ms. Shraddha Shinde	President Students' Council
10	Ms. Deepali Chanchlani	MBA II Year Class Representative
11	Ms. Rajsee Sarwate	MBA I Year Student



### 1. Complaint Redressal:

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	Nil	Nil

### 2. Provision of Counselling and Support Services:

Counselling and support services are available for students, staff and others in need, if required on the campus. Internal Committee has developed a support system where girl students can share their anxieties, experiences with the IC committee members.

Sr. No	No. of complainants at the Institute to whom counselling and/ or support provided
1	Nil

### 3. Awareness Raising Programmes

#### Organization of awareness raising workshops

Sr. No	No. of Awareness Raising Workshops conducted by the Institute
1	21

#### Details of awareness raising workshops conducted by the Institute:

S.No	Date	Name of the Activity
1	14-Feb-22	Savitribai Phule Mahotsav - Role of Savitribai in Women's Education
2	15-Feb-22	Role of Diversity and Impact of Stereotyping in Mentoring
3	18-Feb-22	Nirbhaya Kanya Abhiyan
4	28-Feb-22	Corporate Responses to Sexual Assault
5	08-Mar-22	Celebrating our Homemakers: The Biggest Management Gurus (International Women's Day)
6	21-Mar-22	Poshan Pakhwada
7	09-Apr-22	Gender inclusion and Women Leadership
8	23-Apr-22	Awareness on Mental Wellbeing
9	21-May-22	Self-Grooming Workshop
10	01-Jul-22	Adolescent Menstrual Hygiene : Making Cloth Pads (workshop held at schools in Pune)
11	05-Jul-22	Awareness about Legal Right of Women by Eminent Lawyer at Sant Gadge Maharaj Vasti
12	19-Nov-22	Session on Menstrual and Personal Hygiene by Dr. Sneha Nagar
13	25-Nov-22	AICTE POSH Pakhwada





14	28-Nov-22	Health Check-up Camp at Sant Gadge Maharaj Vasti
15	Feb-22	Certificate Course on Gender Equity
16	Apr - May 22	Earn While You Learn Scheme for Students
17	18-Jan-23	Menstruation: Voicing the Pain behind the Taboos
18	21-Jan-23	No Means No [Sexual Harassment at Workplace]
19	21-Jan-23	Cloth Pad making at Shanti Foundation
20	09-Feb-23	Nirbhaya Kanya Abhiyan
21	17-Feb-23	Self Defense Workshop (NKA)

**Documentation of Information about ICCs in the Institute:**

The Institute maintains physical as well as soft copies of all the: Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, AICTE notifications, Institute Policy, Appointment and Invitation Letters to the Committee Members, Invitation Notices, Agenda, Minutes of Meeting and Action Taken Report, Workshop Documentation etc.

**Date:**

*B. H. Nanwani*

Dr. B. H. Nanwani  
(Chairperson IC)  
Director, SVIMS

**DR. B. H. NANWANI**  
DIRECTOR

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001





SVIMS

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Director **Institute Codes:** SPPU: IMMPO16030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

Ref. No.: SVIMS/2022/1188

06/06/2022

To,  
Dr. Anagha Tambe  
Administrative Co-ordinator  
KSP Women's Studies Center  
Savitribai Phule Pune University,  
Ganeshkhind Road,  
Pune - 411007  
Ph.: 022-25601300/25690052

Sub.: Submission of Annual Report March 2021 - February 2022

Dear Mam,

We enclose herewith our Internal committee (IC) - Women's Sexual Harassment Annual Report for the period from March 2021 to February 2022.

Kindly provide an acknowledgement receipt.

Thanking you,

Yours Sincerely,

*B. Nanwani*

Dr. B.H. Nanwani  
Director

DR. B. H. NANWANANI



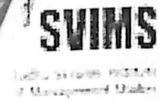
Recd  
14/06/2022



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Approved by A.I.C.T.E. Certified under ISO 9001:2015

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Dr. B. H. Nanwani Affiliated to Savitribai Phule Pune University, NAAC Accredited with "B+" Grade  
Director Institute Codes: SPPU: IMMP016030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

Ref. No.: SVIMS/2022/

15/03/2022

## Internal Committee, SVIMS - Women's Sexual Harassment

### Annual Report

March 2021 – February 2022

The Internal Committee of Sadhu Vaswani Institute of Management Studies for Girls, Pune under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 functions as per the guidelines laid down by the AICTE circular dated 10<sup>th</sup> June 2016 No. F.AICTE/WH/2016/01- All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressed of Grievances in Technical Institutions) Regulations, 2016.

#### Members of ICC

- Dr. B. H. Nanwani: Chairperson
- Dr. A J Kaiwade: Secretary
- Dr. Divya Lakhani: Faculty member
- Ms. Vaishali Patil: Faculty member
- Ms. Sonali Joshi: Faculty member
- Mr. Vinayak Phule: Member Non-Teaching Staff
- Ms. Adolphina Samuel: Member Non-Teaching Staff
- Adv.[Dr.] Ruby Chatwal: Legal Aid Counsel for Juvenile Court [Yerwada Jail, Pune]  
Family counsellor and Social activist
- Ms. Shraddha Shinde: President Students' Council
- Ms. Deepali Chanchlani: Class Representative MBA Part II
- Ms. Rajsee Sarwate: Class Representative MBA Part I

#### 1. Complaint Redressal:

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	Nil	Nil

#### 2. Provision of Counselling and Support Services:

Counselling and support services are available for students, staff and others in need, if required on the campus. Internal Committee has developed a support system where girl students can share their anxieties, experiences with the IC committee members.

Sr. No	No. of complainants at the Institute to whom counselling and/ or support provided
1	Nil

### 3. Awareness Raising Programmes

#### Organization of awareness raising workshops

Sr. No	No. of Awareness Raising Workshops conducted by the Institute
1	11

#### Details of awareness raising workshops conducted by the Institute:

Sr. No.	Nature of Programme	Date
1.	Vishakha : Gender and Mental Health	9.03.2021
2.	Guest session on Anti-ragging	30.03.2021
3.	Session by Ms Charu Mudholkar, Aks Foundation on Sexual Assault Awareness	23.04.2021
4.	Become Confident and Flex Some Muscles – A Self-defense workshop	11.06.2021
5.	From the Lens Of The Law Keeper - A Webinar on Women's Safety.	14.06.2021
6.	Guest Session-The Financial Strengths and Challenges of Women Entrepreneurs in India by Ms Aditi Khot	28.08.2021
7.	Session on Gender Equity	13.09.2021
8.	Seeti bajao Shor Machao – A Rally : Stop Sexual Assault against women	22.12.2021
9.	Celebrating Womanhood – A guest Session By Dr. Girija Wagh	14.01.2022
10.	Nirbhaya Kanya Abhiyan	18.02.2022
11.	Corporate Response to Sexual Assault – A session by Dr. Vidulata Gawade	28.02.2022

#### Documentation of Information about ICCs in the Institute:

The Institute maintains physical as well as soft copies of all the: Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, AICTE notifications, Institute Policy, Appointment and Invitation Letters to the Committee Members, Invitation Notices, Agenda, Minutes of Meeting and Action Taken Report, Workshop Documentation etc.

Date:

Dr. B. H. Nanwani

(Chairperson IC)

Director, SVIMS

DR. B. H. NANWANI

DIRECTOR

SVIMS, KOREGAON ROAD, PUNE - 411001  
PH: 020-26054491 FAX: 020-26054481





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Ref. No.: SVIMS/2022/1147

04/04/2022

To,  
Dr. Anagha Tambe  
Administrative Co-ordinator  
KSP Women's Studies Center  
Savitribai Phule Pune University,  
Ganeshkhind Road,  
Pune - 411007  
Ph.: 022-25601300/25690052

Sub.: Submission of Annual Report March 2020 - February 2021

Dear Mam,

We enclose herewith our Internal committee (IC) - Women's Sexual Harassment Annual Report for the period from March 2020 to February 2021.

Kindly provide an acknowledgement receipt.

Thanking you,

Yours Sincerely,

*Nanwani*  
Dr. B.H. Nanwani  
Director



Recd

10/4

20.4.2022

Internal Committee  
Savitribai Phule Pune University  
Pune-411007

# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

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SVIMS

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Ref. No.: SVIMS/2022/3123

32/04/2022

## Internal Committee, SVIMS - Women's Sexual Harassment

### Annual Report

March 2020 – February 2021

The Internal Committee of Sadhu Vaswani Institute of Management Studies for Girls, Pune under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 functions as per the guidelines laid down by the AICTE circular dated 10<sup>th</sup> June 2016 No. F.AICTE/WH/2016/01- All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressed of Grievances in Technical Institutions) Regulations, 2016.

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- Adv.[Dr.] Ruby Chatwal: Legal Aid Counsel for Juvenile Court [Yerwada Jail, Pune]  
Family counsellor and Social activist
- Ms. Vaishali Patil: Faculty member
- Dr. Smita Iyer: Faculty member
- Mr. Vinayak Phule: Member Non-Teaching Staff
- Ms. Adolphina Samuel: Member Non-Teaching Staff
- Ms. Komal Panjwani: President Students' Council
- Ms. Sayali Choudhari: Class Representative MBA Batch 2019-2021
- Ms. Ms Deepali Chanchalani: Class Representative MBA Batch 2020-2022

#### 1. Complaint Redressal:

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	Nil	Nil

#### 2. Provision of Counselling and Support Services:

Counselling and support services are available for students, staff and others in need, if required on the campus. Internal Committee has developed a support system where girl students can share their anxieties, experiences with the IC committee members.

Sr. No	No. of complainants at the Institute to whom counselling and/ or support provided
1	Nil



### 3. Awareness Raising Programmes

#### Organization of awareness raising workshops

Sr. No	No. of awareness raising workshops conducted by the institute
1	4

#### Details of awareness raising workshops conducted by the institute:

Sr. No.	Nature of Programme	Date
1.	Creating Awareness about POSH [POSH – Ministry of Law and Justice, Objectives, members in the ICC, Coloured Remarks etc] - Video clips	30-May-2020
2.	An Insight To Prevention Of Sexual Harassment for MBA Batch 2019-2021	27-Oct-2020
3.	Session on PoSH	23-Jan-2021
4.	An Insight To Prevention Of Sexual Harassment for MBA Batch 2020-2022	28-Jan-2021

#### Documentation of Information about ICs in the institute:

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Date:

*B. H. Nanwani*

**Dr. B. H. Nanwani**

(Chairperson IC)

Director, SVIMS



DR. B. H. NANWANI  
DIRECTOR  
SVIMS  
KOREGAON ROAD, PUNE - 411001  
CONTACT NO. 020-26054491



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Ref. No.: SVIMS/2020/910A

C4/46/2020C

## Internal Committee, SVIMS - Women's Sexual Harassment

### Annual Report

March 2019 - February 2020

The Internal Committee of Sadhu Vaswani Institute of Management Studies for Girls, Pune under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 functions as per the guidelines laid down by the AICTE circular dated 10<sup>th</sup> June 2016 No. F.AICTE/WH/2016/01- All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressed of Grievances in Technical Institutions) Regulations, 2016.

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Family counsellor and Social activist
- Mr. Vinayak Phule: Registrar
- Ms. Vaishali Patil: Faculty member
- Ms. Supriya Bhagat: Faculty member
- Ms. Siddika Pawar: President Students' Council
- Ms. Snigdha Das: Class Representative MBA Batch 2018-2020
- Ms. Sayali Choudhari: Class Representative MBA Batch 2019-2021

#### 1. Complaint Redressal:

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	Nil	Nil

#### 2. Provision of Counselling and Support Services:

Counselling and support services are available for students, staff and others in need, if required on the campus. Internal Committee has developed a support system where girl students can share their anxieties, experiences with the IC committee members.

Sr. No	No. of complainants at the Institute to whom counselling and/ or support provided
1	Nil

### 3. Awareness Raising Programmes

#### a) Organization of awareness raising workshops

Sr. No	No. of awareness raising workshops conducted by the institute
1	3

#### Details of awareness raising workshops conducted by the institute:

Sr. No.	Nature of programme	Date
1.	Self Defense Workshop - Taekwondo session	25 <sup>th</sup> September, 2019
2.	A Panel discussion on Prevention of Sexual Harassment (POSH) at Work Place	3 <sup>rd</sup> October, 2019
3.	Gender Sensitization and Gender Equity Program- Women's Day Celebration	9 <sup>th</sup> March, 2020

#### b) Special workshop for girls' and boys' hostel

Sr. No	No. of awareness raising workshops conducted with girls' hostel	No. of awareness raising workshops conducted with boys' hostel
1	NA	NA

#### c) Documentation of Information about ICs in the institute:

The Institute maintains physical as well as soft copies of all the: Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, AICTE notifications, Institute Policy, Appointment and Invitation Letters to the Committee Members, Invitation Notices, Agenda, Minutes of Meeting and Action Taken Report, Workshop Documentation etc.

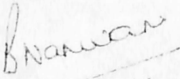
#### d) Awareness raising workshops/ training

Select students of MBA Batch 2019-2021 have completed a course on Gender and Environment by United Nations under the SVIMS Global Connect – International Cells plan for Gender Sensitization program.

#### e) Producing online training material on Sexual Harassment:

The institute produced e-training content on issues pertaining to Sexual Harassment which was put up on the institute website.

Date:

  
Dr. B. H. Nanwani

(Chairperson IC)

Director, SVIMS



DR. B. H. NANWANI  
DIRECTOR

DR. B. H. NANWANI INSTITUTE OF MANAGEMENT STUDIES  
6, KOREGAON ROAD, PUNE - 411001



# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

6, Koregaon Road, Pune - 411001. Ph. 020-26054471/91 Fax: 020-26054481  
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Website: [www.svims-pune.edu.in](http://www.svims-pune.edu.in) Email: [director@svims-pune.edu.in](mailto:director@svims-pune.edu.in),

**Dr. B. H. Nanwani**  
Director


Certified by ISO 9001:2015. SPPU Code: IMMP016030 D.T.E. Institute Code: 6614

## DECLARATION

### Academic Year 2022-23

This is to certify that there were no complaints/grievances received from the students in respect of:

1. Ragging
2. Admission Process, Fees and Other Unfair Practices
3. Caste-based Discrimination/Offences
4. Sexual Harassment

  
Dr. B. H. Nanwani

Director  
**DR. B. H. NANWANI**  
DIRECTOR

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001







**Dr. B. H. Nanwani**  
Director

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Website: [www.svims-pune.edu.in](http://www.svims-pune.edu.in) Email: [director@svims-pune.edu.in](mailto:director@svims-pune.edu.in)

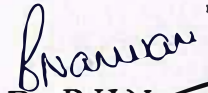
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## DECLARATION

**Academic Year 2021-22**

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Dr. B. H. Nanwani

Director

**DR. B. H. NANWANI**  
DIRECTOR

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**Dr. B. H. Nanwani**  
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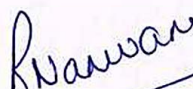
Certified by ISO 9001:2015. SPPU Code: IMMP016030 D.T.E. Institute Code: 6614

## DECLARATION

**Academic Year 2020-21**

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3. Caste-based Discrimination/Offences
4. Sexual Harassment

  
Dr. B. H. Nanwani

Director  
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**Dr. B. H. Nanwani**  
Director

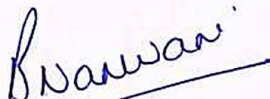
Certified by ISO 9001:2015. SPPU Code: IMMP016030 D.T.E. Institute Code: 6614

## DECLARATION

**Academic Year 2019-20**

This is to certify that there were no complaints/grievances received from the students in respect of:

1. Ragging
2. Admission Process, Fees and Other Unfair Practices
3. Caste-based Discrimination/Offences
4. Sexual Harassment

  
Dr. B. H. Nanwani



Director  
**DR. B. H. NANWANI**  
DIRECTOR  
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
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Dr. B. H. Nanwani  
Director

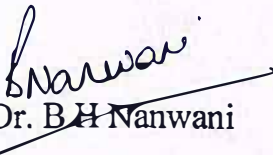
Certified by ISO 9001:2015, SPPU Code: IMMP016030 D.T.E. Institute Code: 6614

## DECLARATION

Academic Year 2018-19

This is to certify that there were no complaints/grievances received from the students in respect of:

1. Ragging
2. Admission Process, Fees and Other Unfair Practices
3. Caste-based Discrimination/Offences
4. Sexual Harassment

  
Dr. B. H. Nanwani

Director  
DR. B. H. NANWANI  
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