



Dr. Bhanudas Dere Foundation's
Dr. Bhanudas Dere College of Ayurved

At. Karhe, Post- Nimon, Nashik - Pune Highway, Tal-Sangamner,
Dist-A.Nagar.Pin-422611

Institution ID : AYU0858 Contact Details – 9922103203

Email ID : drbdfayurved@gmail.com Web site:-www.drderedayurvedcollege.com

The institution shall take all reasonable steps to prevent and address sexual harassment, including:

Conducting regular awareness programs and training sessions for all employees on sexual harassment prevention.

Displaying clear and visible policies on sexual harassment in the workplace.

Providing a safe and respectful work environment for all employees.

Promoting a culture of zero-tolerance for sexual harassment.

6. Confidentiality

All information related to sexual harassment complaints shall be treated with the utmost confidentiality.

Only members of the COMMITTEE AGAINST SEXUAL HARASSMENT and individuals directly involved in the investigation shall have access to confidential information.

7. Grievance Redressal Mechanism

If an employee is not satisfied with the outcome of the COMMITTEE AGAINST SEXUAL HARASSMENT investigation, they may appeal to the higher authority within the institution.

The institution shall ensure that all grievances are addressed promptly and fairly.

8. Penalties

The institution will take appropriate disciplinary action against any individual found guilty of sexual harassment, which may include:

Warning

Suspension

Termination of employment

9. Review and Amendment

This policy shall be reviewed and updated periodically to ensure its continued effectiveness and compliance with all applicable laws and regulations



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Creating a Hostile or Offensive Environment:

Engaging in any other conduct of a sexual nature that interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

3. COMMITTEE AGAINST SEXUAL HARASSMENT

The institution shall constitute an COMMITTEE AGAINST SEXUAL HARASSMENT to investigate and redress complaints of sexual harassment.

The COMMITTEE AGAINST SEXUAL HARASSMENT shall consist of:

Chairperson: A senior woman employee of the institution.

Members:

Two other senior employees

One non-governmental organization (NGO) representative

One employee representative

The COMMITTEE AGAINST SEXUAL HARASSMENT shall ensure that all complaints are investigated impartially and confidentially.

4. Complaint Procedure

Any employee who believes they have been subjected to sexual harassment may file a written complaint with the COMMITTEE AGAINST SEXUAL HARASSMENT.

The complaint shall be investigated promptly and confidentially.

The COMMITTEE AGAINST SEXUAL HARASSMENT shall provide a safe and supportive environment for the complainant throughout the investigation process.

The COMMITTEE AGAINST SEXUAL HARASSMENT shall take appropriate disciplinary action against any individual found to have engaged in sexual harassment.

5. Prevention and Awareness



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Policy on Committee against sexual harassment

Preamble

This policy statement is formulated in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("the Act") and the Rules framed thereunder. It aims to provide a safe and respectful work environment for all employees, free from any form of sexual harassment.

1. Statement of Policy

This institution is committed to providing a workplace free from all forms of sexual harassment. Sexual harassment is strictly prohibited and will not be tolerated in any form.

2. Definition of Sexual Harassment

Sexual harassment includes any unwelcome sexual behavior, whether directly or by implication, such as:

Physical Contact: Unwelcome touching, assault, or any other form of physical contact of a sexual nature.

Sexual Favours: Explicit or implicit demands for sexual favors.

Verbal Conduct:

Lewd remarks, jokes, or innuendos of a sexual nature.

Sexually suggestive sounds, whistles, or gestures.

Displaying or circulating pornography.

Making sexually suggestive remarks about a person's appearance or body.

Non-verbal Conduct:

Unwelcome staring or leering.

Making obscene gestures.

Displaying sexually suggestive objects or pictures.

Meeting Notice

Committee Against Sexual Harassment/VISHAKHA Committee meeting is arranged on 14 January, 2025. All Members should have to attend the meeting.

Date: 14 January, 2025

Time: 02:30 PM

Venue: Principal Cabin

Agenda:

Greeting newly formed committee member by coordinator and introductory address by Chairperson.

1. Awareness and Prevention:
2. Adoption of Institutional Policy:
3. Confidential Procedures:
4. Review of Complaints:
5. Date of Next Meeting:

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Coordinator

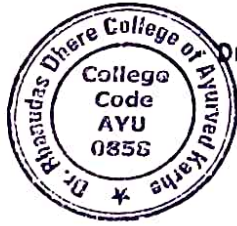
All Members


Coordinator


Chairperson

Principal

Dr. Bhanudas Dere Foundation's,
Dr. Bhanudas Dere College of Ayurveda
Karhe, Sangamner.



Minutes of Meeting

Committee Against Sexual Harassment VISHAKHA COMMITTEE

Date: 14 January, 2025

Time: 02:30 PM

Venue: Principal Cabin

1. Awareness and Prevention:

The committee discussed strategies to raise awareness about sexual harassment and promote a safe and inclusive campus environment

2. Adoption of Institutional Policy:

The committee adopted institutional policy on sexual harassment after robust discussion.

3. Confidential Procedures:

The committee reiterated the importance of maintaining confidentiality throughout the complaint handling process.

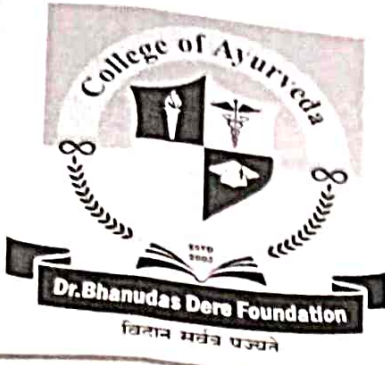
4. Review of Complaints:

No new complaints recorded from formation of committee till meeting date is noted by committee.

5. Date of Next Meeting:

The next CASH meeting is scheduled will be scheduled by coordinator and permission of Chairperson and all members & subsequently notified to all members.





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Attendance Sheet

Sr.No	Faculty Name	Designation	Sign
1.	Dr. Wagh Sonal Suresh	Chairperson	
2.	Dr. Vyas Megha Chirag	Secretary	
3.	Dr. Morade Swati Suresh	Member	
4.	Mis. Gosavi Leena Vilas	Member	
5.	Dr. Sanjivani N. Kadam	Member	
6.	Adv. Subhas Shinde	Legal Adviser	
7.	Akshada Jejurkar	Student	

Principal
Dr. Bhanudas Dere Foundation's,
Dr. Bhanudas Dhere College of Ayurved
Karhe, Sangamner.

Meeting Notice

Committee Against Sexual Harassment/VISHAKHA Committee meeting is arranged on 05 March, 2025. All Members should have to attend the meeting.

Date: 05 March, 2025

Time: 02:30 PM

Venue: Principal Cabin

Agenda:

Greeting newly formed committee member by coordinator and introductory address by Chairperson.

1. Awareness and Prevention
2. Confidential Procedures
3. Review of Complaints
4. Date of Next Meeting

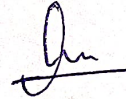
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Coordinator

All Members



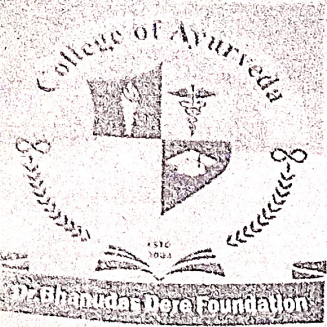
Coordinator



Chairperson

Principal

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Dr. Bhanudas Dere College of Ayurved,
Karhe, Sangamner.**



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Date: 05/03/2025

Attendance Sheet

S.NO.	Faculty Name	Designation	Sign
1	Dr. Wagh Sonal Suresh	Chairperson	
2	Dr. Vyas Megha Chitrag	Secretary	
3	Dr. Morade Swati Suresh	Member	
4	Mis. Gosavi Leena Ulhas	Member	
5	Dr. Sanjivani N. Kadam	Member	
6	Adv. Subhas Shinde	Legal Adviser	
7	AKSHADA JEJURKAR	Student	
8			
9			
10			

Principal
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Minutes of Meeting

Committee Against Sexual Harassment VISHAKHA COMMITTEE

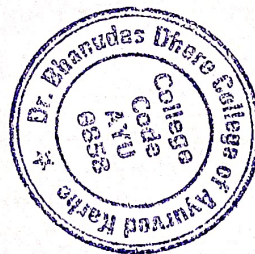
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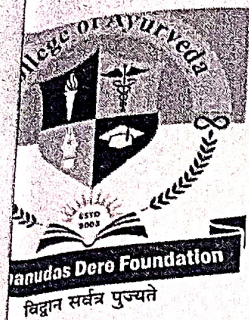
Date: 05 March, 2025

Venue: Principal Cabin

1. **Awareness and Prevention Initiatives:** The committee discussed and strategized on methods to enhance awareness regarding sexual harassment and promote a safe and inclusive campus culture.
2. **Confidentiality Procedures:** The committee reaffirmed the critical importance of maintaining strict confidentiality throughout the complaint handling process.
3. **Complaint Review:** The committee noted that no new complaints were received from the committee's formation until the date of this meeting.

Scheduling of Next Meeting: The coordinator, with the approval of the Chairperson and all members, will schedule and notify all members of the date for the next VISHAKHA COMMITTEE/CASH meeting.





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No: CASH/03/2025

Date: 06.06.2025

JUNE 2025 CASH MEETING

NOTICE

All members of the Committee against Sexual Harassment (CASH) are hereby notified that the Quarter-3 Meeting of the committee will be conducted as per the following schedule:

Date: 16/06/2025

Time: 11:00 AM

Venue: Principal's Chamber

AGENDA

1. Review and confirmation of minutes of March 2025 meeting.
2. Review of complaints received (Confidential session).
3. Register verification for NCISM compliance.
4. Any other matter with the permission of the Chair.

All members are requested to attend without fail.

Chairperson

Principal

Committee against Sexual Harassment

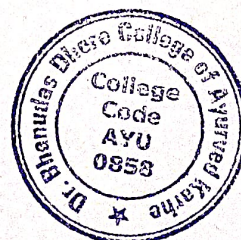
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Karhe, Sangamner.

Co-ordinator

All members

Co-ordinator



CASH MEETING - III

date : 16/6/25 .

Time : 11.00 AM

venue : Principal's chamber .

convened by : Vyas Megha chitrag .

chair person : Dr. Wagh Sanal Suresh .

Members Present :

S.No.	Faculty Name	Designation / Role	Sign
1.	Dr. Wagh Sanal Suresh	Chair person	
2.	Dr. Vyas Megha Chitrag	Secretary	
3.	Dr. Madhade Suabi Suresh	Member	
4.	Dr. Garsani Leena Alhas	"	
5.	Adic. Shubhash Shinde	Legal Advisor	
6.	Ms. Akshada Tejwalsari	Student Representative	

Members Absent / Apologies Received :

1. Mrs. Anshita Dore .
2. Dr. Kadam Sanjivani Narasingrao .

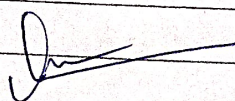
Agenda Items :

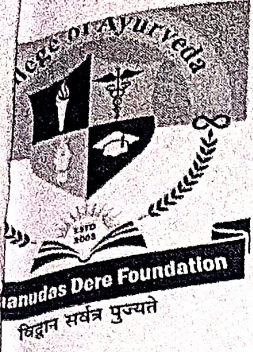
1. Review and confirmation of minutes of march 25 meeting .
2. Review of complaints received (confidential session)
3. Register verification per NCISM compliance .
4. Any other matters with the permission of the chair .

Agenda wise Proceedings & Resolutions:

1. Review and confirmation of minutes of march 25
minutes of the march 25 meeting were approved and confirmed.
 2. Review of complaints received - confidential session.
- The committee held a closed and confidential session to review complaints received since last meeting
- no new formal complaints were received during the review period.
 3. Registers verification for NCISM compliance.
The furnished registers and documents were reviewed.
- CASH meeting notices, Agendas & minutes.
- committee decided to keep handwritten records for minutes & attendance and keep the notices and orders in file.
 4. Any other matters with permission of the chair.
a) need to conduct one awareness / sensitization programme for students in the next quarter.
- meeting concluded at : 11:40 am.

The committee meeting was conducted to review and confirm minutes of the march 25 meeting; assess the status of the complaints in a confidential session; and verify registers for NCISM compliance. All records were found to be properly maintained and confidentiality norms were strictly followed. The committee emphasized continued awareness activities to ensure a safe & inclusive campus environment.





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Ref. No: CASH/04/2025

Date: 03.10.2025

OCTOBER 2025 CASH COMMITTEE MEETING IV

NOTICE

All members are hereby informed that the quarterly meeting of the Committee against Sexual Harassment (CASH) will be held as per the details given below to review ongoing activities and compliance.

Date: 15/10/2025

Time: 12.00 Pm

Venue: Principal's Chamber

AGENDA

1. Review of action taken on previous CASH meeting discussions.
2. Status review of complaints, if any (confidential session).
3. Verification of CASH registers and compliance records.
4. Review of awareness activities conducted in the month of July.
5. Planning of guest lecture and awareness campaigns in connection with International Day for the Elimination of Violence against Women during 25th November – 10th December (16 Days of Activism against Gender-Based Violence).
6. Any other matter with the permission of the Chair.

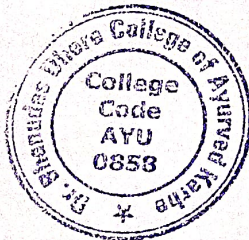
Chairperson

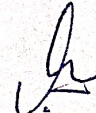
CASH

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Co-ordinator

All members.




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CASH meeting IV

Date : 15/10/2025
Time : 12:00 PM
venue : Principal's chamber

convened by : Dr. Vyas Megha Chirag

chairperson : Dr. Wagh Sonal Suresh

Members Present :

S.No.	Faculty Name	Role	Signature
1.	Dr. Wagh Sonal Suresh	Chairperson	[Signature]
2.	Dr. Vyas Megha Chirag	Secretary	[Signature]
3.	Adv. Shubash Shinde	Legal Advisor	[Signature]
4.	Mrs. Anshita Desai	Third Party member	[Signature]
5.	Dr. Kadam Sanjivani	Member	[Signature]
6.	Mrs. Gosavi Heena Alhas	"	[Signature]
7.	Ms. Akshada Tejwalsar	Student representative	[Signature]

Members Absent / Apologies received :

1. Dr. Marade Swati Suresh

Agenda Items :

1. Review of action taken on previous CASH meeting discussions.
2. Status review of complaints if any (confidential session)
3. Verification of CASH register
4. Review of awareness activities conducted in the month of July 25.
5. Planning of guest lecture and awareness campaigns in connection with International Day for the Elimination of Violence against Women during 25th Nov - 10th Dec 25.
6. Any other matters with the permission of the chair.

Agenda wise Meetings and Resolutions:

1. Review of action taken in previous meeting.
The committee reviewed the action taken on decisions of the previous meeting. Members expressed satisfaction with the progress made.
2. Status review of complaints; if any confidential session.
No new complaints were reported.
3. Agenda verification of CASH register.
Hand written register verified and sanctioned.
4. Review of awareness activities conducted in the month of July.
The committee reviewed awareness activities conducted in July and appreciated the participation and outreach among students & staffs.
5. Planning of guest lecture and campaigns (Nov 25 - Dec 10)
The committee resolved to conduct a guest lecture and awareness campaigns during 25th Nov - 10th Dec as part of the 16 days of Activism against gender-based violence; focusing on prevention of sexual harassment and promotion of gender equality.
6. Other matter: Reconstitution of the committee; a faculty name proposed.
The meeting concluded with a vote of thanks to the chair at 12:45 PM.

The committee planned to ~~conduct~~ conduct guest lectures and awareness campaigns. Committee re-constituted with ~~one~~ new faculties and Dr. Manjale Suabhi Suresh appointed as new co-ordinator. 1. Dr. Rande Rajes Suresh.

Ref. No.: DBDC/CASH/01/2026 (DRDBDAC)

Date: 2/2/2026

NOTICE

All members are hereby informed that the quarterly meeting of the Committee against Sexual Harassment (CASH) will be held as per the details given below to review previous meeting decisions, ongoing compliance, and sensitization of newly admitted students.

Date: 10/2/2026

Time: 2 Pm

Venue: Principal's Chamber

AGENDA

1. Review of action taken on resolutions of the October 2025 CASH Committee meeting.
2. Status review of complaints, if any (confidential session).
3. Verification of CASH registers, records, and statutory compliance.
4. Review of awareness and sensitization activities conducted after the last meeting.
5. Orientation and sensitization programme for newly admitted students regarding CASH, institutional policy, and complaint redressal mechanism.
6. Planning of awareness activities for the upcoming quarter.
7. Inclusion of newly admitted student member in CASH
8. Any other matter with the permission of the Chair.



Co-ordinator

Chairperson

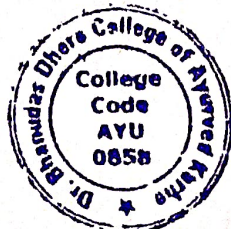
CASH Committee

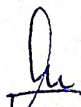
(Signature)

Copy to:

Coordinator CASH

All Committee Members




Principal
Dr. Bhanudas Dhore Foundation's,
Dr. Bhanudas Dhore College of Ayurved,
Karha, Sangamner.

name of members

signature

1. Adv. Shubash Shinde



2. Mrs. Ankita Dege



3. Dr. Kadam Sanjivani



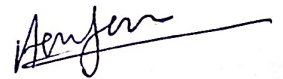
4. Mrs. Leena Gaware



5. Dr. Pande Parja



6. Miss. Akshada Tejkar



CASH MEETING 01/26

Date : 9/2/2026

Time : 2pm

venue : Principal's chamber

convened by : Dr. Manode Suabi Suresh

chairperson : Dr. Wagh Sonal Suresh

Members Present :

	Faculty Name	Role	Sign :
1.	Dr. Wagh Sonal Suresh	chairperson	
2.	Dr. Manode Suabi Suresh	co-ordinator	
3.	Adv. Shubhash Shinde	Legal advisor	
4.	Mrs. Ankita Dege	Third party member	
5.	Dr. Kadam Sanjivani	Member	
6.	Mrs. Gosavi Heena Ulhas	Member	
7.	Dr. Rande Ranji Suresh	member	
8.	Miss. Akshada Tejulkar	student Representative	

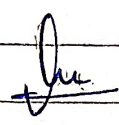
Agenda Items :

1. Review of action taken of october 2025 meeting and of october 2025 meeting resolutions.
2. status review of complaints.
3. verification of CASH registers and compliance records.
4. Review of awareness activities.
5. orientation of newly admitted students.
6. Planning of activities for the next quarter.
7. Inclusion of newly admitted student members in CASH.
8. Any other matter with the permission of the chair.

Agenda-wise Proceedings and Resolutions.

1. Review of action taken on previous meeting: The committee reviewed the action taken on the date of October 25 meeting & expressed satisfaction & compliance & follow-up measures.
2. Status review of complaints: A confidential session was conducted to review complaints about the inconveniences of students and the committee noted that ~~no~~ no new complaints were received.
3. Verification of registers: CASH register and file were verified and found to be properly maintained.
4. Review of awareness activities: one guest lecture and 3 awareness lectures with video sessions conducted from Nov 25th - Dec 10th for both 1st year old and new batch students.
5. Orientation for newly admitted students: The committee agreed to conduct an orientation programme for the newly admitted batch to create awareness about sexual harassment prevention; institutional policy and the complaint redressal mechanism.
6. Planning of activities for the next quarter: The committee discussed and planned awareness programmes & sensitization sessions for the upcoming quarter. A sensitization session is planned to be conducted in observance of 'International Women's Day' (March 8).
7. Reconstitution of the committee to include ~~newly~~ a student representative from the newly admitted students.

The committee planned to conduct a sensitization session and committee reconstitution with new student representative from newly admitted batch (2025-2026).



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