

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](mailto:drbdfayurved@gmail.com) Web site:-[www.drdereayurvedcollege.com](http://www.drdereayurvedcollege.com)

DBDAC | 78A | 2025

13/01/2025

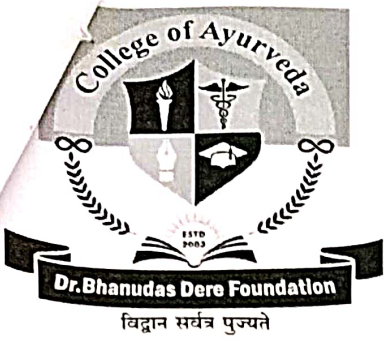
### Student Support Career Guidance & Placement Cell

#### Aims:

- **Enhance Employability:** To maximize the employability of graduating students in the competitive healthcare market.
- **Bridge Industry-Academia Gap:** To bridge the gap between the academic curriculum and the real-world demands of the healthcare industry.
- **Career Guidance and Counseling:** To provide comprehensive career guidance and counseling to students throughout their academic journey.
- **Industry Interaction and Collaboration:** To foster strong relationships with healthcare institutions, hospitals, research organizations, and pharmaceutical companies.
- **Skill Development and Training:** To equip students with the necessary skills and competencies required for successful careers in the Ayurveda sector.

#### Objectives:

- **Conduct Career Fairs and Job Placement Drives:** To organize regular career fairs and job placement drives to connect students with potential employers.
- **Industry Visits and Guest Lectures:** To arrange industry visits and guest lectures by industry experts to provide students with real-world insights.
- **Skill Enhancement Workshops:** To conduct workshops on communication skills, resume writing, interview skills, and other essential employability skills.
- **Mentorship Programs:** To establish mentorship programs connecting students with experienced professionals in the Ayurveda field.
- **Career Counseling and Guidance Services:** To provide individual career counseling and guidance to students based on their interests, skills, and career aspirations.
- **Alumni Network Development:** To build and maintain a strong alumni network to facilitate career opportunities for current students.
- **Research and Development:** To conduct research and analysis of industry trends and job market demands to inform career guidance and placement strategies.
- **Promote Entrepreneurship:** To encourage and support students who are interested in pursuing entrepreneurship in the Ayurveda sector.



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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:**

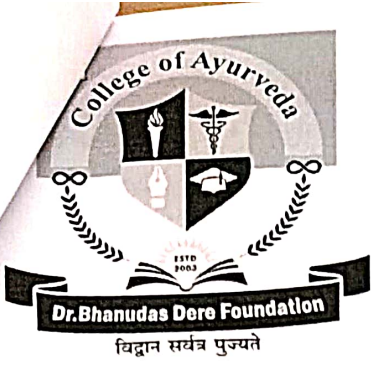
Unwelcome staring or leering.

Making obscene gestures.

Displaying sexually suggestive objects or pictures.

**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.



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### 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

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

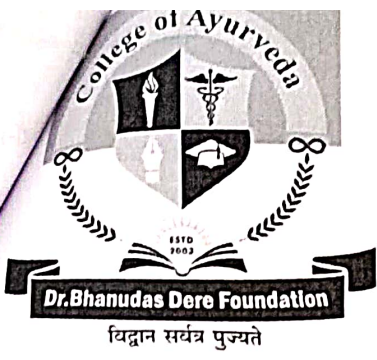
Conducting regular awareness programs and training sessions for all employees on sexual harassment prevention.

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



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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

## Meeting Notice

Student Support, Career Guidance and Placement Cell meeting is arranged on 13 January, 2025. All Members should have to attend the meeting.

Date: 13 January, 2025

Time: 02:30 PM

Venue: Principal Cabin

Agenda:

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

1. Student Support and Development
2. Higher Education and Placement Opportunities
3. Counselling Services
4. Date of Next Meeting

Copy to

Coordinator

All Members

  
Coordinator

Dr. Morade Sir

  
Chairperson

**Principal**

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

## **Minutes of Meeting**

### **Student Support, Career Guidance and Placement Cell**

**Date:** 13/01/2025

**Time:** 2:30PM

**Venue:** Principal Cabin

#### **1. Student Support and Development:**

- The committee discussed strategies to support student development in various areas:
  - **Academic Support:**
  - **Social and Emotional Support:**
  - **Personal Development:**
  - **Career Development:**

#### **2. Higher Education and Placement Opportunities:**

- The committee discussed strategies for identifying and exploring higher education and placement opportunities for students

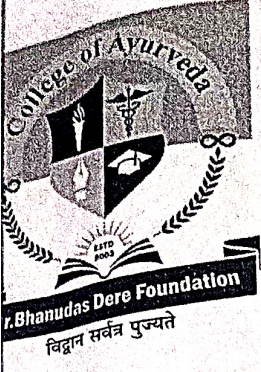
#### **3. Counselling Services:**

- The committee discussed the need for and availability of counselling services for students.

#### **4. Date of Next Meeting:**

- The next Student Support, Career Guidance and Placement Cell meeting will be scheduled by coordinator and permission of Chairperson and all members & subsequently notified to all members.





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Ref. No: DRBDAC/ 92/2025

Date: 10/04/2025

### Meeting Notice

Student Support Carrier Guidance and Placement Cell Committee meeting is arranged on 15 April, 2025. All Members should have to attend the meeting.

Date: 15 April, 2025

Time: 02:30 PM

Venue: Principal Cabin

Agenda:

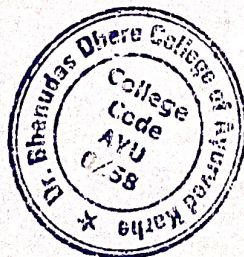
- 1 Review of Previous Meeting Minutes.
2. Academic Support Initiatives
3. Personal and Emotional Wellbeing Support
4. Carrier Development Support
5. Date of Next Meeting

Copy to

Coordinator

All Members

Coordinator



Chairperson  
**Principal**

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Dr. Bhanudas Dhere College of Ayurved,  
Karhe, Sangamner.

# Minutes of Meeting

Date - 15/4/25

Student Support, Career Guidance and Placement cell

Date - 15/4/25 Time = 2:30 Pm

Venue - Principal Cabin

1. Review of Previous meeting minutes
  - Confirmation of decisions implemented.
  - Outstanding issues and follow up action

## 2. Academic support Initiatives

- Remedial classes, bridge courses slow learners support.

- Mentoring updates

- Academic counselling progress

## 3. Personal and Emotional wellbeing support

- counselling services updates

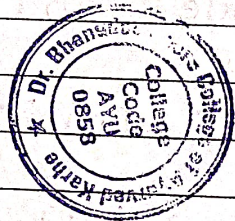
- student wellbeing programs  
( stress management , mindfulness )

## 4. Career Development support

- Career counselling activities

5. Date of Next meeting

The next student Support, Careers Guidance and Placement cell meeting will be scheduled by co-ordinator and permission of chairperson and all members and subsequently notified to all members.



*Swati Morade*  
15/04/25

Dr. Swati Morade



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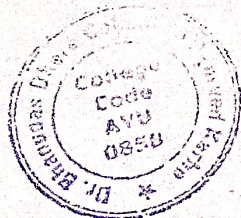
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Date: 15/4 /2025

Attendance Sheet

S.NO.	Faculty Name	Designation	Sign
1	1. Dr. Klagh sonal	chairperson	
2	2. Dr. Morade swati	co-ordinator	
3	3. Dr. Nalawade smitarni	member.	
4	4. Dr. Pawar sambadhin.	member.	
5	5. Dr. Kharde Anuja	member.	
6	6. Mr. Amol Satput	member.	
7			
8			
9			
10			



**Principal**

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Dr. Bhanudas Dhere College of Ayurved  
Karhe, Sangamner.



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0: DRBDAC/ 121 / 2025

Date: 17/08/2025

**Meeting Notice**

Student Support Carrier Guidance and Placement Cell Committee meeting is arranged  
on 12 Aug, 2025. All Members should have to attend the meeting.

Date: 12 Aug, 2025

Time: 02:30 PM

Venue: Principal Cabin

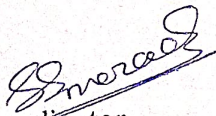
Agenda:

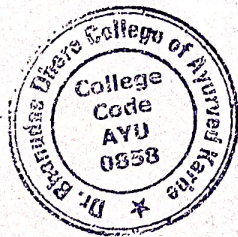
- 1 Welcome Address.
2. Proposal for Reformation
3. Review of existing structure
4. Date of Next Meeting

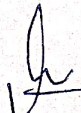
Copy to

Coordinator

All Members

  
Coordinator  
Dr. Swati Mozade



  
Chairperson

**Principal**

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

# Minutes of Meeting

Date - 12/8/25

Student Support Career Guidance and Placement cell.

Date - 12/8/25 Time - 2.30 Pm

venue - Principal Cabin.

## 1. Welcome Address -

The chairperson welcomed all members and briefed the purpose of the meeting - to strengthen the student support, career Guidance and placement cell to better serve student's academic, personal, and career development needs.

## 2. Proposal for Reformation

The following reform measures were proposed.

- Restructuring the cell with clearly defined Roles.

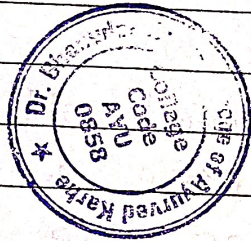
## 3. Review of Existing structure

The committee reviewed the current system of student support services, career guidance programs and placement activities.

Identified gap in co-ordination.

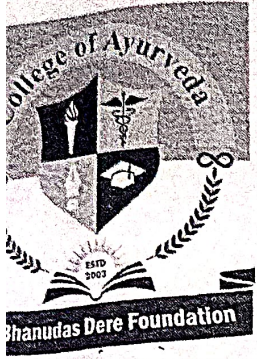
4. Date of next meeting

Next meeting will be scheduled by coordinator and permission of Chairperson and all members and subsequently notified to all members



*Swathi*  
12/8/25

Dr. Swathi Morade.



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

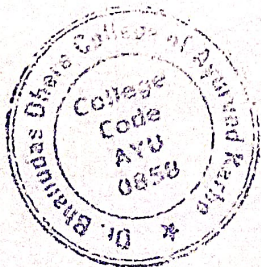
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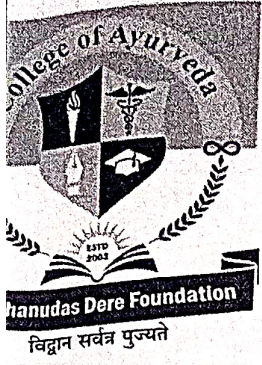
Date: 12/ 8 /2025

Attendance Sheet

S.NO.	Faculty Name	Designation	Sign
1	Dr. Sonal wagh	chairperson.	
2	Dr. Morade swati	co-ordinator	
3	Dr. Kasar Priyanka	Member	
4	Dr. Ekhande Monika	Members.	
5	Dr. Bhadage Vaibhav	Member.	
6	Mr. Armol Satput	Member	
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**Principal**  
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Dr. Bhanudas Dhere College of Ayurved,  
Karhe, Sangamner.



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No: DRBDAC/256/2025

Date: 6/12/2025

**Meeting Notice**

Student Support Carrier Guidance and Placement Cell Committee meeting is arranged on 12 December, 2025. All Members should have to attend the meeting.

Date: 12 December, 2025

Time: 02:30 PM

Venue: Principal Cabin

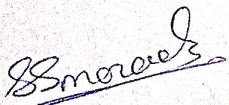
Agenda:

- 1 Review of Previous Meeting Minutes.
2. Skill Development Programm
3. Student Welfare and Grievances
4. Co-Curricular and Extra Curricular Activities
5. Student Feedback and Suggestions
6. Date of Next Meeting

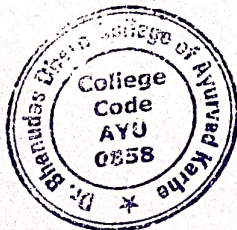
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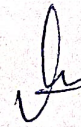
Coordinator

All Members

  
Coordinator

Dr. Swati Morade





Chairperson  
**Principal**

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

# Minutes of Meeting

Date - 12/12/25

Student Support, Career Guidance and Placement cell.

Date - 12/12/25 Time - 2.30 pm

Venue - Principal cabin

1. Review of previous meeting minutes.

- confirmation of decisions implemented.
- Outstanding issues and follow up actions.

2. skill development Program

- soft skills, communication, leadership training

3. Student welfare and Grievances

- scholarship / financial aid updates
- special need support

4. Co-Curricular and Extra-Curricular Activities.

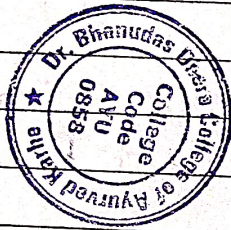
- club activities
- sports, cultural, extension events

5. student feedback and suggestions

- suggestions for improvement
- Action plan.

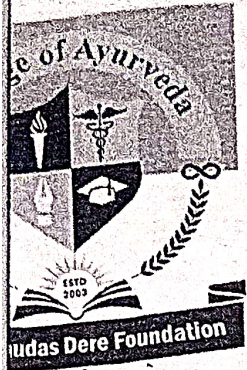
6. Date of next meeting

The next meeting will be scheduled by co-ordinator and permission of chairperson and all members and subsequently notified to all members



Shirao  
12/12/25

Dr. Swati Morade



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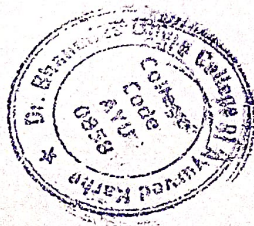
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Date: 12 / 12 / 2025

Attendance Sheet

S.NO.	Faculty Name	Designation	Sign
1	Dr. Sonal Klagh	chairperson	
2	Dr. Morade Swati	Co-ordinator.	
3	Dr. Kasar Priyanka	Member	
4	Dr. Ekhande Monika	Member	
5	Dr. Bhadge Vaibhav	member	
6	Mr. Amol Satpute	member.	
7			
8			
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Principal

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Karhe, Sangamner.

# Dr. Bhanudas Dhere College Of Ayurved

Karhe, Sangamner, Dist-Ahilyanagar.

DRBADAC/376/17/2026

Date 16/02/2026

## Meeting Notice

Student Support Career Guidance and Placement Cell Committee meeting is arranged on 16 February, 2026. All members should attend the meeting.

Date: 16 February, 2026

Time: 02:30 PM

Venue: Principal Cabin

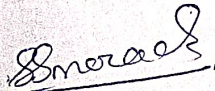
### Agenda

1. Review of Previous Meeting Minutes.
2. Academic Support for Slow and Advanced Learners.
3. Career Guidance Activities for First Year Students.
4. Planning of Skill Development and Soft Skills Training Program.
5. Student Counselling and Welfare Activities.
6. Date of Next Meeting.

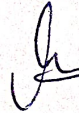
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Coordinator

All Members

  
Coordinator




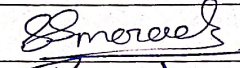
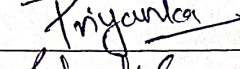
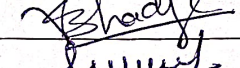
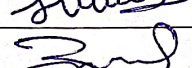
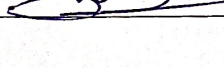
  
Chairperson  
**Principal**

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Karhe, Sangamner, Dist. Ahilyanagar

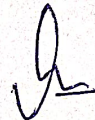
# Dr. Bhanudas Dhere College Of Ayurved

Karhe, Sangamner, Dist-Ahilyanagar.

## ATTENDANCE SHEET

Sr. No	Faculty Name	Designation	Sign
1	Dr. Sonal Wagh	Chairperson	
2	Dr. Morade Swati	Coordinator	
3	Dr. Kasar Priyanka	Member	
4	Dr. Bhadage Vaibhav	Member	
5	Dr. Ekhande Monika	Member	
6	Mr. Amol Satpute	Member	



  
Principal  
Dr. Bhanudas Dhere Foundation's  
Dr. Bhanudas Dhere College of Ayurved  
Karhe, Tal. Sangamner, Dist. Ahilyanagar

# Minutes of Meeting

Date 16/02/2026

Student Support Career Guidance & Placement Cell

Date - 16/02/2026

Time - 2:30 pm

Venue - Principal Cabin

## 1. Review of Previous Meeting

The minutes of previous meeting were reviewed & confirmed.

## 2. Academic Support

It was decided to identify slow & advanced learners to provide remedial classes & additional academic guidance.

## 3. Career Guidance -

The committee decided to organize career guidance sessions for first year students to create awareness about career opportunities in Ayurveda & higher education.

## 4. Skill development

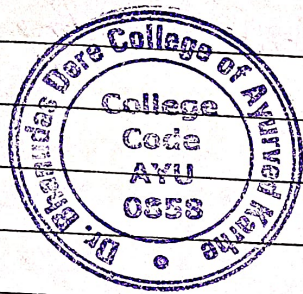
Plans were discussed to conduct programs on communication skills, personality development & leadership.

## 5. Student Counselling

The committee emphasized strengthening counselling services to support students academic & personal well being.

6. Next meeting

The next meeting will be scheduled by the coordinator with the permission of Chairperson.



Swati Morade  
16/02/26

DR. Swati Morade.

### Attendance

- 1) Dr. Sonal Wagh Sonal
- 2) Dr. Swati Morade Swati Morade
- 3) Dr. Priyanka Kasar Priyanka
- 4) Dr. Vaibhav Bhadage Bhadage
- 5) Dr. Monika Ekhande Monika
- 6) Mr. Amod Satpute Amod