



Pune District Education Association's

College of Ayurved & Research Centre

(I.D.No. P.U./P.N./AYU./081/1990)

Sector No. 25, Pradhikaran, Nigdi, Pune-411 044 (Maharashtra State), India.

Phone - 020 - 27653965 / 27659578, Fax :- 020 - 27659578, Website - www.pdeaayurvedcollege.edu.in

E-mail - carc2006@rediffmail.com / carcakurdi@gmail.com Outlook- acrc_akurdi@pdeapune.org



Anti-sexual harassment (Vishakha) committee

Composition w.e.f. 15/04/2026

Email address – carcvishakha@gmail.com

Sr. No	Name	Designation	Post	Male/Female	Phone Number
1.	Dr. Madhavi Deodas	HOD, Prof. Balrog Dept	Chairperson	Female	9423010818
2.	Dr. Vrinda Kurande	Professor Kayachikitsa Department	Secretary	Female	7722030521
3.	Adv. Mrs Shobha Kadam	Vice-chairman "Aapala Aavaj Aapli Sakhi" Member Dakshata comt.PCMC	Member third party, NGO	Female	9822195278
4.	Adv. Mohanrao Deshmukh	Legal Adviser, PDEA	Legal Advisor	Male	9850096428
5.	Dr Milind Mokashi	Vice Principal, CARC	Member	Male	9028688982
6.	Dr Meenal Lad	HOD and Prof. Dravyaguna Dept. Member Dakshata comt..PCMC	Member	Female	9822339569
7.	Dr. Snehal Ranzunjare	Assistant. Prof. Kayachikitsa Department	Member	Female	9890022166
8.	Dr. Harshada Ghanvat	Assistant. Prof. Balrog Department	Member	Female	9657243872
9.	Mrs. Sunita Joshi	Accountant	Non-teaching member	Female	9404230999
10.	Mrs Jyoti Kalbhor	Metron	Non-teaching member	Female	9881872424
11.	Students	Student Representative	Member	Female	7058825014



Principal
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Strategic plan

Amendment date – 15/04/2026

Introduction:

The law on Sexual Harassment is governed by the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal Act, 2013) hereinafter referred to as the "Sexual Harassment Act". It is mandatory for all organizations (private sector as well as the public sector) to ensure that employee and students are protected against any form of sexual harassment while at work or at college campus. To provide a safe and secure atmosphere to students, faculty staff, other staff and visitors on campus is a prime responsibility of the concern institute.

In our PDEA's College of Ayurved & Research Centre, Akurdi, Pune 44, the Anti Sexual Harassment committee was established in July 2013, as per the gazette of India published by authority on April 23, 2013/Vishakha 3, 1935(SAKA) to enquire into and address complaints of Sexual Harassment on campus. For that we follow POSH (Protection of women from sexual harassment act, 2013) regulations.

The anti-sexual Harassment cell is available in the college and information is displayed in the college, hostel and as well as in the hospital. Committee chairman phone number, email ID carcvishakha@gmail.com and woman helpline number 181 and emergency support system number 112 has also been displayed on Billboard.

Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication.

- Physical contact and advances, or
- A demand or a request for sexual favors, or
- Making sexual colored remarks, or
- Showing pornography, or
- Any unwelcome physical, verbal, or non-verbal conduct of sexual nature.





Aim:

- To create safe, secure and equitable inclusive campus environment.

Objectives:

- To create awareness on Sexual Harassment.
- To deal the complaints or grievance pertaining to sexual harassment, sexual misconduct, and sexual assault committed by students, faculty staff and other staff and visitors on campus

Quality Policies:

- Constitution of committee as per Gazette.
- To introduce the law to all staff members as well as students.
- To guide the staff and students regarding how to launch complaints.
- To guide the staff about their duties.

As per gazette the Internal complaint committee has been working till date. The meetings with staff members are conducted half yearly & record of the same is preserved with the committee. If the complaint is received, urgent meeting will be called.

For newly admitted first year UG and PG students' information of VISHAKHA committee was provided during orientation program. Various lectures, Workshops are arranged for awareness.





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Roles and Responsibilities:

The committee has to ensure enough steps to create awareness on the topic. If in case any person approaches to any one of the committee member, the member is immediately required to inform others. Complainant can also give written complaint and it should be within 90 days. For confidentiality propose, complaint can be launched online from the aggrieved person. The complaint form is available on the college website. Necessary action to be taken, preferably to settle the matter through counselling and conciliation as soon as possible. In case the matter is not so sorted, inquiry to be conducted and matter to be sorted out within 60 days from the date of complaint and punishment should be implemented in 90 days. The member to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all the students.



[Signature]
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Anti-sexual harassment (Vishakha) committee Achievements

- 1 Nil complaints have been received till date.
- 2 **Workshop** -on the POSH Act, 2013 was attended by Dr. Lad, Dr. Kurande, Dr. Ranzunjare and Dr. Ghanwat members on 18/01/2025. Mrs Jyoti Kalbhore and Mrs Sunita Joshi attended training on 07/07/2025. Dr. Deodas madam attended training on 12/12/2025. Training was given by Dr. Manoj R. Wagh, PMP chairperson, Tech trainer and Testers Pune.
- 3 **Guest Lecture**- Mrs. Shobha Kadam was invited by Vishakha committee for lecture on the topic "Gender equality and safety measures for women" on 10-03-2025. She is an advocate and Vice-chairman "Aapala Aavaj Aapli Sakhi" Member Dakshata committee. PCMC. She explained in detail about constitutional provisions for women's right and enforcement of law protecting women's right. She emphasized the need for collective efforts from the government, legal professionals and the community to create a safe and more equitable environment for women. As a member of Vishakha committee, Dr Snehal Ranzunjare explained in detail about the constitution of Vishakha (Anti-sexual Harassment) committee, gave detail information about what is sexual harassment, how & where to launch a complaint against it and policies of Vishakha committee regarding these issues.
- 4 **The E-Poster Competition**- on "Digital Harassment and Cyber Security" was held on 28/08/2025, as part of Ganesh Utsav under the VISHAKHA (Anti-Sexual Harassment) Committee. The event aimed to raise awareness about digital harassment and cyber security. UG and PG students, along with teaching and non-teaching staff, participated by designing e-posters that highlighted the dangers of cyber harassment and ways to stay safe online. The posters were evaluated on creativity, relevance, and message clarity. The event successfully promoted awareness about online safety and the importance of cyber security in preventing digital harassment.
- 5 **Awareness Lecture**- On 16/10/2025, As a member of Vishakha committee, Dr Snehal Ranzunjare explained in detail about the constitution of Vishakha (Anti-sexual Harassment) committee, gave detail information about what is sexual harassment, how & where to launch a complaint against it and policies of Vishakha committee regarding these issues. Total participants were 35.
- 6 **Orientation program**
 1. First year PG orientation program: Self-protection for girls and an introduction to Vishakha committee was given by Dr. Harshada Ghanwat on 03/12/2025.
 2. Awareness lecture given to newly admitted first year BAMS UG students on the topic "Vishakha Committee and Anti-Sexual Harassment Policies" by Dr. Snehal Ranzunjare on 15/12/2025




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