

# **INTERNAL COMPLAINT COMMITTEE**

As per the Government of India's Act, 2013 (Prevention, Prohibition, Redressal) for the prevention of Sexual Harassment and ragging **Internal Complaint Committee** is constituted in the college from the year 2018.

## **POLICY DOCUMENT**

To follow the guidelines laid down by the supreme court of India in the matter of Vishakha vs State of Rajasthan to ensure that woman in particular are protected against sexual harassment at all work place, be it in public or private and to create work environments that recognizes right to gender equality in working conditions everywhere. The committee ensures to provide protection against sexual harassment of woman at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected there with or incidental there to according to Government of India's Act, 2013 (Prevention, Prohibition, Redressal)

## **AIMS AND OBJECTIVES**

- To give information to the students and employees of the institute about the working of the committee.
- To form the policy for redressal of the grievance as required time in accordance with the directives.
- The Committee meets twice in an academic year.
- To register complaint based on the complaints, if any, received.
- To put the grievances before the committee and to start the procedure for taking suitable action.

- To organize programmes and activities acquainting the woman regarding their rights.

## FORMATION OF THE COMMITTEE

2018 to 2020		
Sr. No.	Names	Designation
1	Prof. Pinjari I. M.	Vice-Principal
2	Smt. Rekha Deokar	Co-ordinator
3	Dr. Ayesha Basit	Member
4	Dr. Shabana Khatik	Member
5	Dr. Khan N. R.	Member
6	Mr. Pathan A. I.	Member

\*\*\*

2021 to 2023		
Sr. No.	Names	Designation
1	Smt. Rekha Chintaman Deokar	President
2	Dr. Anjali Shantaram Kulkarni	Member
3	Dr. Shabana Khatik	Member
4	Nasrool Fatema Peerjade	NGO Member

\*\*\*

2023-24		
Sr. No.	Names	Designation
1	Dr. Ayesha F. Basit	Co-ordinator
2	Dr. Anjali S. Kulkarni	Member
	Dr. Firdos Jamal	Member
3	Dr. Shabana Khatik	Member
4	Dr. Kahkasha Anjum	Member

## PROCEDURES OF REGISTRATION OF COMPLAINTS

Any aggrieved woman may take in writing, a complaint of sexual harassment at workplace to the Internal committee if so constituted within a period of three months from the date of last incident.

## PROCEDURE OF INQUIRY INTO COMPLAINT

- Subject to the provisions of section 10, the internal committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into complaint in the accordance with provisions of the service rules exist, in such manner as may be prescribed on in case of a domestic worker.

Forward the complaint to the police, within a period of 7 days for registering the case under section 509 of the Indian Penal Code (45 of 1860) and any other relevant provisions of the said code where applicable

## NOTE

All formalities and actions will be taken as per instructions as laid down in chapter V, Clause no. 73(10) of Maharashtra Public Universities Act, 2016 and the Sexual Harassment of woman at workplace (Prevention, Prohibition, and Redressal) Act 2013

## ACTIVITIES

MINUTES OF THE MEETINGS



# H.J. THIM COLLEGE OF ARTS & SCIENCE

IQRA EDUCATION SOCIETY'S  
Haji Gulam Nabi Nagar, Mehrun, Jalgaon-425003 (Maharashtra)  
(Minority College)

Principal,  
Dr. Syed Shujaut Ali  
M.A (Urdu, Eng.) B.Ed SLET Ph.D  
Mob. 9422419886 / 9881524785

Website : www.iqrahjthim.com  
Email ID : hj.thim@gmail.com  
Off. Phone No. 0257-2212735

प्रति,  
प्र.संचालक,  
विद्यार्थी विकास,  
कबचौउमवि, जळगांव.

Outward No. HJTC/ 29/Gen/21  
Date: 15/7/2021

विषय :- कामाच्या ठिकाणी महिलांच्या होणा-या लैंगिक छळांच्या तक्रारींची चौकशी करण्यासाठी अंतर्गत तक्रार निवारण समिती गठीत करण्याबाबत...  
संदर्भ :- पत्र क्र. कबचौउमवि/१४/विवि/महिला तक्रार/३५/२०२१,  
दि. २२/६/२०२१.

महोदय,

उपरोक्त संदर्भीय पत्रान्वये विनंती की, सदर महाविद्यालयात अंतर्गत तक्रार निवारण समिती तीन वर्षांकरिता (सन २०२१ ते सन २०२३) गठित करण्यात येत असून सदरची समिती खालीलप्रमाणे आहे.

## अंतर्गत तक्रार निवारण समिती

अ.क्र.	नांव	पद	मोबाईल क्रमांक
१	श्रीमती रेखा चिंतामण देवकर	अध्यक्ष	९४२३९३६७९९
२	डॉ. अंजली शांताराम कुळकर्णी	सदस्य	९८९०११८७९५
३	डॉ. शबाना खाटीक	सदस्य	८९९८०९४४२
४	नसरुल फातेमा पीरजादे	अशा.संघ सदस्य	७७०९८८९०४०

प्रति, अध्यक्ष व सर्व सदस्य,  
प्रत माहितीसाठी सविनय सादर,  
जिल्हा महिला व बाल विकास अधिकारी कार्यालय,  
मध्यवर्ती प्रशासकीय इमारत, दुसरा मजला,  
आकाशवाणी केंद्राजवळ, जळगांव.

  
प्राचार्य

एच.जे. थिम कॉलेज ऑफ आर्ट्स  
अँड सायन्स, मेहरुण, जळगांव

२०२० - २१

६.०९.२०

## सूचना

अंतर्गत महिला-तक्रार-निवारण समितीच्या सर्व सदस्यांना  
शुचित करण्यात येते कि दि. ११.०९.२० रोजी महिला स्टाफ  
रूम मध्ये सकाळी ठीक ११:०० वाजता सभेचे आयोजन केले  
आहे तरी सर्वांनी वेळेवर उपस्थित राहून सहकार्य करावे.

- A. F. Basit *असि*
- Dr. Kulkarni *कुर्णार*
- Dr. R.S. Gaware - *गवारे*

२०२०-२१

आज दि. ११.०९.२० रोजी सकाळी ठिक ११:०० वाजता  
अंतर्गत तक्रार निवारण समितीची सभा स्टाफ रूम मध्ये संपन्न  
झाली या सत्रेस स्वालीत सदस्य उपस्थित होते.

Assist Prof. Kalkasha Jayant

Dr. R. S. Gaware - अ व

Dr. A. F. Basit अ

वरिल खेळीत स्वालीत मुद्द्यांवर चर्चा झाली व निर्णय घेण्यात  
आले.

- १) विद्यार्थीनीनी Online अभ्यास करतांना फक्त नामांकित  
वेबसाईट-लाच भेट द्यावी
- २) मोबाईल Whatsapp, sms किंवा इतर माध्यमातून आलेल्या  
कुठल्याही अनधिकृत web link वर click करावे
- ३) अनोळखी नंबरवरून आलेल्या video call ला प्रतिसाद देऊ  
नये
- ४) आपल्या परवानगी शिवाय, आपणास कोणी अनोळखी ग्रुप मध्ये  
समाविष्ट केले असल्यास तत्काळ त्या ग्रुप मधून बाहेर  
पडावे.
- ५) Online कुणी जर आपणास त्रास देत असेल तर त्याविषयी  
पालकांना सांगून पोलीसात तक्रार नोंदवावी.



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**Pinjari I. M.**

Incharge Principal,  
M.A., M.Phil.  
Mob. 9423487871

Minority Institution & Affiliated to KBCNM University, Jalgaon

Website : [www.iqrahjtc.in](http://www.iqrahjtc.in)  
Email ID : [hj.thim@gmail.com](mailto:hj.thim@gmail.com)  
Off. Phone No. 0257-2212735

ICC

Minutes of the Meeting

7.8 21

Today on 7.8 21 , a meeting of Internal Complaint Committee was conducted in the staff room. The following members attended the meeting-

Prof. Rekha Deokar - 

Dr. A. S Kulkarni - 

Dr. S. Khatik - 

Nadrul Fatema Peerzaade

In the meeting discussion held and decision were taken.

1. Discussion held regarding the problem of eve teasing . It is discussed that awareness against eve teasing should not remain confined to girl students but their parents should also be the part of this awareness.
2. Discussion held to inform the girl students about the laws against Eve teasing. While doing so the boy students should be included . Hence, to some extent, the eve teasing cases would get curbed.





NAAC Re-accredited  
3rd Cycle B+ (2.61)

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ICC

Minutes of the Meeting

6.1.2022

Today on 6.1.2022 a meeting of Internal complaint committee was conducted at sharp 12:00. The following members were present in the meeting-

Dr. Kulkarni. A. S. — *Asarulkar*

Dr. S. Khatik — *S.Khatik*

Discussion held on the below given points-

- 1 While analysing the present situation, in Covid -19 the use of mobile have increased. As a fact, while taking into consideration –the security of girls, not only the cases of eve –teasing but the cyber crime rate against women have also increased. So, to make the girls aware about it. Hence to make them aware about the Cyber Security, It was decided to provide guidance
- 2 Till present day not a single complaint is placed before the committee.

*P. Dew*



## **Guest Lecture**

Co-Jointly Organized by  
**Department of History & Internal Complaint Committee (ICC)**

Topic of Lecture:

**“Cyber Security for Women”**

**Dr. Nayana Zope,**

**Assistant Professor,  
Dr. Ulhas Patil Law College, Jalgaon.**

**Date:** 04/02/2022

**Time:** 10:30 A.M. to 11.30 A.M.

# "अंतरंगल लकार निवारण समिती"

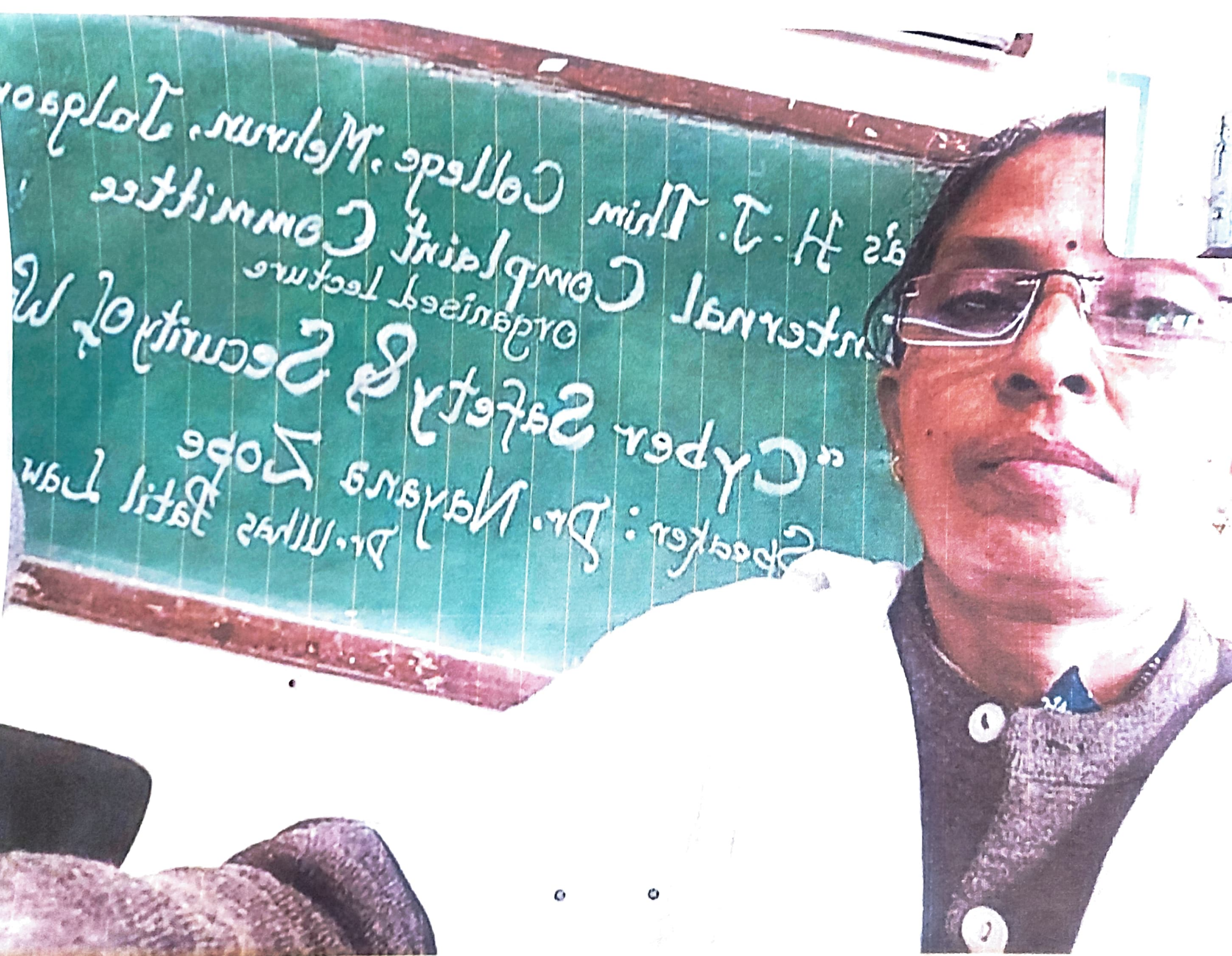
2021-22

online guest lecture organised on the topic "Cyber Security for Women"  
Speaker: Dr. Nayana Zope, Dr. Ulhas Patil  
Law College, Jalgaon. on 4/02/22  
39 students joined.

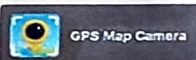
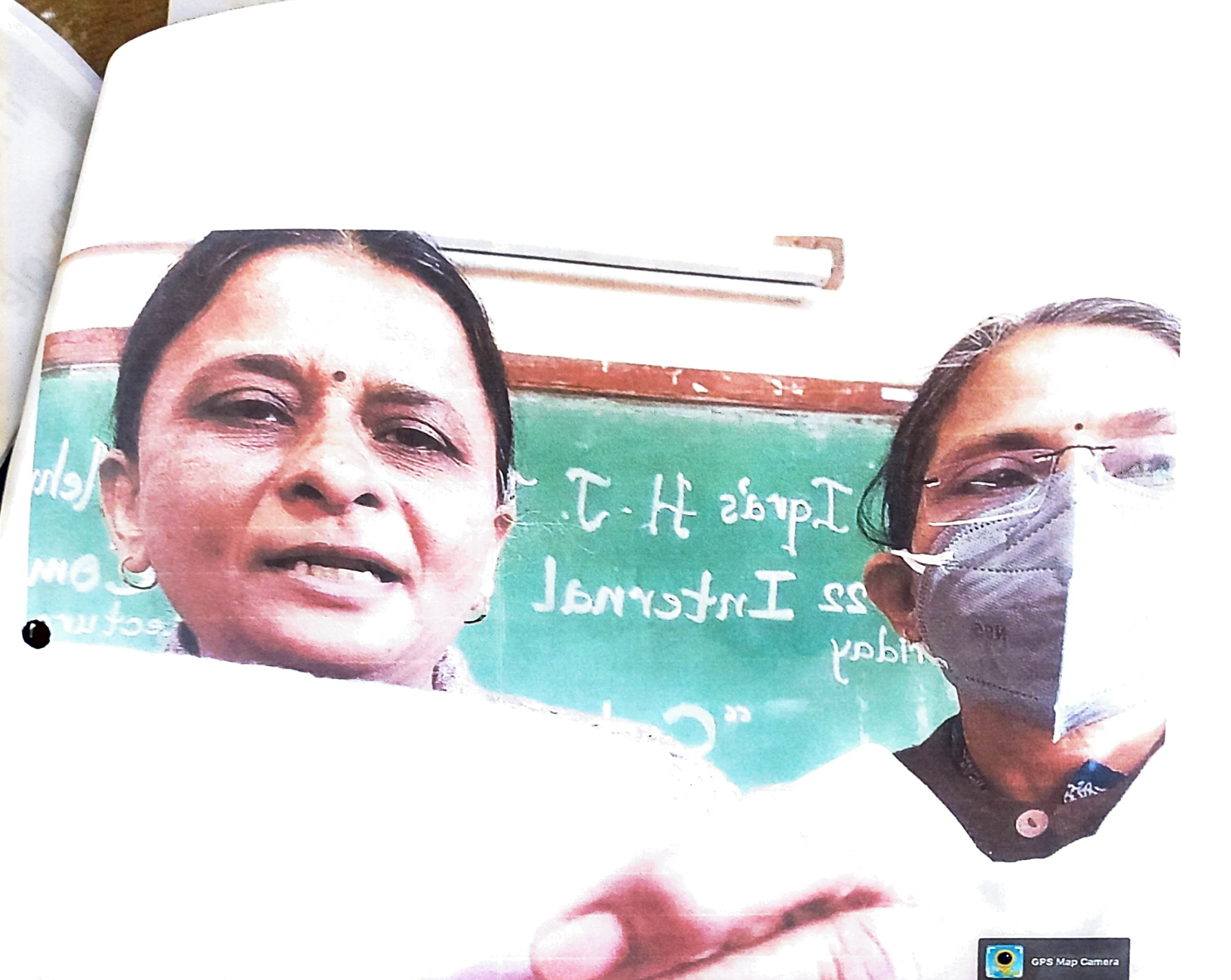
P. Seels

Co-ordinator  
(Smt. R. C. Deokar)





as H. J. Thim  
 College, Mysuru, Karnataka  
 International  
 Organised Lecture  
 "Cyber Safety & Security of W  
 Speaker: Dr. Narayana Zope  
 Dr. Narayana Zope



**Jalgaon, Maharashtra, India**

XHXF+4W6, Aqsa Nagar, Mehrun, Jalgaon, Maharashtra

425001, India

Lat 20.998157°

Long 75.575109°

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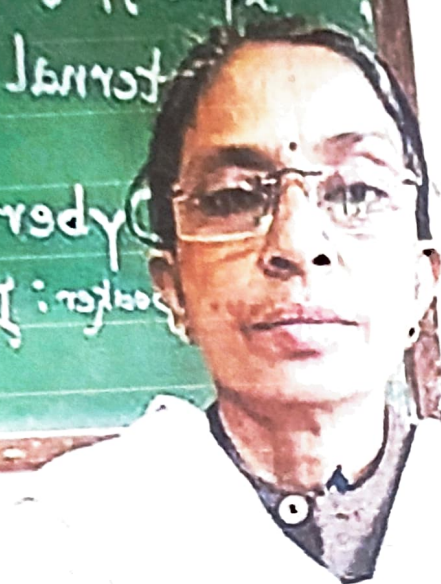


ni Hospital,

Google



Dr. Nayana Zope  
Cyber Safety  
Organizational  
Central  
Dr. H. J. Thim Co



Rekha Deokar



Dr. Nayana Zope

Close

# Participants (47)

Waiting(2)

**Admit all**

**RP** Rekha Patil

Joining...

**SN** Sana Naaz

Joining...

Participants(45)

Search

Rekha Deokar (Host, me)



**DZ** Dr.Nayana Zope



**(S)** (SY99) MUBASSHERA MEHMO...



**(8)** (SY 80) Arshiya Sayyed maksud



**2S** 25 Shaikh Talea Akhtar



**AD** Aafiya deshpane



**AJ** Aafrin Javed



aazmin momin





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प्रति,

प्रा. डॉ. नयना झोपे

डॉ. उल्हास पाटील विधी महाविद्यालय,

जळगांव.

विषय :- आपण दिलेल्या व्याख्यानाबाबत आभार.

माननीय महोदया,

एच. जे. थीम महाविद्यालय, जळगांव च्या अंतर्गत तक्रार निवारण समिती तर्फे दि. ४/०२/२०२२ शुक्रवार रोजी महिलांसाठी विशेष ऑनलाईन व्याख्यान आयोजित करण्यात आले होते. या कार्यक्रमास आपण प्रमुख वक्ता म्हणून उपस्थित राहून 'महिलांची सायबर सुरक्षितता' या विषयावर सखोल मार्गदर्शन केले. त्या बददल आपले महाविद्यालयाच्या वतीने मनःपूर्वक आभार .

भविष्यातही आम्हांला आपल्या ज्ञानाचा उपयोग घेता यावा आणि आपले असेच सहकार्य लाभावे हीच अपेक्षा.

धन्यवाद।

प्र. प्राचार्य

*mjg*

प्रभारी प्राचार्य  
एच. जे. थीम कॉलेज ऑफ  
अॅन्ड सायन्स, मेहरुण, जळगांव



## सुचना

अंतर्गत लष्कर निवारण समितीच्या सर्व सदस्यांना  
 सुचित करण्यात येते की दि. ८/८/२२  
 सोमवार रोजी महिला स्थापनेच्या मध्ये सकाळी  
 ठीक १२.०० वा. सांजेच्या आयोजन करण्यात  
 आले आहे. तरी सर्वांनी वेळवर उपस्थित राहून  
 सहकार्य करावे.

P. Deek  
 (Co-ordinator)

प्रा. डॉ. अंजली कुलकर्णी - Asulkar  
 प्रा. डॉ. शबाना खाशिक -  
 पारसल फालेहा पीरगाडे

आज दि. ८/८/२२ सोमवार रोजी सकाळी ठीक  
१२.०० वा. अंतर्गत तक्रार निवारण समितीची  
सभा सभागृह सभे मध्ये कंपनी इतकी या  
सभेस स्वाक्षीत कदरथ उपस्थित होते.

पु. रेखा देवकर President

डु. अंजली कुककर्णी - Secretary

डि. शबाना खाशिक -

नसरुल फातेमा पीरजोद - Member

वरिल वैठकील खाक्षीले मुद्द्यांवर चर्चा करण्यात  
येवून निर्णय घेण्यात आले.

महाविद्यालयातील नविन प्रवेशिल विद्यार्थिनीना  
या समिती विषयी माहिती देणे  
विद्यार्थिनी मध्ये जाभूती निर्माण करण्यासाठी  
त्यांची एक सभा घेण्यात यावी.  
तसेच त्यासाठी ए कायदेशीरतान तसेच  
इलेक्ट्रॉनिक मिडियाचा वापर करताना कोणती  
काळजी घ्यावी. स्वरंजनासाठी काय करणे  
या सर्वाबाबत माहिती करणे देणे साठी कार्यसंघान  
घ्याख्यात आयोजित करावे



President  
(co-ordinator)

सुचना

अंलगल लफार गिवारण कमिषनच्या वरवी वादक्यांना सुन्याल करव्याल येणे को दि. 26/09/2023 शुक्रवार रोजी सकाळी ठिक 99.30 वा. स.मिलनीची सभा आयोजित करव्याल आली आहे. लारी संवर्गिते वेळेवर उपस्थित वाडूण सहकार्य करावे.  
ठिकाण : लेडिज क्लब हात

@see3

समज्यक

- डा. अंजली सुककर्णी - 
- डा. शबाना खाडिणू - 
- नसरुल फारिहा पीरजाद -

आज दि. 26/9/2023 रोजी (शुक्रवार) अंमल  
 लकार विचारण समितीची सभा सकाळी ठीक  
 99.50 वा. संपन्न शाळी सा सकेल  
 मुस्लिम महिलांना कायद्याचे संरक्षण या विषय  
 गाभूली होण्यासाठी व्याख्यानाचे आयोजन  
 करण्यात यावे असे सर्वांगीत ठरले.  
 यासंदर्भात शाळीक सदस्या उपस्थित होते.

डा. अंजली कुळकर्णी - Chairperson Pres

डा. शेखाना खादीक - Secy

On the Occasion of  
**Savitribai Phule Smruti Din**

## **Guest Lecture**

Co-Jointly Organized by  
**Department of History & Internal Complaint Committee (ICC)**

Topic of Lecture:  
**"मुस्लीम महिलांची कायद्या विषयी जागृती"**  
(Awareness of Muslim Women's Regarding Laws)

Speaker:  
**Dr. Nayana Zope,**  
Assistant Professor, Dr. Ulhas Patil Law College, Jalgaon.

**Date:** 10/03/2023

**Time:** 10:30 A.M. to 11.30 A.M.

सुचना

दि. ८/३/२३

सर्व विद्यार्थ्यांना सुचित करण्यात येते की क्रांतिज्योती  
सावित्रीबाई फुले यांच्या स्मृतिदिनानिमित्त इतिहास विभाग व  
उत्तमगण लष्कर निवारण समिती यांच्या संयुक्त विद्यमाने  
दि. १०/३/२३ शुक्रवार रोजी सकाळी ठीक - ११.०० वाजता  
डॉ. नयना कोपे, डॉ. उल्हास पाटिल कॉलेज, जळगाव, यांचे  
व्याख्यान आयोजित केले आहे. तरी सर्वांनी या व्याख्यानार्थ  
उपस्थित राहून त्याचा लाभ घ्यावा.

Pradeep

समन्वयक व विभागप्रमुख  
(श्रीमती रेखा देवकर)



IQRA EDUCATION SOCIETY'S  
**H.J. THIM COLLEGE OF ARTS & SCIENCE**

Haji Gulam Nabi Nagar, Mehrun, Jalgaon-425003 (Maharashtra)

Pinjari I. M.  
Incharge Principal,  
M. A., M. Phil.  
Mob. 9423487871

Minority Institution & Affiliated to KBCNM University, Jalgaon

Website : [www.iqrahjtc.in](http://www.iqrahjtc.in)  
Email ID : [hj.thim@gmail.com](mailto:hj.thim@gmail.com)  
Off. Phone No. 0257-2212735

दि. १०/०३/२०२३

प्रति,

प्रा. डॉ. नयना झोपे,  
डॉ. उल्हास पाटील विधी महाविद्यालय,  
जळगाव

विषय :- महाविद्यालयात आपण दिलेल्या व्याख्यानबाबत आभार.....  
माननीय महोदया,

एच. जे. थीम महाविद्यालय मेहरुण, जळगाव च्या इतिहास विभाग व अंतर्गत तक्रार निवारण समिती, द्वारा सावित्रीबाई फुले स्मृतिदिना निमित्त दि. १०/०३/२०२३ शुक्रवार रोजी विशेष व्याख्याना च्या कार्यक्रमाचे आयोजन करण्यात आले होते. या कार्यक्रमासाठी आपण प्रमुख वक्ता म्हणून उपस्थित राहून “ मुस्लिम महिलांच्या कायद्यांविषयी जागृती” या विषयावर मार्गदर्शन केले, त्याबद्दल आपले महाविद्यालयाचा वतीने मनःपूर्वक आभार.

भविष्यात ही आम्हाला आपल्या ज्ञानाचा उपयोग घेता यावा आणि आपले असेच सहकार्य लाभावे, हीच अपेक्षा.

धन्यवाद.

  
समन्वयक

अंतर्गत तक्रार निवारण समिती

व

इतिहास विभाग प्रमुख

# Savitribai Fule Smriti Din

Iqra's H. J. Thim College of Arts and Science, Mehrun, Jalgaon.

## Attendance Sheet

Program: Lecture on "Awareness of Muslim Law for women"  
 speaker: Dr. Wayna Zope.  
 Department: History and Internal Complaint Committee Date: 10<sup>th</sup> March 2023

Sl No	Name of the Student	Class	Signature
1	Samreen Shaikh Mukhtar	F.Y.BSc	
2	Afsha Anjum Rafique Alam	F.Y.BSc	
3	Aashin Sayyed Raziqie.	F.Y.B.Sc	
4	Sara Rais Khan	F.Y.B.Sc	
5	shaikh Juwairiya Javed	F.Y.BSc	
6	Sadiya Sayyed Sadique	F.Y.BSc	
7	Sk. Zoza Fatema Javed	F.Y.BSc	
8	Sayyed Mariya Sadaf Salim	F.Y.BSc	
9	Saima S.K. Rauf Manyar	F.Y.BSc	
10	Chaudhary Rushina parveen	F.Y.BSc	
11	Mahak Arsheen shaikh - Akil	F.Y.BSc	
12	Musjeda Shaikh Akil	F.Y. BA	
13	Shaikh Arbeen Rafique	F.Y.B.A	
14	shaikh Afifa Rafique	F.Y.BA	
15	Patel Amreen Salim	F.Y.B.A	
16	Shifa Shaikh Zakir	F.Y.B.A	
17	Nabeela Firdaus Mahemood Khan	T.Y.B.A	
18	Tanzeela Firdaus Mahemood Khan	T.Y.B.A	
19	Jaya Vijay Gajkward.	S.Y.B.A	
20	Alfinauz Zakir Anis Khatik	T.Y.BSC	
21	Afifa Shaikh Musq	T.Y.BSC	
22	Sayyed Namirra Nazim Ali	F.Y.BSC	
23	Shaikh Tanzeela Fatema	F.Y.BSC	
24	Shah craziga Zahid	F.Y.BSC	
25	Khan Mariya Umar	F.Y.BSC	
26	Rangrez Saniya Arif	F.Y.BSC	









एच. जे. थीम महाविद्यालयात  
सावित्रीबाई फुले यांना अभिवादन  
जळगाव : येथील एच. जे.  
थीम महाविद्यालयाच्या इतिहास  
विभाग व अंतर्गत तक्रार निवारण  
समितीतर्फे सावित्रीबाई फुले  
स्मृतिदिनानिमित्त डॉ. नयना  
झोपे यांचे मुस्लीम महिलांच्या  
कायद्यांविषयी जागृती या विषयावर  
व्याख्यान झाले.  
सरकारने वेळोवेळी केलेल्या  
कायद्यांची माहिती करून घेतली  
पाहिजे, असे प्रतिपादन केले.  
तसेच विशाखा मार्गदर्शकतत्वाची  
पार्श्वभूमी विशद केली व अंतर्गत  
तक्रार निवारण समितीचे  
कार्याविषयी मार्गदर्शन केले.  
प्रास्ताविक प्रा. रेखा देवकर यांनी  
केले. डॉ. अंजली कुलकर्णी यांनी  
परिचय करून दिला. डॉ. शबाना  
खाटीक यांनी आभार मानले.  
प्र. प्राचार्य आय. एम. पिंजारी  
यांनीही मार्गदर्शन केले. कार्यक्रम  
यशस्वीतेसाठी डॉ. आयेशा बासित,  
डॉ. फिरदोस शेख, डॉ. कहकशा  
अंजुम यांनी परिश्रम घेतले.



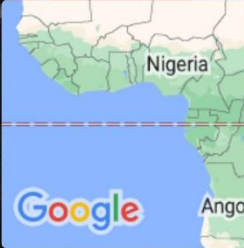
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 India  
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 Long 75.574994°  
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**Jalgaon, Maharashtra, India**  
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India  
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Email ID : [hj.thim@gmail.com](mailto:hj.thim@gmail.com)  
Off. Phone No.0257-2212735

Date :06.07.2023

Internal Complaint Committee -2023-24

Sr No	Name	Designation
1	Dr Ayesha F Basit	Coordinator
2	Dr Anjali S Kulkarni	Member
3	Dr Firdos Jamal	Member
4	Dr Khatik Shabana	Member
5	Dr Kahkasha Anjum	Member

  
INCHARGE PRINCIPAL -  
H.J.Thim College of Arts & Science  
Mehrun,Jalgaon



4/8/2023

## NOTICE

The first meeting under Internal Complaint Committee is going to held on 9/8/2023. All the committee members are informed to attend the meeting in the principal office at 11:00 a.m.

### Agendas

- To inform the girl students about the safety measures provided to them around the campus
- To inform the girl student regarding the reduction of mounting risk to a great extent of physical attack
- To conduct a guest lecture on the rights of women and the govt laws for women protection and safety.
- To conduct a demonstrative lecture on how to prepare "pepper spray" for women as safety measure.

1. A. F. Basit *MSair*
2. Prof. Deokar R. C. *@Deokar*
3. Dr. A. S. Kulkarni. *ASK*
4. Dr. F. S. Shaikh. *Jayaram*
5. Dr. S. Khatrik *Shri.*
6. Dr. Kalkash Aujum *JK/Alk*

# MEETING

9/8/23.

A meeting of Internal Complaint Committee was conducted on 9/8/23 in the principal office at 11:00 am. The following members attended the meeting:-

1. A. F. Basit M/Sun
2. Dr. Shaukat Firdos - Jayan
3. Smt. R. C. Deokar - @Deokar
4. Dr. Kalkasha Arjum. Jayan
5. Dr. Shabana Kheetik Am

2023-24

## MINUTES OF MEETING

The first meeting, of the academic year 2023-24, of Internal Complaint Committee was conducted on 9/8/23 at 11:00 a.m in the principal office.

The members of the committee discussed various issues regarding the safety of women at working place and girl students in the college.

- It was decided in the meeting that the girl students should be informed regarding the safety measures available in the college.
- They girl students should know about their rights to move freely. Hence they should be orally guided to express their fear doubts and share their experiences with the teachers. Hence with the guidance of the teachers they could reduce the risk of untoward incident
- It was collectively decided to arrange a guest lecture on "The laws and Rights for the Safety of Women"
- It was decided to conduct a demonstrative lecture on "How to prepare pepper spray" at home as a safety measure.

The meeting was closed at 12:30 p.m.



Iqra Education Society's  
**H. J. THIM COLLEGE OF ARTS & SCIENCE**  
Mehrun, Jalgaon



Internal Complaint Committee  
What is **POSH Act** ?

28<sup>th</sup> March 2024

Speaker  
**Adv. Sharif Shaikh**  
(B.A., LLB)

"Right of Women,  
SC/ST/OBC at  
Working Place





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Off. Phone No.0257-2212735

### NOTICE

21.03.24

The Internal Complaint Committee of the college cordially invite the staff and students to attend an informative lecture on "What is PoSH act? and Rights of Women, SC/ST/OBC at Working Place". The lecture will be presented by Advocate Sharif Shaikh on 28<sup>th</sup> March 2024 at 10:30 a.m in the college.

Kindly attend the programme.

*Umar*

INCHARGE PRINCIPAL  
H.J.Thim College of Arts & Science  
Mehrun, Jalgaon



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Website : www.iqrahjtc.in  
Email ID : hj.thim@gmail.com  
Off. Phone No.0257-2212735

Invitation Letter

18/03/24.

To,  
Advocate Sharif Shaikh  
Sessions Court,  
Jalgaon.

Respected Sir,

The Internal Complaint Committee wish to invite you to deliver a lecture on "What is POSH act? and Rights of Women, SC/ST/OBC at Working Place!" on 28<sup>th</sup> March 2024.

Kindly give your consent and oblige us

Thank you.

*Mansu*  
INCHARGE PRINCIPAL  
H.J.Thim College of Arts & Science  
Mehrun, Jalgaon

Copy Received  
Sharif  
Adv. Sharif H. Shaikh  
19/03/2024



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## H.J. THIM COLLEGE OF ARTS & SCIENCE

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Off. Phone No.0257-2212735

### APPRECIATION LETTER

28.3.24

To,

Advocate Sharif Shaikh  
Sessions Court  
Jalgaon.

Respected Sir,

The ICC on behalf of college express its deep sense of gratitude towards you for your informative lecture on "What is POSH act? and Rights of Women, SC/ST/OBC at working place". The students are happy to become a part of this lecture. They are pleased to know about the laws and rights attached with responsibilities.

Hope to conduct more such lectures for awareness.

Thank you.  
*Muro*

INCHARGE PRINCIPAL  
H.J.Thim College of Arts & Science  
Mehrun, Jalgaon

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Shari  
Adv. Sharif H. Shaikh  
18/3/24



Iqra Education Society's  
**H. J. THIM COLLEGE OF ARTS & SCIENCE**  
 Mehrun, Jalgaon



**Internal Complaint Committee**

What is **POSH Act** ?

**28<sup>th</sup> March 2024**

Speaker  
**Adv. Sharif Shaikh**  
 (B.A., LLB)

"Right of Women,  
 SC/ST/OBC at  
 Working Place



**ATTENDANCE**

Time:

Sr. No.	Name of Candidate	Class	Signature
1	Shaikh Mantasha Jabal	F.Y.BSC	
2	Simran Bhikan Patel	f.y.B.A	
3	Shaziya Shaikh Zakir	F.Y.BSC	
4	Shaikh Sadiya Akbar	F.Y.BS	
5	Patel Sharmin Arman	S.Y.BA	
6	Farhana Safder Khan	S.Y.BA	
7	Asma Hamid Tadvi	SY.BA	
8	Muskan Rashid Tadavi	SY.BA	
9	Abdul Basit SK Rafik	S.Y.BA	
10	Kasar Mohammad Firdous	S.Y.BA	
11	Shaikh Awaiz Shaikh Nacem	f.y.B.Sc	
12	Shaikh mohammad Abuzar sk. Arifan	F.Y.BSC	
13	Shaikh Sohail Ahmad	F.Y.BSC	



14	Farhan Mullaaji	F.Y.BSc	Farhan
15	Shaikh Saheel	F.Y.BSc	Saheel
16	Shaikh Imran Abdul Rehman	F.Y.BSc	Imran
17	Sharjil Isa Khan	F.Y.BSc	Sharjil
18	Shaikh moh. Anas. Zaki ahnoud	F.Y.BSc	Anas
19	Khan Iram Fatema Taslim	S.Y.BSc	Iram
20	Shaikh Saadiya Anjum Ishaque	S.Y.BSc	Saadiya
21	Shaikh Nida Zafar	S.Y.BSc	N.Z. Shaikh
22	Humera Asif Pinjari	S.Y.BSc	Humera
23	Saniya Shaikh Muzaffar	S.Y.BSc	S.M. Shaikh
24	Gabermahomed Rais Shaikh	F.Y.BSc	Saba
25	Alfiya Bano Javed Khan	F.Y.BSc	Alfiya
26	Bagwan Muskan Bi Tamil	F.Y.B.Sc	Muskan
27	Nilofar Sharif Patel	S.Y.BSc	Nilofar
28	Sayyed Mariya sadaf Salim	S.Y.BSc	Mariya
29	Mullaaji Aasheen Jahan.	F.Y.BSc	Ashaikh
30	Naznin Mahemood Beldar	F.Y.BSc	Naznin
31	Shaziya Shaikh	F.Y.BSc	Shaziya
32	Sanwar Raees Malik	T.Y.B.A	Sanwar
33	Khan Nashrah Aslam	T.Y.B.A	Nashrah
34	Sk. Atika Naz Juned	F.Y.B.Sc.	Atika
35	Bagwan MUSKAN Bi Tamil	F.Y.B.Sc.	Muskan
36	patel Amreen Salim	S.Y.B.A.	Amreen
37	Shaikh lahek khalil	S.Y.B.A	Shaikh
38	Muskan Shaikh Firoz	T.Y.B.A	Muskan
39	Khan Bushya Firoz	T.Y.B.A	Bushya
40	Shaziya mohammad, Noushad	F.Y.B.A	Shaziya



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Lat 21.018066°  
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GPS Map Camera



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Jalgaon, Maharashtra, India  
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Lat 20.998592°  
Long 75.574734°  
28/03/24 11:32 AM GMT +05:30



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H. J. Thim College, Mehrun, Jalgaon, Maharashtra 425003, India  
Lat 20.998592°  
Long 75.574734°  
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H. J. Thim College, Mehrun, Jalgaon, Maharashtra 425003, India  
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