



Khairul Islam Higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

Ref. No. MahC/ICC/REPORT/ 1044 /2019-20. Date 20-12-2019

To,
The Sub-Divisional Magistrate,
Old Custom House,
Shahid Bhagat Singh Road,
Fort, Mumbai 400 001.

Sub: Submission of Annual report 2019 of the Internal Complaints Committee.

Sir,

We are submitting herewith a copy of Annual report (August 2019 - December 2019) of the Internal Complaints Committee constituted in our college.

No complaints of sexual harassment was reported to the Internal Complaints Committee during the term.

Kindly acknowledge receipt of the same and do the needful.

Thanking you,

Yours faithfully,


Dr Sirajuddin Chougale
PRINCIPAL

Encl: As above...

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

TEL. : 2308 1664 / 2308 1665 • FAX : 2309 2248

Website : www.maharashtracollege.org • E-mail : prin.maharashtracasc08@yahoo.com

during the term.

- The college is in the process of updating the various laws and guidelines of the Internal Complaints Committee on the college website.

KIHES
MAHARASHTRA COLLEGE OF ARTS, SCIENCE & COMMERCE
INTERNAL COMPLAINTS COMMITTEE
Annual Report (August 2019 – December 2019)

Maharashtra College of Arts, Science & Commerce constituted the Internal Complaints Committee in July 2019 which was registered at the Office of Ministry and Child development, B.D.D Chawl, Worli on 9th August 2019. The members of the committee are:

- 1) Associate Professor, Dr Julekha Shaikh – Presiding member
- 2) Assistant Professor, Mrs. Karen Miranda – Teaching staff representative
- 3) Assistant Professor, Mr. Mujahid Khan – Teaching staff representative
- 4) Ms. Sameera Khan – Non – Teaching staff representative
- 5) Mr. Sherahmed Pathan – Non – Teaching staff representative
- 6) Ms. Sundus Shaikh – Advocate Bombay High Court
- 7) Ms. Sayed Aliya Fatima (SYBA, Roll no - 107) – Student representative
- 8) Ms. Karadia Ayesha Shafique (SYBSc, Roll no - 03) – Student representative
- 9) Mr. Nauman Nadeem Khan (SYBCom, Roll no – 87) – Student representative

Since the inception the Internal Complaints Committee has been very active in creating awareness about the issues related to sexual harassment at work place.

- A meeting of all the members of committee was held with the Principal Dr. Sirajuddin Chougale on 23rd August 2019 and Principal Sir agreed to give full support to the committee in educating and sensitising the staff and students of the college.
- A notice board on the third floor of the college building was allotted to Internal Complaints Committee where articles, news and programs related to sexual harassment are displayed and regularly updated.
- Internal Complaints Committee in collaboration with Women Development cell conducted two workshops of three days on self-defence by Mr. Vijay Kamble.
1st workshop on self-defence conducted on 19th, 20th and 21st September 2019 in which 32 girl students participated.
2nd workshop on self-defence conducted on 17th, 20th and 21st December 2019 in which 48 girl students were trained.
- The student representatives prepared and distributed posters and pamphlets in English and Urdu to all academic and administrative of the college to spread information and create awareness.
- A guest lecture by Advocate Sundus Shaikh was conducted on 29th November 2019 to discuss on the topic 'sexual harassment at workplace'. The lawyer addressed about the need for sexual harassment act, policy and procedures of Internal Complaints Committee and the actions to be taken. The session was very informative and was followed by a lively discussion. 82 members from the teaching and non-teaching staff participated.
- No complaints of sexual harassment was reported to the Internal Complaints Committee during the term.
- The college is in the process of updating the various laws and guidelines related to Internal Complaints Committee on the college website.



Julekha
20/12/2019

Dr. Julekha A. Shaikh
(Presiding Officer - Internal Complaints Committee)

Julekha
अहमदाबाद महिला व बालविकास अधिकारी
महाराष्ट्र शासन, मुंबई
१९, १९, १९



Khairul Islam Higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

NAAC Re-Accredited B++

04-01-2021.

Ref. No. Mah/COI/20-21/439 / RPT/

Ref. No. _____

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort, Mumbai - 400 001.

ANNUAL REPORT FOR THE YEAR ENDING YEAR 31st DECEMBER, 2020 UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (PRSH ACT)

1. No. of Complaints received during the Year: Nil
 2. No. of Complaints disposed of during the Year: Nil
 3. No. of Cases Pending for more than 90 days: Nil
 4. No. of Workshops or Awareness programs against Sexual Harassment carried out: (Kindly mention static data or Number of total workshop/Training program conducted during the year.)
- **Educational visit to Savitribai Phule Pune University**
Six students from the Sociology Department participated in the conference on 'Development and Equity' organised by SavitribaiPhule Pune University on 13th February 2020. The students made presentation on gender equality and Muslim girl's education. Their research findings through power point presentation was appreciated by the organizers.
 - **Guest lecture on 'Issues of women at Workplace**
On the occasion of International Women's Day, a Guest Lecture was organised on topic "Issues of women at Workplace" by Internal complaints Committee on 6th March 2020 at 10.30 am in Mohammed Ali Mitha auditorium for faculty and students. The eminent speaker for the session was AdvVeenaGowda who is a women's rights lawyer who has been practising in the High Court of Bombay, Family Court and other trial courts for more than two decades. In her talk, she emphasised on domestic violence, sexual harassment at the workplace and sexual abuse cases. She also threw light on various legal aspects of the laws that have been recently initialized for the safety of women. The lecture was quite interactive and great learning experience for all the participants.
 - **National Level webinar on Safety and self-defense**
As lockdown was imposed due to the COVID - 19 Pandemic, National Level webinar on Safety and self-defense was organized on 4th June from 3.00 pm. to 5.00 pm. It was conducted by Mr. Vijay Kamble National referee, instructor and pioneer coach for Swayam Siddha under government of Maharashtra who demonstrated various skills and methods of self-defense. Certificate to the participants were issued through the Telegram group. Total 669 people participated.
5. Nature of Action taken by employer: -----

Julekha
04/01/2021
Dr. Julekha A. Shaikh
(Presiding Officer - Internal Complaints Committee)

MS Jadhav
01/01/2021
-सचिव
बालिका दक्षिण व बाळविकास अधिकारी
मुंबई शहर पाचे कार्यालय
१९ जी बाळक १११० त्रिका बाळक

Dr. Sirajuddin H. Chougale
PRINCIPAL

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

TEL. : 2308 1664 / 2308 1665 ● FAX : 2309 2248

E-mail : prin.maharashtracasc08@yahoo.com / principal@maharashtracollege.org

Website : www.maharashtracollege.org



Khairul Islam higher Education Society's

Maharashtra College
OF ARTS, SCIENCE & COMMERCE

Ref. No. Mah/IC/Report/929/2021 Date 21/12/2021

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort,
Mumbai – 400 001.

Sub: Submission of Annual Report for the year 2021 of the
Internal Committee

Dear Sir/ Madam.

Please find enclosed the Annual Report (January 2021 to
December 2021) of the Internal Committee under Section
21 of the Sexual Harassment of Women at Workplace
(Prevention, Prohibition, and Redressal) Act, 2013
pertaining to our Institution.

No complaints of sexual harassment were reported to
the Internal Committee during the term.

Kindly acknowledge receipt of the same.
Thanking you,

Jules
21/12/2021
Yours sincerely,
[Presiding Officer]
Internal Committee [IC]

WJ
Principal

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

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Khairul Islam Higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

Ref. No. Mah/IC/Report/929/2021

Date 21/12/2021

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort, Mumbai – 400 001.

ANNUAL REPORT FOR THE YEAR ENDING YEAR 31st DECEMBER, 2021 UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (PRSH ACT)

1. No. of Complaints received during the Year: Nil
 2. No. of Complaints disposed of during the Year: Nil
 3. No. of Cases Pending for more than 90 days: Nil
 4. No. of Workshops or Awareness programs against Sexual Harassment carried out: 06
- The students of all streams were informed about the MyGov.in website through online lectures and motivated to participate in the various quizzes on Gender Sensitization and Legal Awareness, Road Safety Knowledge, Patriotism, Eat right etc. that was conducted through the portal in January 2021 so as to enable them to become active citizens in nation building. 479 students (169 male and 310 female) participated in various fun and interactive e – quizzes.
 - A national level online quiz competition was organised for the students of all institutions with an objective to bring awareness among both male and female students about gender discrimination. The online quiz was open from 24th January to 26th January 2021 and a Google form link was provided to register and participate in the quiz. 1065 students (804 girls and 261 boys) participated in this quiz.
 - Five members of IC and WDC attended online meeting organized by University of Mumbai on 18th February 2021 at 11.30 am via Zoom. Ms Chandramukhi Devi, Member – National Commission of Women, New Delhi addressed on the issues of women at workplace and constitution of IC.
 - On the occasion of International Women's Day, a Webinar on "Women's Health and Hygiene" was organized on 8th March 2021 from 4 to 6 pm on MS Teams Platform. The Speaker for the Webinar was Dr ShrutiThar from Fortis Hospital gave an informative talk on Women health and hygiene. The webinar was attended by 134 participants (117 girls and 17 boys).
 - A National Level Webinar on 'Cyber Sakhi' was organised on 26th July 2021 through Zoom Platform in association with Team Responsible Netism. The Speaker for the Webinar was Ms. Shilpa Chandollikar (Trustee – Ahaan Foundation) gave an insightful and comprehensive presentation on the types of cybercrimes against women, Cyber Terrorism, Cyber bullies, cyber safety guidelines, responsible online behavior and also discussed various case studies. 78 participants (69 girls and 09 boys) attended the Webinar.
 - In order to create awareness among students about Cancer and remove the stigma and fear attached with it, an online talk on 'Cancer in Women: Fear versus Awareness' was organised on 10th August 2021 through Microsoft Teams Platform. The Guest speaker Ms. Sameena Bilgi, Head, Patient Guidance Program, Gunvati Jagan Nath Kapoor Foundation educated the participants about the signs and symptoms of Breast Cancer, Oral Cancer and Cervical Cancer. The talk was attended by 120 (123 girls and 17 boys) participants.
5. Nature of Action taken by employer: -----

Dr. Julekha A. Shaikh
(Presiding Officer - Internal Complaints Committee)

Shilpa
21/12/21
शिल्पा चांदोलिकार
मुख्य अधिकारी
बी.डी.ओ. पाठक व. ११०. पाठक व. ११०

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

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Khairul Islam Higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

Ref. No. Mahc/ic/Report/342/2023 Date 16th Jan, 2023

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort,
Mumbai – 400 001.

[Handwritten Signature]
16.01.23
मुंबई नगर बाजारकाल जायकार
मुंबई नहर घाचे कार्यालय
न. नं. बाळ. ११०. एडिका बरकर

Sub: Submission of Annual Report for the year 2022 of
the Internal Committee

Dear Sir/ Madam.

Please find enclosed the Annual Report (January 2022 to December 2022) of the Internal Committee under Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 pertaining to our Institution.

No complaints of sexual harassment were reported to the Internal Committee during the term.

Kindly acknowledge receipt of the same.

Thanking you,

[Handwritten Signature]

Yours sincerely,
[Presiding Officer]
Internal Committee [IC]

[Handwritten Signature]
Principal

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

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Khairul Islam higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

16th Jan, 2023

Ref. No. Mah C/IC/Report/942/2023

Date _____

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort, Mumbai – 400 001.

ANNUAL REPORT FOR THE YEAR ENDING YEAR 31st DECEMBER, 2022 UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (PRSH ACT)

1. No. of Complaints received during the Year: Nil
2. No. of Complaints disposed of during the Year: Nil
3. No. of Cases Pending for more than 90 days: Nil
4. No. of Workshops or Awareness programs against Sexual Harassment carried out: 05
 - A Poster Making Competition was organized for girls to celebrate 'International Day of Women and Girls in Science' on February 11, 2022. The theme for Poster Making Competition was "Role of women and girls in Science". The students prepared lovely posters showcasing the scientific contributions of inspiring female scientists such as Marie Curie, Jane Wright, Mary Anderson, Jessy Thomas, Janaki Ammal etc. Prizes were given to the best judged posters.
 - On the occasion of International Women's Day, Fun Fair was hosted on March 8, 2021 to promote the theme of IWD 2022. Based on this student displayed their entrepreneurial and marketing skills by setting up wide range of stalls on home-made snacks such as Food starters, Chaat corner, Dessert counter, Cutlet snacks, Cold drinks, etc. Apart from this student also displayed their creative ideas through various handmade crafts like Paintings, Imitation Jewelry, Scarves, making Heena designs, essential oil or perfume etc. The primary aim of setting up stalls was to inculcate entrepreneurship skills in the students.
 - On August 5, 2022, a "Personality Development and Menstrual Hygiene Programme" was held for female students. The program's speaker, Ms. Tanishka Panjwani, HOD Public Relations from Whisper Team, shared a video on "BELIEVE IN YOURSELF" and discussed how to be prepared for everything by harnessing one's potential. The informative and motivational talk ended with a question & answer session. After the program gift hampers were distributed to the students by Whisper and Gillette Venus.
 - A program on Women's Equality Day was organized on August 26, 2022. Prof. Mujahid Nadvi, Assistant Professor, Department of Arabic and Islamic Studies, gave a talk on "Islamic Teachings about Women's Equality." The talk was followed by an online Quiz on the topic "Status of Women in Islam". The students appeared in both the sessions very enthusiastically.
 - A debate Competition on the topic 'Corporate Office Culture provides safe work atmosphere for Women' was conducted on December 22, 2022. The objective was to raise awareness about the benefits and drawbacks of corporate office culture in providing a safe work environment for women and the necessity to provide a safe environment for female employees. Every debater was cheered and applauded for their engaging presentation and strong arguments.
5. Nature of Action taken by employer: -----

Julekha

Dr. Julekha A. Shaikh
(Presiding Officer - Internal Complaints Committee)

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

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Khairul Islam Higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

Ref. No. Mahar/2011/Report / 50/2023-24 / Date 06/01/2024

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort,
Mumbai – 400 001.

Sub: Submission of Annual Report for the year 2023 of the Internal Committee

Dear Sir/ Madam.

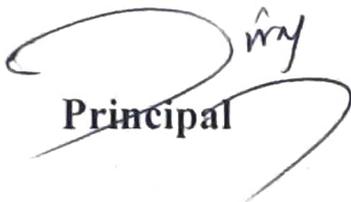
Please find enclosed the Annual Report (January 2023 to December 2023) of the Internal Committee under Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 pertaining to our Institution.

No complaints of sexual harassment were reported to the Internal Committee during the term.

Kindly acknowledge receipt of the same.
Thanking you,


Yours sincerely,
[Presiding Officer]
Internal Committee [IC]




Principal

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

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Khairul Islam higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

Ref. No. Maha/GDII/report/50/2023-24

Date 06/01/2024

The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort, Mumbai - 400 001.

ANNUAL REPORT FOR THE YEAR ENDING YEAR 31st DECEMBER, 2023 UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (PRSH ACT)

1. No. of Complaints received during the Year: Nil
2. No. of Complaints disposed of during the Year: Nil
3. No. of Cases Pending for more than 90 days: Nil
4. No. of Workshops or Awareness programs against Sexual Harassment carried out: 06
 - A visit to Dosti House, BKC was organized on January 30, 2023 to promote awareness on black women entrepreneurs. A documentary titled 'She Did That' was screened for the students. It depicted the struggles and passionate pursuits of black women entrepreneurs.
 - Cancer Awareness and screening camp was conducted in collaboration with Cancer Patients Aid Associations (CPAA) and Service to Humanity Charitable trust on February 4, 2023 in the college campus. The objective was to create awareness about the fear and misconceptions about cancer and encourage individuals to take up screening of oral cancer, Uterine, cervical and breast cancer.
 - A program for girl students was organized in association with Mumbai Aman Committee - Ladies Wing on February 7, 2023. The speakers for the session were Advocate Hurya Patel, Mrs Munira Gigani and Ms. Gazala Aazad. The students were made aware of importance of self-defense techniques and easy steps for applying, updating, linking and obtaining important documents like PAN Card, Aadhaar Card, Passport, Domicile etc.
 - A session for girls on "Unveiling the purpose of life" in collaboration with Girls Islamic Organisation (GIO) was conducted on September 12, 2023. The speaker for the programme Ms. Sauleha Khanam, delivered a PowerPoint presentation on 'The purpose of life'- What's the purpose of life? How can we serve mankind and gain good deeds? The event was followed by a short Question Answer session. The informative and motivational talk was followed by an activity presenting the importance of Teamwork.
 - Awareness event on "Women's Rights in India." was organized on December 16, 2023 to educate students about their rights by Advocate Sana Mohammed Altaf Qureshi, a practicing lawyer for seven years specialized in family and civil law. Her presentation covered fundamental women's rights in India, delving into topics like cybersecurity law, equal pay rights, and harassment laws.
 - A PowerPoint presentation Competition was conducted on the topic 'Time Management for Working Women' and 'Homemakers who turn their passion into Businesses as Entrepreneurs' on December 20, 2023. The objective was to develop the public speaking and encourage self-learning amongst the students. Through their presentation, the students shared tips on how working women manage their time effectively by planning and prioritizing tasks. The Winners of the competition were given medals and certificates
5. Nature of Action taken by employer: -----

जिल्हा माहिला व बालावकाश आधिकारी
मुंबई नगर पाच कार्यालय
सी सी सी नालक ११९ राहला मजळा


Dr. Julekha A. Shaikh
(Presiding Officer - Internal Committee)

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

TEL. : 2308 1664 / 2308 1665 • FAX : 2309 2248

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Khairul Islam Higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

Ref. No. Mah C/IC/Report/519/2025 Date 08/01/2025

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort, Mumbai – 400 001.

**Sub: Submission of Annual Report for the year 2024 of
the Internal Committee**

Dear Sir/ Madam.

Please find enclosed the Annual Report (January 2024 to December 2024) of the Internal Committee under Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 pertaining to our Institution.

No complaints of sexual harassment were reported to the Internal Committee during the term.

Kindly acknowledge receipt of the same.

Thanking you,

Jule

Yours sincerely,
[Presiding Officer]
Internal Committee [IC]

[Signature]
Principal

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

TEL : 2308 1664 / 2308 1665 ● FAX : 2309 2248

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Khairul Islam Higher Education Society's

Maharashtra College

OF ARTS, SCIENCE & COMMERCE

Ref. No. Mah C/IC/Report/519/2025

Date 08/01/2025

To
The District Officer
And Deputy Collector,
Mumbai City Collectorate,
Old Custom House, Fort, Mumbai - 400 001.

ANNUAL REPORT FOR THE YEAR ENDING YEAR 31ST DECEMBER, 2024 UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (PRSH ACT)

1.No. of Complaints received during the Year: Nil

2.No. of Complaints disposed of during the Year: Nil

3.No. of Cases Pending for more than 90 days: Nil

4.No. of Workshops or Awareness programs against Sexual Harassment carried out: 04

- Screening of various gender related short movies titled Juice, Methi ke Ladoo and documentary 'Equal Half' was organized in the college Auditorium on March 1, 2024. Even though all the short films were about gender equality, the themes and genres varied, and the students engaged in healthy discussion about their own experiences and perspectives on gender issues.
 - A poster making competition on the theme "Invest in women: Accelerate Progress" was organized on March 7, 2024 with the objective of creating awareness on the significance of investment in women for societal development and promote creativity. Girls and boys from various streams poured in to artistically express the theme. The posters reflected the students' active involvement in engaging a community dialogue for women's empowerment, ways to accelerate their growth and the challenges faced by them.
 - On Women's Equality Day August 26, 2024, an Elocution Competition was conducted on the theme 'Women's Equality: Progress, Challenges, & The Way Forward'. Students gave speeches on the topic, 'The role of education in empowering women' and 'Women in Leadership and Politics'. The participants shed light upon important women personalities, their contributions, the pursuit of female education, women employment, their development and the participation of women in politics. Best speakers were awarded certificates and prizes.
 - Three students Ms Almas Kapoor, Ms Rumeesa Shirgaonkar and Ms Saina Khan attended an inter-collegiate workshop on "Gender Sensitisation for Gender Champions on College Campuses" organized by Sophia College on September 3, 2024.
 - On September 27, 2024, a session on 'Morality is Freedom' to engage students in a discussion on morality through an Islamic lens. The speakers Ms Waheeda Sayed and Ms. Rehana explained why morality is better and the best path for human beings, prompting students to contemplate the role of morality in addressing rising social problems.
- 5.Nature of Action taken by employer: ----

Julekha

Dr. Julekha A. Shaikh
(Presiding Officer - Internal Committee)

13/1/25
बसन्त मोहला व बालविकास अधिकारी
नूबई शहर पाच तालुका
जे.डी.डी. बाळ.क. ११७, वडिका मजरा

Principal
Principal

246-A, JEHANGIR BOMAN BEHRAM ROAD, MUMBAI - 400 008.

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