

**Annual Report of Internal Complaint Committee**

**Session: 2023-24**

**DOC202406140001**

**(Submitted by: Dr. Vatsala Gaur, Convener Internal Complaint Committee, RNB Global University)**

In compliance with the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) /POSH Act enacted in 2013 by the Government of India, the university has adopted POSH or internal Complaint Committee at RNB Global University in order to provide a suitable redressal mechanism to the women aggrieved by the incident of sexual harassment. It aims to foster a positive academic atmosphere for all female employees and students. It plays a vital role in maintaining a conducive environment, prominently highlighted on the college's website and notice boards. To promote gender equity among the students, Internal Complaints Committee conducts various relevant activities.

Internal Complaint committee composition for the academic year 2023-24 is as follows-

S. No.	Faculty Name	Designation
1.	Dr. Vatsala Gaur	Convener
2.	Ms. Zaiba Khan	Member
3.	Dr. Ashok Prem	Member
4.	Ms. (Advocate) Monika Gupta	External Member

In the year 2023-2024 the University had two meetings-

Number of meeting conducted	2
The First meeting was conducted on	14/08/2023
The Second meeting was conducted on	04/03/2024



As per the discussions in the meeting held on said dates, the following measures have been taken

- An Extension lecture on POSH Act & women empowerment was conducted on 17/08/23. Keynote speaker of this session was **Dr. Kuldeep Sihag**. He defined the POSH Act and its objectives to create a safe and harassment-free work environment for women. He emphasized on the importance of recognizing subtle forms of harassment; also shared the detailed the composition, functions, and procedures of the ICC as per the Act.
- A Seminar on "Exploring dimensions of Gender Sensitivity: Theory, Practice and Social Change" was conducted on 1st September 2023, for all the faculty members and students of FOCM, FOLA and FOBAS in Seminar Hall. This seminar aimed to foster a deep understanding of gender-related issues, promoted dialogue, and contributed to societal change. Event coordinator was Dr. Tripti Soni.







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Dr. Tripti Soni addressing the students about the Gender Sensitivity



Mr. Vinay Nain and Dr. Tripti Soni observing the presentation



- RNB Global University in Bikaner celebrated International Women's Day on March 8, 2024. The International Women's Day celebration at RNB Global University in Bikaner served as a reminder of the importance of recognizing and empowering women in academia and beyond. The event not only recognized the achievements of women but also served as a platform to encourage ongoing efforts towards gender equality.



Dr. Dipali Gupta shared her opinion on women empowerment and gender equality



Dr. Tripti Soni share their experience



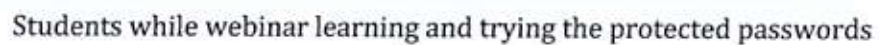




All the staff attended the session

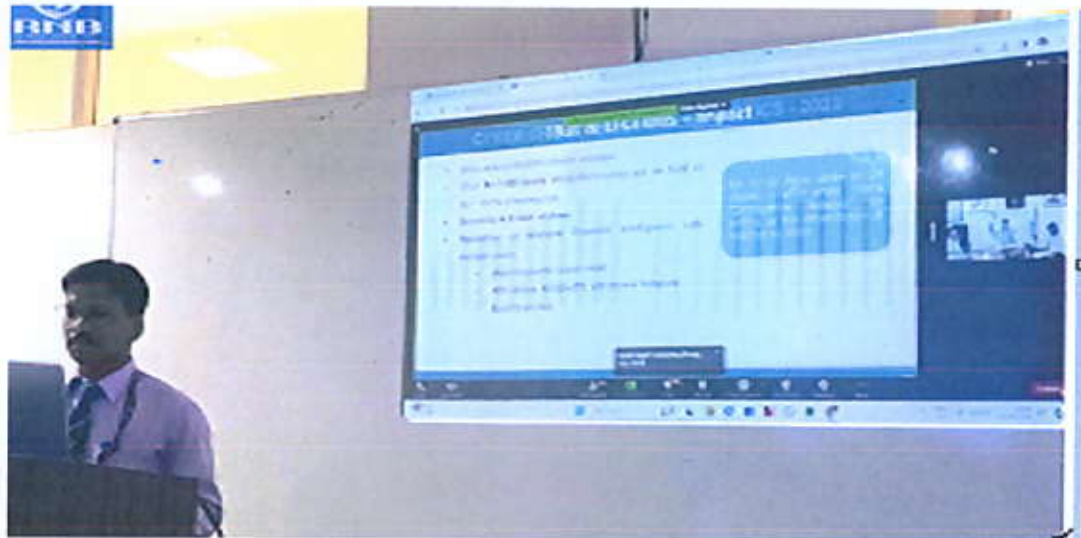
- University organised a webinar on cyber hygiene and ensuring online safely. The webinar aims to educate regarding the essential practices for maintaining cyber hygiene and ensuring online safely. Fostering awareness and understanding of cyber threats and preventive measures is crucial in today's digital age. It is also recommended to use two-factor authentication. So in case if someone else guesses the password, still not able to acquire the content unless have a special code that is generated by the account holder. If someone online is making any woman uncomfortable, immediately take action against them, report them and block them. Install special software that keeps bad stuff out of your devices. It's like a security guard for the digital life.







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Faculty incharge Dr. Sandeep Saxena coordinating with the external experts

Convener

(Dr. Vatsala Gaur)

Date:





**NOTICE**

Date	02.03.2024	No.	DOC202403020004
Subject	Meeting Notice for Internal Complaint Committee		

Respected Team,

This is to inform you that 16<sup>th</sup> meeting of the Internal Complaint Committee has been scheduled on 04<sup>th</sup> March, 2024 at 4:00 P.M. in Room No 16 Administrative Block. The purpose of this meeting is to address any concerns or grievances that employees or students may have and to ensure a safe and respectful environment for all.

Agenda:	Particulars
Item No 16 (1)	Confirmation of 15th minutes of meeting held on 15-09-2023 and action taken report.
Item No 16 (2)	Replacement of convener
Item No 16 (3)	Discuss to organize an activity on International Women's Day
Item No 16 (4)	Plan to conduct an awareness session on cyber security and hygiene
Item No 16 (5)	Review the case if any.

If you have any specific topics you would like to address during the meeting, please feel free to email to Dr. Vatsala Gaur before the scheduled date.



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Registrar  
IQAC  
ICC Committee Member





### MINUTES OF INTERNAL COMPLAINT COMMITTEE

<b>Minutes of internal Complaint Committee</b>
<b>Date: 04.03.2024</b>
<b>DOC ID: DOC202403040005</b>
<b>Venue: Room No 16</b>
<b>Meeting Number: 16</b>

Following members were present during the meeting held on 4<sup>th</sup> March, 2024.

S. No.	Faculty Name	Designation	Mail ID
1.	Dr. Vatsala Gaur	Convener	<a href="mailto:vatsala.gaur@rnbglobal.edu.in">vatsala.gaur@rnbglobal.edu.in</a>
2.	Ms. Zaiba Khan	Member	<a href="mailto:zaiba.khan@rnbglobal.edu.in">zaiba.khan@rnbglobal.edu.in</a>
3.	Dr. Ashok Prem	Member	<a href="mailto:ashok.prem@rnbglobal.edu.in">ashok.prem@rnbglobal.edu.in</a>
4.	Ms. (Advocate) Monika Gupta	External Member	<a href="mailto:shaileshgupta108@gmail.com">shaileshgupta108@gmail.com</a>

Dr. Deepali Malodiya was not present due to health issue. So in her absence Dr. Vatsala Gaur Joined as the new convener of the committee and proceed the meeting.

#### **Welcome note:**

In the absence of Dr Deepali Malodiya, Ms. Zaiba Khan initiated the meeting. She warmly welcomed the new convener and all participants to the meeting, expressing gratitude for their attendance and emphasizing the importance of the upcoming discussions. Further Dr. Vatsala Gaur presented the meeting's agenda.

**Item No 16 (1): Confirmation of 15<sup>th</sup> minutes of meeting held on 19-09-2023 and action taken report.**

Item No.	Agenda	Action Taken
<b>Item No 15 (1)</b>	<b>Confirmation of 15<sup>th</sup> minutes of meeting held on 19-09-2023 and action taken report.</b>	The MOMs of this meeting is accepted and approved without any amendment.
<b>Item No 15 (2)</b>	<b>Extension lecture on POSH Act &amp; women empowerment</b>	An Extension lecture on POSH Act & women empowerment had planned to conduct on 17/08/23. Dr. Kuldeep Sihag (LL.M. and Ph.D.), Principal, DAV College has confirmed as keynote speaker for the same, due to



maintaining cyber hygiene and ensuring online safety was discussed. It has emphasized that in current scenario or digital age the cyber-crime is an emerging issue that need to address. To foster awareness and understanding of cyber threats and preventive measures it is decided to conduct a session for the same. If someone online making any woman uncomfortable, then what immediate action she can take or hoe to protect the digital life.

**Item No 16 (4): Review the case if any.**

No complaints were registered hence no case found.

**Meeting Adjournment:**

Dr. Vatsala Gaur extended gratitude to all members for their contributions and the meeting ended with a vote of thanks to the Chair.

  
(Dr. Vatsala Gaur)  
Presiding Officer / Convener





**ACTION TAKEN REPORT OF 16<sup>TH</sup> MEETING**

**Item No 16 (1): Confirmation of 16<sup>th</sup> minutes of meeting held on 04-03-2023 and action taken report.**

**Item No 16 (2): Replacement of convener-**

Since Dr. Deepali Malodiya is on leave from last few months due to health issues, so in her absence Dr. Vatsala Gaur assigned as the convener of the committee. Dr. Vatsala Gaur received the charge and successfully proceed the meeting.

**Item No 16 (3): To organize an International Women's Day-**

RNB Global University in Bikaner celebrated International Women's Day on March 8, 2024. The International Women's Day celebration at RNB Global University in Bikaner served as a reminder of the importance of recognizing and empowering women in academia and beyond. The event not only recognized the achievements of women but also served as a platform to encourage ongoing efforts towards gender equality. The university's commitment to promoting a diverse and inclusive environment was evident throughout the celebration.

**Item No 16 (3): Future Events and Activities, Discussion on upcoming events, activities planned by the ICC -**

Webinar scheduled on 03-04-2024, 2:00 PM for the same. Although it has organized by the UGC, further the information regarding cyber security also discussed in the University.

The webinar aims to educate regarding the essential practices for maintaining cyber hygiene and ensuring online safely. Fostering awareness and understanding of cyber threats and preventive measures is crucial in today's digital age. The password works as a secret code that opens the door to the digital life. It is highly crucial to make that code enough resilient; also recommended to use two-factor authentication. Therefore, in case if someone else guesses the password, still not able to acquire the content unless have a special code that had generated by the account holder. If someone online is making you uncomfortable, immediately take action against the illicit, report him or her and block that person. Install special software that keeps bad stuff out of your devices. It acts like a security guard for your digital life.



**CIRCULAR**

Date	03.08.2023	No.	DOC202308030018
Subject	Meeting Notice for Internal Complaint Committee		

Respected Team,

This is to inform you that 15<sup>th</sup> meeting of the Internal Complaint Cell has been scheduled on 07.08.2023 at 4:00 P.M. in Room No 16 Administrative Block. The purpose of this meeting is to address any concerns or grievances that employees or students may have and to ensure a safe and respectful environment for all.

Agenda:	Particulars
Item No 15 (1)	Confirmation of 14 <sup>th</sup> minutes of meeting held on 20-05-2023 and action taken report.
Item No 15 (2)	Discuss to assign the duties for the Extension lecture on POSH Act & women empowerment
Item No 15 (3)	Discuss to organise Seminar on Gender Sensitivity
Item No 15 (4)	Review the case if any

If you have any specific topics you would like to address during the meeting, please feel free to email to Dr Deepali Malodiya before the scheduled date.



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IQAC  
ICC Committee Members





### MINUTES OF INTERNAL COMPLAINT COMMITTEE

<b>Minutes of internal Complaint Committee</b>
<b>Date: 07.08.2023</b>
<b>DOC ID: DOC202308070014</b>
<b>Venue: Room No 16</b>
<b>Meeting Number: 15</b>

Following members were present during the meeting held on 19<sup>th</sup> September, 2023.

S. No.	Faculty Name	Designation	Mail ID
1.	Dr. Deepali Malodiya	Convener	Deepali.Malodiya@rnbglobal.edu.in
2.	Ms. Zaiba Khan	Member	zaiba.khan@rnbglobal.edu.in
3.	Dr. Ashok Prem	Member	ashok.prem@rnbglobal.edu.in
4.	Ms. (Advocate) Monika Gupta	External Member	shaileshgupta108@gmail.com

#### **Welcome note by Presiding Officer:**

The Presiding officer (Deepali Malodiya) greeted everyone to the meeting and highlighting the significance of the next discussions. The welcome speech fostered a cooperative environment and set a favorable tone for the gathering.

Dr Deepali, giving attendees a rundown of the conversations and their anticipated results, briefly presented the meeting's agenda and main points. This acted as a schedule for the meeting and made it easier for attendees to comprehend the purpose and structure of each item on the agenda.

#### **Item No 15 (1): Confirmation of 14<sup>th</sup> minutes of meeting held on 20-05-2023 and action taken report.**

Item No.	Agenda	Action Taken
<b>Item No 14 (1)</b>	<b>Confirmation of 14<sup>th</sup> minutes of meeting held on 20-05-2023 and action taken report.</b>	<ul style="list-style-type: none"> <li>The MOMs of this meeting is accepted and approved without any amendment. The approved MOMs have been physically filed in the Internal Complaint Committee file kept in the IQAC.</li> </ul>





Item No 14 (2)	Precautions to be adopted while using digital platforms.	<ul style="list-style-type: none"><li>A workshop on Cyber Crime and Cyber Security has conducted on 15 Sep 2023.</li></ul>
Item No 14 (3)	Activities to be conducted for creating awareness against harassment of female students and female employees	<ul style="list-style-type: none"><li>Talk show on Youth empowerment &amp; Legal Mind</li><li>Debate Competition on the motion- Existence of human rights for victim and accused</li><li>Debate Competition "Marriage Age should be increased to 21".</li></ul> <p>The above-mentioned activities conducted from July 2023 to till the date.</p>
Item No 14 (4)	Review the case if any.	No complaints received during this academic year.

**Item No 15 (2): Extension lecture on POSH Act & women empowerment-**

It has planned to organise an extension lecture on POSH and women empowerment to generate the awareness rights and responsibilities under the POSH Act. To explain the legal framework and obligations of employers under the Act and to ensure safe, empowering and supportive work environment for all female employees; it is required to deliver the relevant information through the expert person in relevant field.

**Item No 15 (3): Discuss to organise Seminar on Gender Sensitivity**

It has discussed to organise a seminar aimed to foster a deep understanding of gender-related issues, promoted dialogue and contributed to societal change. This seminar will provide a platform to discuss theoretical perspectives and practical approaches to enhancing gender sensitivity across various domains. Content should be emphasize organizational values and provide practical tips for promoting respectful behavior.

**Item No 15 (4): Review the case if any.**

No complaints were registered hence no case found.





**Meeting Adjournment:** The presiding officer extended gratitude to all members for their contribution and declared the meeting adjourned.

  
(Dr. Deepali Malodiya)  
Presiding Officer / Convener



  
RNB Global University  
Registrar  
Bikaner





**Annual Report of Internal Complaint Committee**

**Academic Year – 2022-2023**

**DOCID 202306120008**

**Date: 12.06.2023**

**(Submitted by: Dr. Deepali Malodiya, Convener Internal Complaint Committee, RNB Global University)**

We are dedicated to giving all students and its female workers a secure learning and work environment. The "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013," which was passed by the Indian Parliament, established the Internal Complaint Committee (ICC) to protect women from sexual harassment at work and to address related complaints, if any. Gender equality and the proactive growth of women in society are among the main goals of the internal complaint committee. This committee will deal with complaints of sexual harassment that female students and staff experience on university property. The active advancement of women in society and gender equality are among the committee's main goals. Programs on sexual harassment, women's protection, and awareness of legislation affecting women's welfare are offered to women by RNB Global University.

Additionally, they assist women in realizing their place in society under all conditions, and the internal complaint committee serves as the main contact for the student safety group.





An internal complaint committee is an organization that actively works to advance women in society and fight discrimination based on gender. In order to create a society free from biased and gender-based discrimination and one in which there are institutions committed to helping students reach their full potential, it seeks to uphold and advance the status of women, raise awareness of their rights, and protect their safety and dignity as students, teachers, and employees.

Dr. Deepali Malodia, Miss Zaiba Khan and Dr. Ashok Prem, were the previous members of the committee. The Internal Complaint Committee' presiding officer Dr Deepali Malodiya stated that ICC plays a crucial role in addressing grievances related to harassment and discrimination within an organization. It ensures a safe and inclusive work environment for all students of under graduate and post graduate, scholars and employees. To enhance the effectiveness and diversity of the ICC, it may be necessary to add new external members who bring unique perspectives and expertise. She welcomed new member Miss. Advocate Monika Gupta.

**Committee for Prevention of Sexual Harassment / Internal Complaint Committee**  
**[Academic Year 2022-2023]**

<b><u>Internal Complaint Committee</u></b>		
<b>S. No.</b>	<b>Name of the members</b>	<b>Designated</b>
1.	Dr. Deepali Malodiya - Associate Professor, Faculty of Commerce and Management	<b>Presiding Officer</b>
2.	Mr. Ashok Prem - Assistant Professor, Faculty of Law and Arts	<b>Member</b>
3.	Ms. Zaiha Khan - Assistant Professor, Faculty of School of Basic and applied Science	<b>Member</b>
4.	Ms. Monika Gupta - Advocate	<b>External Member</b>





**13th meeting Date, 24<sup>th</sup> September, 2022,**

All of the committee's reconstituted members, as listed in the table in room number 16, were present at the meeting. The minutes of the previous meeting were reviewed, and it was made clear to all cell members that there would be no tolerance for complaints or grievances brought to the attention of the cell. The cell also organized a social awareness program for the staff and students of the units, covering subjects like the new wage code webinar and the POSH Act in India. These educational activities aid in providing professors and students with a more comprehensive understanding of socially significant issues. The primary duty was to handle any complaints from female staff members or students and make sure they were promptly resolved, in addition to planning the events to ensure that female students participated in all activities.

The members were briefed by the Presiding Officer that in the 12<sup>th</sup> Meeting of this cell, Deans of all department and event forum is asked to share the list of activities to be organized for the Academic year 2022-2023. For the same the activity / event planned for this academic year are here listed as

- Webinar- POSH Act in India
- Webinar title "The Origin of Human Rights Law in India"
- Webinar- New Wage Code
- 1st International Conference on Human Trafficking Challenge & Prevention
- Health & Hygiene Awareness Campaign
- One day Workshop of Self Defense
- Women's Day Celebration
- session on Gender Sensitization

The Committee noted in 12<sup>th</sup> meeting that no complaint of sexual harassment has been received from any woman employee and female student. It was emphasized that in order to create awareness and continuous sensitization among the employees, it is essential to place banners/posters/notices defining sexual harassment at prominent places in the campus.

**Action Taken:** Torn poster and banners and broken standee replaced by all new items and placed at prominent place in the campus.





#### 14 meeting Date, 20<sup>th</sup> May, 2023

All of the committees reconfigured my members, including Dr Depali Malodiya. Dr. Ashok Prem, Ms. Zaiba Khan attended the meeting in room number 16. The previous meeting's minutes were discussed. It was made clear to all cell members that there would be zero tolerance for any grievance or complaints, brought to the cell. Committee apart from marking the student and staff member aware about your right also discussed about organizing the guest lectures about the recent amendment in prevention in sexual harassment act.

Ms. Zaiba Khan (Assistant Professor – Computer Science) said there is a necessity to create awareness as to what precautions needed to be taken by students when is online mode. Ms. Khan Suggested that "Digital Harrassment" be included in the activity planned for the students. Fostering digital literacy and educating oneself about online risks empowers individuals to make informed decisions and protect their digital identities effectively. By adhering to these precautions, users can navigate digital platforms with confidence and minimize the likelihood of security breaches or privacy infringements.

Dr. Ashok Prem discussed how class representatives for each course and faculty mentors might help students become more conscious of ICC. Ms. Zaiba Khan stated that university should conduct interactive workshops and seminars addressing gender sensitization and harassment prevention.

Invite guest speakers, legal experts, and counselors to provide insights into relevant laws, rights, and support mechanisms available. Moreover in the classes facilitate discussions and case studies to encourage active participation and understanding of the issue.

Dr Ashok also of the view that while delivering lecture we must establish peer education groups that promote a culture of mutual respect, empathy, and bystander intervention. In the class through a teacher must encourage peer-to-peer discussions, role-plays, and skill-building activities to empower individuals, to recognize and respond to instances of harassment.





Ms. Khan said that awareness sessions should be done for both genders of employees as well as pupils at least once a year. For the sake of all students and staff, Dr. Deepali Malodiya recommended that informational signs be permanently placed across the university campus. She also proposed that the event forum include a workshop on self-defense specifically for female students.

By implementing a comprehensive range of activities, educational institutions and workplaces can effectively raise awareness about ICC and combat harassment of female students and employees. Through continuous education, training, and advocacy efforts, it is possible to foster a culture of respect, dignity, and equality, ultimately creating safer and more supportive environments for all individuals

The Presiding Officer went over the report on the steps taken to address the issues of the previous meeting i.e. thirteen (13) Meetings.

Item No.	Agenda	Action Taken
Item No 13 (1)	Confirmation of 12 <sup>th</sup> minutes of meeting held on 03-06-2022 and action taken report.	The MOMs of this meeting is accepted and approved without any amendment. The approved MOMs have been physically filed in the Internal Complaint Committee file kept in the IQAC.
Item No 13 (2)	Addition of new member in the ICC	External members (Advocate) Ms. Monika Gupta, often have specialized knowledge and her expertise in legal compliance enhances the effectiveness of the ICC in addressing complex issues if arises.
Item No 13 (3)	Annual Report of ICC for the year 2021-22	The academic year 2021-2022 annual report was authorized and accepted. The same has been done as per the instructions from the most recent meeting to upload the annual report to the university website.
Item No 13 (4)	To generate the awareness about the legislation	As per the event planner following activities were done in this academic period. The





	enacted to POSH to all the students of UG & PG.	reports are attached of these activities along with pictures and original handwritten attendance.
<b>Item No 13 (5)</b>	Review the case if any.	No complaints has been raised during this academic year.

Presiding Officer

Date: 12.06.2022



*Signature*





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**NOTICE**

Date	18.05.2023	No.	DOC202305180004
Subject	Meeting of the Internal Complaint Cell		

Respected Team,

This is to inform you that 14<sup>th</sup> meeting of the Internal Complaint Cell has been scheduled on 20<sup>th</sup> May, 2023 at 4:00 P.M. in Room No 16 Administrative Block. The purpose of this meeting is to address to the concerns or grievances that employees or students may have and to ensure a safe and respectful environment for all.

**Agenda:**

- Item No 14 (1) Confirmation of the minutes of the 13<sup>th</sup> meeting held on 24-09-2022 and action taken report.
- Item No 14 (2) Precautions to be adopted while using digital platforms.
- Item No 14 (4) Activities to be conducted for creating awareness against harassment of female students and female employees.
- Item No 14 (5) Review the case if any.

If you have any specific topics you would like to address during the meeting, please feel free to email to Dr Deepali Malodiya before the scheduled date.

Copy to  
President  
Registrar  
IQAC  
ICC Committee Members





**MINUTES OF THE INTERNAL COMPLAINT COMMITTEE**

<b>Minutes of internal Complaint Committee</b>
<b>Date:</b> 20.05.2023
<b>DOC ID:</b> DOC202305230008
<b>Venue:</b> Room No 16
<b>Meeting Number:</b> 14

Following members were present during the meeting held on 20<sup>th</sup> May, 2023.

S. No.	Faculty Name	Designation
1.	Dr. Deepali Malodiya	Presiding Officer
2.	Dr. Ashok Prem	Member
3.	Ms. Zaiba Khan	Member

**Welcome note by Presiding Officer:**

The Presiding officer Deepali Malodiya greeted the members present in the meeting, thanking them for participating, and highlighting the significance of the relevant discussions. The welcome speech fostered a cooperative and lively environment and also set a favorable tone for the gathering. The agenda and main points were succinctly presented by Dr Deepali, giving attendees a rundown of the conversations and their anticipated results. This acted as a schedule for the meeting and made it easier for attendees to comprehend the purpose and structure of each item on the agenda.

**Minutes of the meeting of the Internal Complaint Committee held on 20<sup>th</sup> May, 2023 at 3:00 PM**

- Item No 14 (1) Confirmation of the minutes of the meeting held on 24-09-2022 and action taken report.

Item No.	Agenda	Action Taken
Item No 13 (1)	Confirmation of 12 <sup>th</sup> minutes of meeting held on 03-06-2022 and action taken report.	The MOMs of this meeting is accepted and approved without any amendment. The approved MOMs have been physically filed in the Internal Complaint Committee file kept in the IQAC.
Item No 13 (2)	Addition of new member in the ICC	External members (Advocate) Ms. Monika Gupta, often have specialized knowledge and her expertise in legal compliance enhances the effectiveness of the ICC in addressing complex issues if arises.
Item No 13 (3)	Annual Report of ICC for the year 2021-22	The academic year 2021-2022 annual report was authorized and accepted. The same has been done as per the instructions from the most recent meeting to upload the annual report to the university website.
Item No 13 (4)	To generate the awareness about the legislation enacted to POSH to all the students of UG & PG.	As per the event planner following activities were done in this academic period. The reports are attached of these activities along with pictures and original handwritten attendance.



Item No 13 (5)	Review the case if any.	No complaints has been raised during this academic year.
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• **Item No 14 (2) Precautions to be taken while using digital platforms.**

Fostering digital literacy and educating oneself about online risks empowers individuals to make informed decisions and protect their digital identities effectively. By adhering to these precautions, users can navigate digital platforms with confidence and minimize the likelihood of security breaches or privacy infringements. Ms. Zaiba Khan (Assistant Professor – Computer Science) said there is a necessity to create awareness as to what precautions needed to be taken by students when in online mode. Ms. Khan suggested that "Digital Harassment" be included in the activity planned for the students.

• **Item No 14 (4) Activities to be conducted for creating awareness against harassment of female students and female employees.**

Dr. Ashok Prom discussed how class representatives for each course and faculty mentors might help students to become more conscious about the importance of ICC. Ms. Zaiba Khan stated that the university should conduct interactive workshops and seminars addressing gender sensitization and harassment prevention.

Invited guests speakers, legal experts, and counselors were expected to provide insights into relevant laws, rights, and support mechanisms available. Moreover in the classes discussions be conducted and case studies be made to encourage active participation and understanding of the issue.

Dr Ashok was also of the view that while delivering lecture we must establish peer education groups that promote a culture of mutual respect, empathy, and bystander intervention. In the classes teachers must encourage peer-to-peer discussions, role-plays, and skill-building activities to empower individuals to recognize and respond to instances of harassment.

Ms. Khan said that awareness sessions should be conducted for both genders of employees as well as pupils at least once a year. For the sake of all students and staff, Dr. Deepali Malodiya recommended that informational signs be permanently placed across the university campus. She also proposed that the event forum must organize a workshop on self-defense specifically for female students.

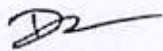
By implementing a comprehensive range of activities, educational institutions and workplaces can effectively raise awareness about ICC and combat harassment of female students and employees. Through continuous education, training, and advocacy efforts, it is possible to foster a culture of respect, dignity, and equality, ultimately creating safer and more supportive environments for all individuals.

• **Item No 14 (5) Review the case if any.**

No complaints were registered hence no case found.

• **Meeting Adjournment:**

The presiding officer extended gratitude to all members for their contributions and declared the meeting adjourned.



(Dr. Deepali Malodiya)  
Presiding Officer / Convener







**NOTICE**

Date	21.09.2022	No.	DOC202209210004
Subject	Meeting Notice for Internal Complaint Cell		

Respected Team,

This is to inform you that the 13<sup>th</sup> meeting of the Internal Complaint Cell is scheduled on 24<sup>th</sup> September, 2022 at 4:00 P.M. in Room No 16 Administrative Block. The purpose of this meeting is to address to concerns or grievances that employees or students may have and to ensure a safe and respectful environment for all.

**Agenda:**

- Item No 13 (1) Confirmation of the minutes of the 12th meeting held on 03-06-2022 and action taken report.
- Item No 13 (2) Addition of new member in the ICC
- Item No 13 (3) Annual Report of ICC for the year 2021-22
- Item No 13 (4) To generate awareness about the legislation enacted to POSH and to all the students of UG & PG.
- Item No 13 (5) Review the case if any.

If you have any specific topics you would like to address during the meeting, please feel free to email to Dr Deepali Malodiya before the scheduled date.

Copy to  
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Registrar  
IQAC  
ICC Committee Members







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**MINUTES OF THE INTERNAL COMPLAINT COMMITTEE**

Minutes of internal Complaint Committee
Date: 24 <sup>th</sup> September, 2022
DOC ID: DOC202209240022
Venue: Room No 16
Meeting Number: 13

As per the circular with the DOCID - DOC20220620010 dated 20<sup>th</sup> June, 2022, Re-constitution of Internal Complaints Committee (ICC) against Women Welfare Cell for the session 2022-23. ICC has been revised. The fresh composition of ICC is as -

S. No.	Faculty Name	Designation	Mail ID
1.	Dr. Deepali Malodiya	Presiding Officer	deepali.malodiya@rnbglobal.edu.in
2.	Dr. Ashok Prem	Member	ashok.prem@rnbglobal.edu.in
3.	Ms. Zaiba Khan	Member	zaiba.khan@rnbglobal.edu.in
4.	Ms.(Advocate) Monika Gupta	External Member	shaileshgupta108@gmail.com

• **Welcome Note:**

Dr. Deepali Malodiya welcomed the members present in the 13th meeting of Internal Complaint Committee as the chairperson and felt honored to lead this esteemed committee dedicated to upholding principles of fairness, justice, and equality within our organization.

- **Item No 13 (1) Confirmation of the minutes of the 12th meeting held on 03-06-2022 and action taken report.**

Item No.	Agenda	Action Taken
Item No 12(1)	Confirmation of the minutes of the 12 <sup>th</sup> meeting held on 03-06-2022 and action taken report	Confirmation of MOMs with action taken report of the minutes of meeting held on 03-06-2022 were read out by the presiding officer. The MOMs with action taken report were unanimously accepted without any amendment.
Item No 12(2)	Training and Awareness Programs for all UG and PG Students	In the 12 <sup>th</sup> meeting Deans of all departments and event forum were asked to share the list of activities to be organized for the Academic year 2022-2023. For the same, the activity / event planned for this academic year are here listed as - <ul style="list-style-type: none"><li>• Webinar- POSH Act in India</li><li>• Webinar title "The Origin of Human Rights Law in India"</li><li>• Webinar- New Wage Code</li><li>• 1st International Conference on Human Trafficking Challenge &amp; Prevention</li><li>• Health &amp; Hygiene Awareness Campaign</li><li>• One day Workshop of Self Defense</li></ul>





		<ul style="list-style-type: none"> <li>• Women's Day Celebration</li> <li>• Session on Gender Sensitization</li> </ul>
Item No 12(3)	Discussion and action plan over complaints if any	<p>The Committee noted that no complaint of sexual harassment has been received from any woman employee and female student. It was emphasized that in order to create awareness and continuous sensitization among the employees, it is essential to place banners/posters/notices defining sexual harassment at prominent places in the campus.</p> <p><b>Action Taken:</b> It was decided that worn out and damaged posters, banners and broken stands be replaced by all new items and placed at prominent place in the campus.</p>

#### Item No 13 (2) Addition of new member in the ICC

The presiding officer of the Internal Complaint Committee Dr Deepali Malodiya stated that ICC plays a crucial role in addressing grievances related to harassment and discrimination within an organization. It ensures a safe and inclusive work environment for all students of Under graduate and post graduate, scholars and employees. To enhance the effectiveness and diversity of the ICC, it was felt necessary to add new external members who might bring unique perspectives and expertise. She welcomed new member Ms. (Advocate) Monika Gupta.

Advocate Gupta said that Internal Complaint Committee is a proactive step towards strengthening its ability to address workplace harassment and discrimination issues effectively.

#### Item No 13 (3) Annual Report of ICC for the year 2021-22

It is noteworthy that the annual report of the ICC has been prepared and accepted unanimously. The report reflected clearly the shared commitment and dedication of committee members towards upholding a positive work culture. This consensus underscores the spirit of collaboration, professionalism, and mutual respect within the committee, paving the way for meaningful progress and impact.

#### Item No 13 (4) Regarding awareness campaign about the legislation enacted to POSH to all the students of UG & PG.

Generating awareness about legislation enacted to prevent sexual harassment (POSH - Prevention of Sexual Harassment) among undergraduate (UG) and postgraduate (PG) students within the university. The constituted committee can be approached through various means .

- Orientation Sessions

Orientation sessions be conducted at the beginning of each academic year for incoming students to familiarize them with the legislation and the university policies regarding sexual harassment. These sessions can include presentations, interactive discussions, and Q&A sessions to address any queries or concerns.

- Incorporation of harassment laws in relevant courses in Curriculum:

Provisions be made for discussions on sexual harassment laws and policies into relevant courses across different disciplines. Through readings, case studies, or projects to explore the topic and thus encourage the students to critically engage with the material.

- Workshops and Seminars:

Organize workshops and seminars specifically focused on understanding sexual harassment laws and policies, recognizing harassment, bystander intervention, and reporting procedures. Invite guest speakers such as legal experts, counselors, or survivors to share their experiences and insights.

- Online Resources:

Develop and maintain an online resource hub or portal to provide information about POSH, university policies, support services, and reporting mechanisms. Ensure accessibility to these resources for all students through the university's learning management system.





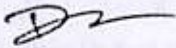
system or website.

- Awareness Campaigns:

Launch campus-wide awareness campaigns on sexual harassment prevention, utilizing posters, flyers, banners, and digital screens in common areas. Organize events, such as panel discussions, film screenings, art exhibitions, or theater performances, to raise awareness and foster dialogue on the issue.

**Item No 13 (5) Review the case if any.**

The Committee observed that no female employee or student had reported any incidents of sexual harassment. It was underlined that prominent locations on campus were already having banners, posters, or announcements outlining sexual harassment definitions in order to raise awareness and foster ongoing sensitization among the staff.



(Dr. Deepali Malodiya)  
Presiding Officer / Convener







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**NOTICE**

Date	20.06.2022	No.	DOC20220620010
Subject	Re-constitution of Internal Complaints Committee (ICC) : Women Welfare Cell for the session 2021-22.		

In pursuance of the UGC (Prevention, prohibition and redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations of 2015 to be read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) the Act of 2013 Internal Complaints Committee (ICC) is re-constituted as under to deal with the complaints relating to Sexual Harassment at workplace.

S No.	Name	Position
1.	Dr. Deepali Malodiya	Presiding Officer
2.	Ms. Zaiiba Khan	Member
3.	Mr. Ashok Prem	Member
4.	Ms. Monika Gupta	Advocate

ICC shall comply with the procedure prescribed in the UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaints in a time bound manner.

ICC will submit report to Pro-Vice Chancellor (Administration) for necessary directions.  
The Committee will also conduct workshop/seminars on Gender Sensitization.

The Committee shall meet at least twice in a year but the Presiding Officer may direct additional meetings to conduct as and when required.

The Minutes of Meeting shall be submitted to the IQAC Cell on regular basis

Copy to  
President  
IQAC  
ICC Committee Members  
All Notice Boards  
All Faculty and Staff members  
All University Students







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**NOTICE**

Date	30.05.2022	No.	DOC202205300004
Subject	Meeting Notice for Internal Complaint Cell		

Respected Team,

This is to inform that the 12<sup>th</sup> meeting of the Internal Complaint Cell is scheduled on 3<sup>rd</sup> June, 2022 at 4:00 P.M. in Room No 16 Administrative Block. The purpose of this meeting is to address the concerns or grievances that employees or students may have and to ensure a safe and respectful environment for all.

**Agenda:**

- Item No 12(1) Confirmation of 11<sup>th</sup> minutes of meeting held on 20-10-2021 and action taken report.
- Item No 12(2) Training and Awareness Programs for all UG and PG Students
- Item No 12(3) To discuss over complaints received, if any.
- Item No 12(4) Any other suggestions / issues / previous pending agenda.

Your participation and input in this meeting will highly encourage and contributes to the effectiveness of our internal processes and fosters a culture of transparency and accountability within the organization.

If you have any specific topics you would like to address during the meeting, please feel free to email to Dr Deepali Malodiya before the scheduled date.

Copy to  
President  
Registrar  
IQAC  
ICC Committee Members







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**MINUTES OF INTERNAL COMPLAINT COMMITTEE**

<b>Minutes of internal Complaint Committee</b>
<b>Date:</b> 03 <sup>rd</sup> June, 2022
<b>DOC ID:</b> DOC202206030022
<b>Venue:</b> Room No 16
<b>Meeting Number:</b> 12

Following Faculty members were present. The details are as-

S. No.	Faculty Name	Designation
1.	Dr. Deepali Malodiya	Presiding Officer
2.	Dr. Ashok Prem	Member
3.	Ms. Zaiba Khan	Member

• **Welcome Note:**

The meeting commenced with warm greetings from the Presiding Officer, extending a hearty welcome to all members present. The Chair emphasized the significance of the Internal Complaint Committee (ICC) in fostering a safe and inclusive environment for all employees and students of the university. She informed that as per the guidelines issued by Ministry of Women and Child Development, all the organizations having more than 10 personnel/officials must constitute an ICC and in this context, this committee has been set up by RNBGU. She described the role of ICC and said everyone has a responsibility to contribute to the cause. Further, she mentioned that it was the twelfth meeting of the POSH Committee henceforth reconstituted as ICC and welcomed suggestions from all members to make it effective. The members introduced themselves, providing a brief overview of their role within the organization and their involvement with the ICC. This introductory session facilitated familiarization among participants, promoting effective collaboration and communication throughout the meeting. The Chair encouraged active participation and open dialogue, emphasizing the importance of diverse perspectives in addressing issues related to harassment and discrimination within the workplace. With introductions completed, the meeting proceeded to the agenda items, aiming to address pertinent matters and highlight the objectives of the ICC.

• **Item No 12(1) Confirmation of the minutes of meeting held on 20-10-2021.**

During the previous meeting held on 20<sup>th</sup> October, 2021 the ICC reviewed all items thoroughly.

Item No.	Agenda	Action Taken
Item No 11(1)	To review the minutes of the last meeting 10(1)	The minutes of the previous meeting held on 20 <sup>th</sup> October, 2021 were reviewed and approved without any amendments.
Item No 11(2)	To discuss over complaints if any	No Complaints were registered and ICC remains committed to ensuring a safe and respectful work environment for all employees and students. It was decided to continue to monitor the situation closely and take necessary additional actions to address to future complaints effectively.





Item No 11(3)	Discussion over the events or activities to be organized	<p>It was reported that the ICC planned to organize various workshop, webinars and guest lectures to foster awareness and action towards preventing sexual harassment in the university premises. The sessions will equip the participants with essential knowledge and strategies to create a safe and respectful environment for all. The lists of the activities are as:-</p> <ul style="list-style-type: none"> <li>• Guest Lecture on Prevention of Sexual Harassment &amp; Law on Motor Vehicles Act</li> <li>• Bulletin Board Decoration Contest (A poster awareness Competition)</li> <li>• Webinar on Sexual harassment of women at workplace: understanding and analyzing the prohibition and redressal Mechanisms under the POSH Act 2013 (Prevention of Sexual Harassment at workplace Act 2013".</li> <li>• International Day of Action for Women Health</li> </ul> <p>Action taken: Reports of all this events are attached along with the present MOM.</p>
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**Item No 12(2) Training and Awareness Programs for all UG and PG Students**

The Internal Complaints Committee (ICC) plays a crucial role in fostering a safe and respectful workplace environment. By addressing issues related to harassment, discrimination, and misconduct, the ICC ensures that every individual feels valued and protected within the university. However, for the ICC to effectively carry out its responsibilities, it is felt imperative to equip its members and the wider workforce with the necessary knowledge and awareness. Hence, the implementation of a comprehensive training and awareness program becomes indispensable. The directions were given to Event Forum and Deans of all school to plan activities, workshops, guest lectures and legal awareness camp in the upcoming academic year.

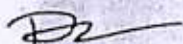
**Item No 12(3) Discussion over complaints if any**

The Committee noted that no complaint of sexual harassment has been received from any woman employee and female student. In order to create awareness and continuous sensitization among the employees, it was felt essential to place banners/posters/notices to defy and define sexual harassment at prominent places in the campus.

**Item No 12(4) Other suggestions / issues / previous pending agenda (if any)**

No other issues or previous pending agenda came to the notice and therefore the meeting concluded with a note of thanks to the members present.

The Presiding officer conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet twice / a year on a regular basis or earlier, if necessary. Next meeting of the Committee will be held in the month of September, 2022. Meeting ended with vote of thanks.



(Dr. Deepali Malodiya)  
Presiding Officer / Convener





Annual Report of Internal Complaint Committee

Session: 2021-22

DOCID 202206100001

(Submitted by: Dr. Deepali Malodiya, Convener Internal Complaint Committee,  
RNB Global University)

The Internal Complaint Committee's key objectives include gender equality and the active advancement of women in society. RNB Global University provides programmes for women that cover subjects including sexual harassment, women's protection, and awareness of laws that impact women's welfare. They also support women in understanding their place in society. In all circumstances, an internal complaint committee acts as a focal point for student safety.

A group that actively works to develop women in society and combat gender discrimination is the Internal Complaint Committee. They offer programmes for women that deal with issues including sexual harassment, women's safety, and awareness of laws affecting women's welfare. It aims to uphold and advance the status of women, increase awareness of their rights, and protect their safety and dignity as students, teachers, and employees. to create a society free from gender-





based and biased discrimination and one that has institutions devoted to enabling students to realise their full potential.

The previous committee members were Dr. Deepali Malodiya (Convener), Mr. Ashok Prem (Member) & Ms. Zaiba Khan (Member)

**11<sup>th</sup> Meeting Date: October 20, 2021**

The meeting was attended by all the reconstituted members of the committee i.e.,

Dr. Deepali Malodiya (Convener), Mr. Ashok Prem (Member) & Ms. Zaiba Khan (Member) in room number 15.

Minutes of previous meeting were discussed and it was conveyed to all the members of the Cell that there will be zero tolerance policy against any grievance or complaint reported to the cell.

Cell decided to organise social awareness program for the staff members & students of the university. These events and activities help in educating faculty and students about socially significant issues to give them a better perspective.

In addition to organising the events and ensuring that female students participated in all activities, the main responsibility was to address any complaints made by female staff members or students and guarantee that they were swiftly resolved.





The convener informed the participants that there are no grievances or problems among the female teachers, staff, or students at the university.

Convener reviewed the action taken report for the grievances in the previous meetings.

**12<sup>th</sup> Meeting Date: June 03, 2022**

The meeting was attended by all the reconstituted members of the committee i.e., Dr. Deepali Malodiya (Convener), Mr. Ashok Prem (Member) & Ms. Zaiba Khan (Member) in room number 16.

Minutes of previous meeting were discussed and it was conveyed to all the members of the Cell that there will be zero tolerance policy against any grievance or complaint reported to the cell.

Cell decided to organise social awareness program for the staff members & students of the university on the topics like POSH Act in India, Webinar on New Wage Code, etc. These events and activities help in educating faculty and students about socially significant issues to give them a better perspective.

In addition to organising the events and ensuring that female students participated in all activities, the main responsibility was to address any complaints



made by female staff members or students and guarantee that they were swiftly resolved.

The convener informed the participants that there are no grievances or problems among the female teachers, staff, or students at the university.

Convener reviewed the action taken report for the grievances in the previous meetings.

  
Convener

Date: 10.06.22







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**NOTICE**

<b>Date</b>	<b>30.05.2022</b>	<b>No.</b>	<b>DOC202205300004</b>
<b>Subject</b>	<b>Meeting Notice for Internal Complaint Cell</b>		

Respected Team,

This is to inform that the 12<sup>th</sup> meeting of the Internal Complaint Cell is scheduled on 3<sup>rd</sup> June, 2022 at 4:00 P.M. in Room No 16 Administrative Block. The purpose of this meeting is to address the concerns or grievances that employees or students may have and to ensure a safe and respectful environment for all.

**Agenda:**

- Item No 12(1) Confirmation of 11<sup>th</sup> minutes of meeting held on 20-10-2021 and action taken report.
- Item No 12(2) Training and Awareness Programs for all UG and PG Students
- Item No 12(3) To discuss over complaints received, if any.
- Item No 12(4) Any other suggestions / issues / previous pending agenda.

Your participation and input in this meeting will highly encourage and contributes to the effectiveness of our internal processes and fosters a culture of transparency and accountability within the organization.

If you have any specific topics you would like to address during the meeting, please feel free to email to Dr Deepali Malodiya before the scheduled date.



Copy to  
President  
Registrar  
IQAC  
ICC Committee Members







**MINUTES OF INTERNAL COMPLAINT COMMITTEE**

<b>Minutes of internal Complaint Committee</b>
<b>Date:</b> 03 <sup>rd</sup> June, 2022
<b>DOC ID:</b> DOC202206030022
<b>Venue:</b> Room No 16
<b>Meeting Number:</b> 12

Following Faculty members were present. The details are as-

S. No.	Faculty Name	Designation
1.	Dr. Deepali Malodiya	Presiding Officer
2.	Dr. Ashok Prem	Member
3.	Ms. Zaiba Khan	Member

• **Welcome Note:**

The meeting commenced with warm greetings from the Presiding Officer, extending a hearty welcome to all members present. The Chair emphasized the significance of the Internal Complaint Committee (ICC) in fostering a safe and inclusive environment for all employees and students of the university. She informed that as per the guidelines issued by Ministry of Women and Child Development, all the organizations having more than 10 personnel/officials must constitute an ICC and in this context, this committee has been set up by RNBGU. She described the role of ICC and said everyone has a responsibility to contribute to the cause. Further, she mentioned that it was the twelfth meeting of the POSH Committee henceforth reconstituted as ICC and welcomed suggestions from all members to make it effective. The members introduced themselves, providing a brief overview of their role within the organization and their involvement with the ICC. This introductory session facilitated familiarization among participants, promoting effective collaboration and communication throughout the meeting. The Chair encouraged active participation and open dialogue, emphasizing the importance of diverse perspectives in addressing issues related to harassment and discrimination within the workplace. With introductions completed, the meeting proceeded to the agenda items, aiming to address pertinent matters and highlight the objectives of the ICC.

• **Item No 12(1) Confirmation of the minutes of meeting held on 20-10-2021.**

During the previous meeting held on 20<sup>th</sup> October, 2021 the ICC reviewed all items thoroughly.

Item No.	Agenda	Action Taken
Item No 11(1)	To review the minutes of the last meeting 10(1)	The minutes of the previous meeting held on 20 <sup>th</sup> October, 2021 were reviewed and approved without any amendments.
Item No 11(2)	To discuss over complaints if any	No Complaints were registered and ICC remains committed to ensuring a safe and respectful work environment for all employees and students. It was decided to continue to monitor the situation closely and take necessary additional actions to address to future complaints effectively.





Item No 11(3)	Discussion over the events or activities to be organized	<p>It was reported that the ICC planned to organize various workshop, webinars and guest lectures to foster awareness and action towards preventing sexual harassment in the university premises. The sessions will equip the participants with essential knowledge and strategies to create a safe and respectful environment for all. The lists of the activities are as: -</p> <ul style="list-style-type: none"> <li>• Guest Lecture on Prevention of Sexual Harassment &amp; Law on Motor Vehicles Act</li> <li>• Bulletin Board Decoration Contest (A poster awareness Competition)</li> <li>• Webinar on Sexual harassment of women at workplace: understanding and analyzing the prohibition and redressal Mechanisms under the POSH Act 2013 (Prevention of Sexual Harassment at workplace Act 2013".</li> <li>• International Day of Action for Women Health</li> </ul> <p><b>Action taken:</b> Reports of all this events are attached along with the present MOM.</p>
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#### Item No 12(2) Training and Awareness Programs for all UG and PG Students

The Internal Complaints Committee (ICC) plays a crucial role in fostering a safe and respectful workplace environment. By addressing issues related to harassment, discrimination, and misconduct, the ICC ensures that every individual feels valued and protected within the university. However, for the ICC to effectively carry out its responsibilities, it is felt imperative to equip its members and the wider workforce with the necessary knowledge and awareness. Hence, the implementation of a comprehensive training and awareness program becomes indispensable. The directions were given to Event Forum and Deans of all school to plan activities, workshops, guest lectures and legal awareness camp in the upcoming academic year.

#### Item No 12(3) Discussion over complaints if any

The Committee noted that no complaint of sexual harassment has been received from any woman employee and female student. In order to create awareness and continuous sensitization among the employees, it was felt essential to place banners/posters/notices to defy and define sexual harassment at prominent places in the campus.

#### Item No 12(4) Other suggestions / issues / previous pending agenda (if any)

No other issues or previous pending agenda came to the notice and therefore the meeting concluded with a note of thanks to the members present.

The Presiding officer conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet twice / a year on a regular basis or earlier, if necessary. Next meeting of the Committee will be held in the month of September, 2022. Meeting ended with vote of thanks.

(Dr. Deepali Malodiya)  
Presiding Officer / Convener







Meeting	Internal Complaint Committee		
School /Forum/Etc			
Date	03 June 22	Meeting No.(in case of regular meetings)	12
Venue	Room No 16	Time	04:00 PM

[illegible]





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Date	19.10.2021	No.	DOC202110190001
Subject	Meeting of Sexual Harassment Committee		

**CIRCULAR**

Dear Sir/Madam,

It is to inform that 11<sup>th</sup> meeting of the Prevention of Sexual Harassment Committee of RNB Global University, Bikaner, Rajasthan is scheduled on Wednesday 20/10/2021 at 04:00 P.M. in Room No.15 Administrative Block, RNB Global University, Bikaner. The brief-agenda of the meeting is enclosed herewith.

**Agenda-**

- To review if any complaints
- To put forth the aims and objectives of this committee
- To revise the name of the committee as per guidelines of the UGC.

Committee members, kindly make it convenient to attend the same.



*Dr. Deepali Malodiya*  
Dr. Deepali Malodiya (Convener)

**Copy to:**

1. All members of the committee
2. Registrar
3. All Deans
4. All Faculty members
5. IQAC







**MINUTES OF PREVENTION OF SEXUAL HARASSMENT COMMITTEE**

Minutes of Meetings of Sexual Harassment Committee
Date: - 20 <sup>th</sup> Oct 2021
DOC ID: DOC202010210002
Venue: - Room No. 15
Meeting No. - 11

Following faculty members were present:

S.No.	Faculty Name	Designation
1.	Dr. Deepali Malodiya	Convener
2.	Mr. Ashok Prem	Member
3.	Ms. Zaiba Khan	Member

**Agenda**

- To review if any complaints.
- To put forth the aims and objectives of this committee
- To revise the name of the cell as per guidelines of the UGC.

**Minutes of Meeting**

- Reviewed the minutes of the last meeting.
- There were no grievance or complaints reported.
- Name of the Sexual Harassment Committee is revised as Internal Complaint Committee as per the UGC guidelines.

  
(Dr. Deepali Malodiya)

Convener /Chair







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**ATTENDANCE SHEET**

Sexual Harassment Committee Meeting
Date: - 20 <sup>th</sup> Oct 2021
Venue: - Room No: 15
Meeting No.- 11

S.No.	Faculty Name	Signature
1.	Dr. Deepali Malodiya	
2.	Mr. Ashok Prem	
3.	Ms. Zaiba Khan	

(Dr. Deepali Malodiya)  
Convener /Chair





**Annual Report of Women Welfare Cell**

**Session: 2020-21**

**DOC202106300003**

**(Submitted by: Dr. Dipali Gupta, Women Welfare Cell, RNB Global University)**

RNB Global University is committed towards the welfare and safety of all its girls' students and female staff members. To serve that purpose the University has established Women Welfare Cell. This committee diligently addresses complaints of sexual harassment experienced by female students and staff and ensures the welfare of the female staff and students. By fostering a supportive environment free from harassment, RNB Global University underscores its dedication to creating a secure and inclusive learning and working environment for all.

The Internal Complaint committee composition is as follows-

S. No.	Faculty Name	Designation
1.	Dr. Dipali Gupta	Convener
2.	Dr. Deepali Malodiya	Member
3.	Ms. Sofia Kausar	Member

In the session: 2023-24 the University had two meetings-

Number of meeting conducted	1
The First meeting was conducted on	04.07.2020

As per the discussions in the meeting held on said dates, the following measures has been taken -

**Webinar on "Sexual Harassment of Women at Workplace** - University has organised WEBINAR On "Sexual Harassment of Women at Workplace: Understanding and Analysing the prohibition and Redressal Mechanisms under the Posh Act 2013, (prevention of sexual harassment workplace ACT 2013)'. The main aim of this webinar was to enhance the knowledge related to provision for prevention of sexual harassment of women.

Convener (Dr. Dipali Gupta)







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Date	03.07.2020	No.	DOC202007030001
Subject	Women Welfare Cell Meeting		

**CIRCULAR**

Dear Sir/Madam,

The 10<sup>th</sup> meeting of the Women Welfare Cell of RNB Global University, Bikaner, Rajasthan is scheduled on Saturday 04/07/2020 at 11:00 A.M. on Google Meet. The brief-agenda of the meeting is enclosed herewith.

[meet.google.com/amu-owkv-ipo](https://meet.google.com/amu-owkv-ipo)

**Agenda:**

**Item No. 1:** To review the minutes of the last meeting.

**Item No.2:** To discuss grievances or complaints, if any of the female staff members or students.

**Item No. 3:** To revise the name of the cell as per guidelines of the UGC.

Committee members, kindly make it convenient to attend the same.

Dr. Dipali Gupta (Convener)



**Copy to:**

1. All members of the committee
2. Registrar
3. All Deans
4. All Faculty members
5. IQAC







**MINUTES OF WOMEN WELFARE CELL**

Minutes of Women Welfare Cell Meeting
Date: - 4 <sup>th</sup> July 2020
DOC ID: DOC202007040001
Venue: - Through Google Meet
Meeting No. - 10

Following faculty members were present:

S.No.	Faculty Name	Designation
1.	Dr. Dipali Gupta	Convener
2.	Dr. Deepali Malodiya	Member
3.	Ms. Sofia Kausar	Member

**Agenda**

- To review the minutes of the last meeting.
- To discuss grievances or complaints, if any of the female staff members or students.
- To revise the name of the cell as per guidelines of the UGC.

**Minutes of Meeting**

- Reviewed the minutes of the last meeting.
- There were no grievances or complaints reported.
- Name of the Women Welfare Cell was revised as Prevention of Sexual Harassment Committee as per the UGC guidelines.

(Dr. Dipali Gupta)  
Convener /Chair







# RNB

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## ATTENDANCE SHEET

Women Welfare Cell Meeting
Date: - 4 <sup>th</sup> July 2020
Venue: - Through Google Meet
Meeting No. - 10

S.No.	Faculty Name	Signature
1.	Dr. Dipali Gupta	P
2.	Dr. Deepali Malodiya	P
3.	Ms. Sofia Kausar	P

(Dr. Dipali Gupta)

Convener /Chair





**Annual Report of Women Welfare Cell**

**Session: 2019-20**

**DOC202006220004**

**(Submitted by: Dr. Dipali Gupta, Women Welfare Cell, RNB Global University)**

RNB Global University is committed towards the welfare and safety of all its girls' students and female staff members. To serve that purpose the University has established Women Welfare Cell. This committee diligently addresses complaints of sexual harassment experienced by female students and staff and ensures the welfare of the female staff and students. By fostering a supportive environment free from harassment, RNB Global University underscores its dedication to creating a secure and inclusive learning and working environment for all.

The Internal Complaint committee composition is as follows-

S. No.	Faculty Name	Designation
1.	Dr. Dipali Gupta	Convener
2.	Ms. Barnali Chatterjee	Member
3.	Ms. Sofia Kausar	Member

In the session: 2023-24 the University had two meetings-

Number of meeting conducted	1
The First meeting was conducted on	06.07.2019
The Second meeting was conducted on	03.01.2020

**As per the discussions in the meeting held on said dates, the following measures has been taken -**

**Session on Sexual Harassment at Workplace-** the University has organised a session on the topic "sexual Harassment of Women at Workplace: Understanding and Analysing the prohibition and Redressal Mechanisms under the POSH Act 2013 (prevention of Sexual harassment at workplace ACT 2013). Ms. Zaiba khan Assistant Professor of Computer Science initiate the session by telling the harassment and its kind. She concluded by telling the negative impact and





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Consequences. Ms. Bindiya also educate the women about the rights and facilities and awareness of the University policies on harassment. Ms. Sofia Kausar Assistant Professor of Law tell the legalities of the Sexual Harassment and its punishment

- **International Women Day Celebration- University** – University has celebrated the International women's day to recognize women's achievements, empowerment, the extraordinary acts of women and to create a better society free of gender biasness.
- **Seminar on Human Rights in India**- a seminar was conducted for students on the topic 'Human Rights in India for better understanding of basic human rights and the steps taken by government for creating more awareness were discussed.

Convener

(Dr. Dipali Gupta)

Date:







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Date	03.01.2020	No.	DOC202001030004
Subject	Women Welfare Cell Meeting		

**CIRCULAR**

Dear Sir/Madam,

The 9<sup>th</sup> meeting of the Women Welfare Cell of RNB Global University, Bikaner, Rajasthan is scheduled on Saturday 04/01/2020 at 04:00 P.M. in Room No.16 Administrative Block, RNB Global University, Bikaner. The brief-agenda of the meeting is enclosed herewith.

**Agenda:**

**Item No. 1:** To review the minutes of the last meeting.

**Item No.2:** To discuss grievances or complaints, if any of the female staff members or students.

**Item No. 3:** To plan the events and ensure that the cell policies are clearly stated.

Committee members, kindly make it convenient to attend the same.

Dr. Dipali Gupta (Convener)



**Copy to:**

1. All members of the committee
2. Registrar
3. All Deans
4. All Faculty members
5. IQAC





**MINUTES OF WOMEN WELFARE CELL**

Minutes of Women Welfare Cell Meeting
Date: - 4 <sup>th</sup> Jan 2020
DOC ID: DOC202001040005
Venue: - Room No- 16
Meeting No. - 9

Following faculty members were present:

S.No.	Faculty Name	Designation
1.	Dr. Dipali Gupta	Convener
2.	Dr. Deepali Malodiya	Member
3.	Ms. Sofia Kausar	Member

**Agenda**

- To review the minutes of the last meeting.
- To discuss grievances or complaints, if any of the female staff members or students.
- To plan the events and ensure that the cell policies are clearly stated.

**Minutes of Meeting**

- Reviewed the minutes of the last meeting.
- There were no grievance or complaints reported.
- Policies of Women Welfare Cell were clarified to the staff and students. It was decided that the cell will follow zero-tolerance towards grievance reported.



(Dr. Dipali Gupta)  
Convener /Chair







# RNB

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## ATTENDANCE SHEET

Women Welfare Cell Meeting
Date: - 4 <sup>th</sup> Jan 2020
Venue: - Room No 16
Meeting No. - 9

S.No.	Faculty Name	Signature
1.	Dr. Dipali Gupta	
2.	Dr. Deepali Malodiya	
3.	Ms. Sofia Kausar	

(Dr. Dipali Gupta)  
Convener /Chair





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Date	05.07.2019	No.	DOC20190705000
Subject	Women Welfare Cell Meeting		

**CIRCULAR**

Dear Sir/Madam,

The 8<sup>th</sup> meeting of the Women Welfare Cell of RNB Global University, Bikaner, Rajasthan is scheduled on Saturday 06/07/2019 at 04:00 P.M. in Room No.16 Administrative Block, RNB Global University, Bikaner. The brief-agenda of the meeting is enclosed herewith.

**Agenda:**

**Item No. 1:** To review the minutes of the last meeting.

**Item No.2:** To discuss grievances or complaints, if any of the female staff members or students.

**Item No. 3:** To review the events and plan an awareness program in the campus.

Committee members, kindly make it convenient to attend the same.



Dr. Dipali Gupta (Convener)

**Copy to:**

1. All members of the committee
2. Registrar
3. All Deans
4. All Faculty members
5. IQAC







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**MINUTES OF WOMEN WELFARE CELL**

Minutes of Women Welfare Cell Meeting
Date: - 6 <sup>th</sup> July 2019
DOC ID: DOC201907060001
Venue: - Room No- 16
Meeting No. - 8

Following faculty members were present:

S.No.	Faculty Name	Designation
1.	Dr. Dipali Gupta	Convener
2.	Ms. Barnali Chatterjee	Member
3.	Ms. Sofia Kausar	Member

**Agenda**

- To review the minutes of the last meeting.
- To discuss grievances or complaints, if any of the female staff members or students.
- To review the events and plan an awareness program in the campus.

**Minutes of Meeting**

- Reviewed the minutes of the last meeting.
- There were no grievance or complaints reported.
- Cell organized the Women's Day with full enthusiasm along the the students. The guests were Ms. Mandakani Joshi, theatre artist and Radio Announcer, Akashvaani and Dr. Nidhi Sharma, Gynecologist, Associated with Fortis and SMS Jaipur.



(Dr. Dipali Gupta)  
Convener /Chair






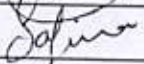
# RNB

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## ATTENDANCE SHEET

Women Welfare Cell Meeting
Date: - 6 <sup>th</sup> July 2019
Venue: - Room No 16
Meeting No. - 8

S.No.	Faculty Name	Signature
1.	Dr. Dipali Gupta	
2.	Ms. Barnali Chatterjee	
3.	Ms. Sofia Kausar	

(Dr. Dipali Gupta)

Convener /Chair

