



JAIDEV EDUCATION SOCIETY'S  
**JD COLLEGE OF ENGINEERING & MANAGEMENT, NAGPUR**

POST VALNI, AT KHANDALA, KATOL ROAD, NAGPUR - 441501  
AFFILIATED to Dr. Babasaheb Ambedkar Technological University, Lonere  
Website: [www.jdcoem.ac.in](http://www.jdcoem.ac.in) E-mail: [info@jdcoem.ac.in](mailto:info@jdcoem.ac.in)  
An Autonomous Institute, with NAAC "A" Grade


Vision	Mission
To be a center of excellence imparting professional education satisfying societal and global needs.	<ol style="list-style-type: none"><li>1. Transforming students into lifelong learners through quality teaching, training and exposure to concurrent technologies.</li><li>2. Fostering conducive atmosphere for research and development through well-equipped laboratories and qualified personnel in collaboration with global organisations.</li></ol>

## Prevention of Sexual Harassment Policy


Sexual Harassment Policy In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 on the subject of sexual harassment of women in the workplace, the college had duly constituted an Internal Complaint Committee for considering complaints of sexual harassment. The composition of the Complaints Committee was revised subsequent to retirement, transfer etc. of the existing Chairperson/Member. This Committee in the college has now been re-constituted on 12th July, 2017 based on the recommendations of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013, as well as Handbook on Sexual Harassment of Women at Workplace by Ministry of Women and Child Development, Govt. of India, for considering complaints of sexual harassment of women at workplace. The composition of the committee is as follows:

- A Presiding Officer who is a senior woman faculty.
- Two members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.
- One member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.

At least one-half of the total members so nominated shall be women. Complaint regarding Sexual Harassment against women can be made either in paper form or it can be filed online at [icc@jdcoem.ac.in](mailto:icc@jdcoem.ac.in). Aggrieved person can file the complaint of sexual harassment at workplace to the ICC within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. In case the aggrieved person is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

  
Dr. Namrata Pradnyakar  
Dean (Student)

  
Dr. Ujjwala Dange  
Presiding Officer, ICC

  
Dr. S. V. Sonekar  
Principal