

S.I.4

VIVEKANAND MAHAVIDYALAYA

K.K. ROAD, MOUDHAPARA, RAIPUR, (C.G.)

(Run By DURGA EDUCATION SOCIETY)

(Affiliated to Pt. Ravishankar Shukla University, Raipur C.G.)

Internal Quality Assurance Cell



23.12.2022



A Seminar on

"Career Opportunities in Aviation Industry"

By



F L E D G E
INSTITUTE OF AVIATION
& HOSPITALITY

Courses Offered

- Advanced Diploma in Aviation Management & Hospitality
- Diploma in Aviation Management & Hospitality
- Certification in Cabin Crew & Hospitality
- Certification in Airport Operations & Hospitality
- Commercial Pilot Training



"Once you have tasted flight, you will forever walk the earth with your eyes turned skyward,

Courses Offered

- **Advanced Diploma in Aviation Management & Hospitality**
- **Diploma in Aviation Management & Hospitality**
- **Certification in Cabin Crew & Hospitality**
- **Certification in Airport Operations & Hospitality**
- **Commercial Pilot Training**



"Once you have tasted flight, you will forever walk the earth with your eyes turned skyward,



MY FLEDGE

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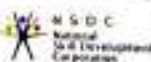
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INSTITUTE OF AVIATION
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LIST OF COURSES

DEPARTMENT OF AVIATION AND HOSPITALITY

Advanced Diploma in Aviation Management & Hospitality —24 Months

Diploma in Aviation Management & Hospitality —12 Months

Advanced Certification in Cabin Crew & Hospitality —6 Months

Advanced Certification in Airport Operations & Hospitality —6 Months

Advanced Certification in Aviation Retail & Hospitality —6 Months

BBA in Aviation Operations —3 Years

Integrated Diploma & BBA in Aviation —3 Years

MBA in Aviation Operations —2 Years

Certification in Amadeus Reservation and Ticketing System —1 Month

Certification in Grooming —2 Months

Certifications in Safety & Emergency Procedures Drills —7 Days

DEPARTMENT OF COMMERCIAL PILOT LICENSE

CPL THEORY GROUND CLASSES

- Air Regulations
- Aviation Meteorology
- Air Navigation
- Technical General
- Technical Specific
- Radio Telephony

CPL FLYING SCHOOL OPTIONS

- South Africa
- USA
- Greece
- Philippines
- Malaysia
- India





Welcome

Fledge Institute of Aviation & Hospitality in Association with **Aerospace & Aviation Sector Skill Council (AASSC)** under **National Skill Development Corporation (NSDC)** is an **ISO 9001:2015** quality certified training organisation, providing industry oriented professional training and promoting skill development in the emerging sectors like Aviation, Hospitality, Travel and Event Management. Since its inception in 2015, it has been consistently growing and is today recognized as one of the leading Air hostess training institute in the country.

The academy adjoins latest training techniques and have a unique curriculum based on reality-based training and practice sessions, followed up with precision feedback, which makes our students better equipped for meeting with customers and facing challenging situations in the real-world.

Winner of Red Achievers Award 2021 by Red FM India as the Best Aviation Institute in the country.

All the courses are internationally recognized, being accredited by **IAF (International Accreditation Forum)** and **DAC (Dubai Accreditation Centre)**. Fledge has successfully trained and placed its skilled students as Cabin Crew, Airport Ground Staff, Ramp Officers, Flight Dispatchers, Flight Operation Officers and Customer Service Executives for various domestic and international airlines.

With unmatched Training Quality and consistent placement record, Fledge has been the most awarded aviation institute in the country, as it bagged the prestigious **"DR. APJ Abdul Kalam Memorial Excellence Award"** in the year 2017 for its outstanding achievement and distinguished services in the field of vocational education for skill development using latest learning techniques in the field of aviation and hospitality. Fledge was also announced as the winner of the **"Best Aviation Institute in Bengaluru"** at the National Education Excellence Award in the year 2017. Fledge also won the National Award for **"Best Employability Training in Aviation Sector"** at the 6th dialogue India Academia Award in the year 2018.



Courses



Aviation & Hospitality

Fledge Certification makes you a perfect candidate to work in any department of an Airport, Airlines or Hotels globally

Career Opportunities



Aviation

- Cabin Crew
- Passenger Handling
- Airline Pilot
- Cargo & Transportation
- Fares & Ticketing
- In-flight Services
- Load & Trim
- Customer Service
- Baggage Handling



Hospitality

- Front Office Assistant
- House Keeping Supervisor
- Guest Relationship Officer
- Task Desk Executive
- Food & Beverage Steward



Travel & Tourism

- Tour Leader
- Itinerary Planner
- Fare & Ticketing Officer
- Language Interpreter
- Foreign Exchange
- Operation Departments
- Start Your Own Travel Company

Course Highlights



✓ Advanced 'Phygital' Teaching Methodology

✓ Comprehensive Assessment and Grading

✓ Amadeus Reservation and Ticketing System

✓ Expert Grooming Sessions and Products

✓ Accommodation facility available

✓ Lifetime Alumni Connect

✓ Industry Internship

✓ Interactive Classroom Activities

✓ Airport & Flight Exposure

✓ First-Aid Training

✓ Interview Handling Skills

✓ Swimming Training

✓ Placement Assistance

Commercial Pilot License (CPL)



As an airline pilot, you'll fly passengers or cargo on long or short-haul flights for leisure, business or commercial purposes.

The aircraft is typically operated by two pilots; one will be the captain who is the pilot in command, while the other will be the supporting first officer. Pilots usually take turns to fly the plane to avoid fatigue, with one operating the controls, while the other speaks to air traffic control and completes the paperwork.

In some instances, such as long-haul flights, there may be three or four pilots on board so that each can take the necessary breaks from flying.

The captain has overall responsibility for the safe and efficient operation of the aircraft and the safety of crew and passengers.

You'll face heavy responsibility & personal commitment. You have to pass stringent

training courses, followed by recurrent training every six months, in order to maintain the relevant licence required for the job.

Career Opportunities

Junior Pilots/First Officer after Type Rating and sufficient flying hours

Flight Instructor

Assignments with Charter Planes or Air-taxi companies

Flying Corporate Planes

Flight Engineers

Course Highlights



Special Package for First 25 Students flying in South Africa

- 1 Hour *BOEING 737 Familiarisation Sim Flight*
- *Samsung Tablet*
- *Ground Lecture for ATPL Exams*

✓ Comprehensive Guidance in Choosing The Right Flying School

✓ DGCA Ground Classes in India

✓ Visa Process

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✓ DGCA Computer Number Generation

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West, Mumbai,
Pin - 400 053.
www.myfledge.org



BRANCH OFFICE

C-54, 2nd floor, Sector 5,
Devendra Nagar,
Raipur - 492001
raipur@fledgeaviation.com



To,
The Principal
Swami Vivekananda College,
Raipur

Date : 22 /12 /2022

Sub: Proposal for Aviation Seminar

Respected Sir/Mam,

India being the 3rd largest sector in aviation, and expected to be rank1 in 2030, the career opportunity in aviation remains untapped and unexplored.

FLEDGE, Raipur, is a leading Institute of Aviation & Hospitality, headquartered at Bangalore, with 23 centers across PAN India, approved NSDC & accredited with IAF & AASSC. It offers regular programs of 1yr and 6months Diploma in Aviation & Hospitality, Commercial Pilot License Training and provides 100% placement assistance.

At Fledge , we facilitate experiential technical and life skills training interventions by internationally certified faculty members to instill confidence and create corporate ready resources.

We have trained and placed 3400 Plus students with domestic and international Airlines like Air India ,Indigio ,Air Asia , Vistara, Qatar Airways etc. The students are provided exposure to airport operations, trained on ticketing software, and get insights on functionality, roles ,responsibilities and real time workplace level challenges.

For more details, please visit our website: www.fledgeaviation.com

We intend to interact with your students to build awareness, share experience, discuss scope and opportunity, this career can offer. Also, we would help them with few proven communication and Interview skill techniques.

Student Eligibility: Grad (from any semester, stream or year of education)
Minimum no. of students expected- 200/
Duration: 40min

Request your kind approval and a suitable date for the session. Hoping for a long term mutually fulfilling association.

Reet Sharda Shukla
Director & Chief Mentor – Fledge, Raipur Ex-CSD- Qatar Airway





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Internal Quality Assurance Cell






Notice

This is to inform all the faculty members that college is going to organise a seminar on "Career Opportunities in Aviation Industry" on 23/12/2022 @ 9.30 A.M. at Durga devi seminar hall (Seminar Hall-01), Kindly extend your cooperation for the same.

Work Allotment:

Sitting Arrangement:
Stage & For Students:

Dr. J.Saha, 
Mr. Nishid Parmar 


Dr.A.k Jha
Mr. Rakesh Gondwani 

Technical Arrangement:


Mr. Lov Kumar Sahu, 

Mr.Vicky Raj 

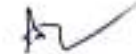
Refreshments:

Mr. Ranjeet Banarjee 

Press Release:-

Dr. Sushant Chakraborty, 


Report :-

Dr. Arunesh Gupta 

Discipline:

All Faculty Members


IQAC -Coordinator


22/12/2022
Principal /Chairperson
Vivekanand Mahavidyalaya



DURGA EDUCATION SOCIETY'S

VIVEKANAND MAHAVIDYALAYA

A Premier Institution For Quality Education of Commerce & Information Technology

K.K. Road, Moudhapara, Raipur - 492001 (C.G.) Ph. No. 0771-2687918



Ref :

Date : _____

Report

Today 23/12/2022 Vivekanand Mahavidyalaya organized a seminar on "Career Opportunities in Aviation Industry" at 9:30 am today 23/12/2022. The program was commenced by Dr. Manoj Mishra Principal, Vivekanand Mahavidyalaya by Honoring the guest with bouquet.

The seminar was organized in Durga Devi Seminar Hall-01, where Mrs. Reet Sharda Shukla, Director of Chief mentor from FLEDGE, Institute of Aviation of Hospitality, Shared her views on aviation industry of better career opportunity in this field. She was assisted by counselor of the same institute Mrs. Amrita Sharma student got all the new ideas in different field. All the faculty members were also present in the seminar in the end seminar was concluded by Dr. A.K. Jha, IQAC Co-ordinator, Vivekanand Mahavidyalaya, Raipur (C.G.)

A.K.
23/12/2022
DR. A.K. G. Jha



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Ref :

Date : 23/12/2022

प्रेस विज्ञप्ति

विवेकानंद महाविद्यालय में समय-समय पर विद्यार्थियों को आजीविका से संबंधित अनेक प्रकार के counseling किये जाते हैं जिससे विद्यार्थियों को रोजगार से संबंधित जानकारियां दी जाती हैं ताकि अध्ययन समाप्त होते ही रोजगार का चयन करने में सहूलियत हो। इसी कड़ी में आज दिनांक 23/12/2022 को प्रातः 9:30 बजे महाविद्यालय के सभागृह में "Career Opportunities in Aviation Industry" के तहत श्रीमती रीत शारदा शुक्ला (निर्देशक) श्रीमती अमृता शर्मा (काउंसलर) के रूप में उपस्थित थे। कार्यक्रम के प्रारंभ में महाविद्यालय के प्राचार्य डॉ. मनोज मिश्रा ने पुष्प गुच्छ देकर स्वागत किया। इस अवसर पर सभागृह में विद्यार्थियों की भीड़ थी। साथ ही महाविद्यालय के समस्त प्राध्यापकगण मौजूद थे।

कार्यक्रम के प्रारंभ में श्रीमती रीत शारदा शुक्ला ने उपस्थित विद्यार्थियों को career के महत्व को बताते हुए Job Opportunities को कैसे प्राप्त करे इस संदर्भ में उन्होंने विद्यार्थियों को छ.ग. में रोजगार के अनेक अवसर को बताया जिसके तहत Air hostess, Pilot, Crewmembers को ऐसे अनेक रोजगार हैं बताते हुए उन्होंने कहा कि अपनी पढ़ाई के साथ-साथ रोजगार के अवसर को प्राप्त कर सकते हैं। विद्यार्थियों ने उनसे अनेक प्रकार के प्रश्न भी किए जिनका समाधान उन्होंने उत्तर देकर किया। और अंत में उन्होंने कहा कि यदि भविष्य में किसी प्रकार की आवश्यकता हो तो उनसे मिलकर उचित समाधान करे। इस कार्यक्रम का संचालन श्रीमती शिल्पा लुनावत टॉक, श्री राकेश गोंदवानी, श्री लव कुमार साहू ने किया। कार्यक्रम के अंत में Vote of Thanks डॉ. अशोक कुमार झा ने दिया।

23/12/2022
प्राचार्य
विवेकानंद महाविद्यालय
Principal
Vivekanand Mahavidyalaya
Raipur (C.G.)

Vivekanand Mahavidyalaya, K.K Road Moudhapara Raipur(C.G)
 Session- 2022-2023

Attendance sheet

Event:- Samina [Lower opportunity]

Date:-

S.No	Name of Student	Class	Mob. Number	Sign
1)	Deepsha Raipur	B.Com II year	9152726623	Deepsha
2)	Khushi Agrawal	B. Com III	9692207030	Khushi
3	Abhishek R Soni	B.Com I	9893003063	Abhishek
4	Sumit Salka	B.Com I	9902675034	Sumit
5	Shalendra Salun	B. Com I	8889287234.	Shalendra
6	Kshitij Yojge	B. Com I	6262931114	Kshitij
7.	ROHAT GUPTA	B. Com I	8349976301	Rohat
8.	Sagar Kumar Salun	B. Com I	7233019937	Sagar
9.	Miyam Majumdar	B. Com I	7924134725	Miyam
10	Abhir Raj	B. Com I	8822757782	Abhir
11.	Neha Yadav	B. Com I	7071449836	Neha
12.	Samina Husain	B. Com I	9669677121	Samina
13.	Shifa Fatima Siddiqui	B. Com I	9329471272	Shifa
14.	Sandeep Salun	B. Com I	9750958959	Sandeep
15.	Vyakhira Yadav	B. Com I	956086828	Vyakhira
16.	Krushika Khan	B. Com I	8319290910	Krushika
17.	Shraddha Tanna	B. Com I	7389466692	Shraddha
18.	Vanshika Pandey	B. Com I	740040105	Vanshika
19.	Suyasmita Salka	B. Com I	8982118085	Suyasmita

Vivekanand Mahavidyalaya, K.K Road Moudhapara Raipur(C.G)

Session - 2022-2023

Attendance sheet

Event:- Seminar [Leave Opportunity]

Date:-

S.No	Name of Student	Class	Mob. Number	Sign
1	Abhishek Sori	B.Com I	9893009069	<i>[Signature]</i>
2	Abinav SHUKLA	D. Com I	9901675434	<i>[Signature]</i>
3	Shubendu Sahu	B.Com I	8829137234	<i>[Signature]</i>
4	Kabir Singh	B.Com I	6267931114	<i>[Signature]</i>
5	Abhinav Ray	B.Com III	8227677842	<i>[Signature]</i>
6	Udayan Majumdar	B.Com I	7974134728	<i>[Signature]</i>
7	Sagar Kumar Sahu	B.Com I	7233019233	<i>[Signature]</i>
8	ROHAN GUPTA	B.Com I	8349976301	<i>[Signature]</i>
9	Samina Husain	B.Com I	9669677121	<i>[Signature]</i>
10	Neha Yadav	B.Com I	7388148650	<i>[Signature]</i>
11	Sandeep Sadayam	B.A TL	9755958959	<i>[Signature]</i>
12	Shifa Fatima Sidani	B.A TL	9329471272	<i>[Signature]</i>
13	Vandana Yadav	B.Com III	9516086828	<i>[Signature]</i>
14	Kritika Sharma	B.Com III	8319290910	<i>[Signature]</i>
15	Shreya Tarasari	B.Com III	7389466692	<i>[Signature]</i>
16	Vanshika Paroley	B.Com III	300340105	<i>[Signature]</i>
17	Divyanshika Behera	B.Com III	8922118035	<i>[Signature]</i>
18	Nikhil Fatima	B.Com III	9399782895	<i>[Signature]</i>
19	Nikhil Fatima	B.Com III	7828159172	<i>[Signature]</i>
20	Sanjana Verma	B.Com III	9691426847	<i>[Signature]</i>
21	Nishi Verma	B.Com III	8103070085	<i>[Signature]</i>

Vivekanand Mahavidyalaya, K.K Road Moudhapara Raipur(C.G)

Session- 2022-2023

Attendance sheet

Event:- Seminar [Career opportunity]

Date:-

S.No	Name of Student	Class	Mob. Number	Sign
1.	Ashish Kumar Sirohi	B.com I A	9899194231	
2.	Vivek Sethi	B.com III	9098911172	
3.	Shivam Sahu	"	8305620499	
4.	Alitish Kumar Sahu	"	"	
5.	Kaushik Datta	B.com I B	9516967797	
6.	Gurpreet Datta	B.com I A	8109902805	
7.	Nyanki Verma	B.com I A	9098179388	
8.	Ayush Kumar Mishra	B.com I A	8235262652	
9.	K. Megha	B.com I	6269561395	
10.	Akriti Divedi	B.A 1	7987851118	
11.	Himanshu Pal	B.com III	9300-8-9-10-5B	
12.	Kaushika Sharma	B.com III	7898755536	
13.	DEEPA KANWAR	B.com III	9300507018	
14.	Siddhanta Nayak	B.com III	9993535020	
15.	Karan Sahu	B.com III	9131023577	
16.	Tanmay Sekhy	B.com III	7000920000	
17.	Rahul Verma	B.com III	7289002895	
18.	Lakshman Sharma	B.com III	7172996906	
19.	Aarti Bhattacharya	B.com III	8305562942	
20.	Lakshita Chauhan	B.com I A	7992676975	
21.	Mahima Mishra	B.com III	7989958820	

Vivekanand Mahavidyalaya, K.K Road Moudhapara Raipur(C.G)

Session - 2022-2023

Attendance sheet

Event:- Seminar Case opportunity

Date:-

S.No	Name of Student	Class	Mob. Number	Sign
1	Kabir Khan	B.com II	91371857	
2	N.YOGENDRA	B.com I	7822108843	
3	Krish Pandey	B.com I	9926082487	
4	Kamlesh Singh	B.com I	8817008584	
5	MD Farz	B.com I	7389846555	
6	Simran Khan	B.com I	876565438	
7	M.D JAMIL	B.com I	7869048586	
8	Divya Verma	B.com I	8949694202	
9	Nayank Verma	B.com I	7415169610	
10	Yogesh Chakri	B.com I	7646950258	
11	Chandrakant Verma	B.com I	8349221369	
12	Aditya Pandey	B.com I	9584888436	
13	Himanshu Yadav	B.com I	9685267109	
14	Jasurabh Gurja	B.com I	7898536229	
15	Adarsh Kaurhal	B.com I	9754963310	
16	Nitesh Kumar Singh	B.com I	9399610395	
17	Pankaj Sahu	B.com I	8266876423	
18	Tirth Ran Pudele	B.com I	9934324495	
19	AFTAL KHAN	"	7803933997	
20	Fair Ali	B.com I	7000524105	
21	Dhruv Pankaj Mathur	B.com I	7722986835	
22	Ayan Malik	B.com I		

Vivekanand Mahavidyalaya, K.K Road Moudhapara Raipur(C.G)

Session- 2022-2023

Attendance sheet

Event:- Seminar [Last opportunity]

Date:-

S.No	Name of Student	Class	Mob. Number	Sign
1	Narasidh Pusalkh	B.A 2 year	7408549797	
2	Dhat Ravi Kumar	B.A 2 yr	808502197	
3	Ashnod Khem	---	62638530539	
4	Artd. Ardeskam Raza	B.A - 2 nd	9630001040	
5	mitesh Sahu	B.A - II	9999403090	
6	Kavya Verma	B.Com II A	6268775163	
7	W.S. Sahu	B.Com I A	7974668835	
8	Nehat	B.Com II A	9343254972	
9	Hansh Makin	B.Com I A	9340108287	
10	Ankit Kumar	B.Com I A	7024317524	
11	Tatin Kamhandani	B.Com I A	7024210204	
12	Aurita Tomar	B.Com I A	2898416820	
13	Ankita Chanduvarshi	B.Com I A	9109338363	
14	Ayushi Verma	B.Com I A	9301042049	
15	Farah Jivadi	B.Com II B	620306295	
16	Mallika Naze	B.Com I A	817782697	
17	Jnanadita Chauhan	B.Com I A	8827225141	
18	Chandul Goyal	B.Com II B	7000054117	
19	Alham Ali	B.Com I A	8821196159	
20	Ashvi Dilsha Pushpatey	B.Com I A	9236094443	
21	Aysha Saad	B.Com I A	9187160926	



VIVEKANAND MAHAVIDYALAYA

K.K. ROAD, MOUDHAPARA, RAIPUR, (C.G.)

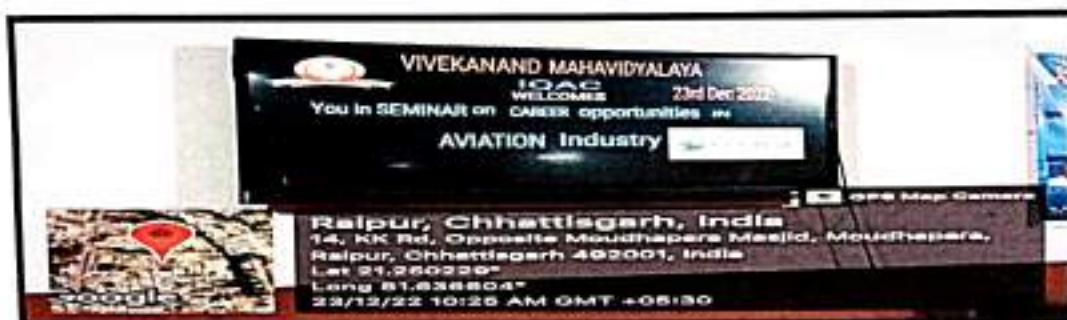
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“Career Opportunities in Aviation Industry”





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Vivekanand Mahavidyalaya, Raipur

SEMINAR FOR GIRLS

ON

1. Personal Health and Hygiene,
2. Safety and Security
3. Vishakha Guide Lines

Conducted By : Women Grievance Cell

SESSION 2022-23

Date : 22/09/2022



DURGA EDUCATION SOCIETY'S

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A Premier Institution For Quality Education of Commerce & Information Technology

K.K. Road, Moudhapara, Raipur - 492001(C.G.) Ph No.: 0771-2887918




Ref :

Date : _____

A Session By : Women Grievance Cell

The Cell is formed to deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college. The Cell processes all the individual complaints and take immediate suitable action and provides assistance for taking preventive steps in the matter of gender discrimination and sexual harassment. Keeping all these objectives in mind the first session of academic year 2022-23 of Women's Grievance Cell was held in Durga Devi Seminar Hall on 22nd Sep'22. The cell members Gayathri Iyengar, Dr. Rajshree Dewangan and Shilpa Lunawat Taunk along with girl students of Commerce, Computers and Management Department were present.

The program started with an awareness session by Gayathri Iyengar on Women's personal Health and Hygiene followed by a session on Safety and security facilities available in the college by Shilpa Lunawat Taunk. Then an awareness session was taken by Dr. Rajshree Dewangan on "Vishakha Guidelines". The program ended with a beautiful poem dedicated to all the girl students recited by Dr. Rajshree Dewangan.

Ms. Gayathri Iyengar - 
R. Dewangan - 
Shilpa L. Taunk - 


A Session By : Women Grievance Cell

Date :22 September 2022, Place : Durga Devi Seminar Hall

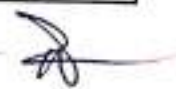


WOMAN'S GRIEVANCE CELL

S.N	Name	Class	Sign
1	Anshika Dhaore	BCA - II	Anshika
2	Alfiya Fatima	BCA - II	Alfiya
3	Neha Yadav	B.Com - I	Neha
4	Nisha Jha	B.Com I	Nisha
5	Pooja Gupta	B.Com I 'B'	Pooja
6	Pooja Singh	B.Com I 'B'	Pooja
7	Samina Hussain	B.Com I 'B'	Samina
8	Prerna Patel	B.Com I - B	Prerna Patel
9	Varsha Katre	B.Com I B	Varsha
10	Pooja Sahu	B.Com I B	Pooja
11	Yashika Bajaj	BBA 5 th Sem	Yashika
12	Saumya Dabas	BBA 5 th Sem	Saumya
13	Laxmi Choudhary	BBA 5 th Sem	Laxmi
14	Shruti Sharma	B.Com - I	Shruti
15	Lakshmi Dutta	B.Com - I	Lakshmi Dutta
16	Geetima Baid	B.Com - I	Geetima
17	Gunjan Baid	B.Com - I	Gunjan
18	Muskan Pareek	B.Com - I	Muskan
19	Jiya Rathore	B.Com - I	Jiya
20	Anjali Patel	B.Com - I	Anjali
21	Mahar Parveen	B.Com I	Mahar
22	Fiza Parveen	B.Com I	Fiza
23	Aliya Siddiqui	B.Com I	Aliya
24	Taskoon Fatima	B.Com - I	Taskoon
25	Anushka Thakur	B.Com I	Anushka
26	Lakshita Choudhan	B.Com I	Lakshita
27	Ankita Goswami	B.Com I	Ankita
28	Akriti Divedi	BCA I	Akriti
29	K. Megha	BCA - I	Megha
30	Kalyani Sahu	BBA - I	Kalyani
31	AIKA DEWANGAN	BCA - I	AIKA
32	Khushi Banerjee	BCA - I	Khushi

L. Dewangan - 

33	Pragya Bansod	B.Com I (R)	pragya
34	Apeksha Torwar	B.Com II (A)	Apeksha
35	Anshika Chandravanshi	B.Com II (A)	Anshika
36	Charchal Goyal	B.Com II (A)	Charchal
37	Piyal Dewangan	B.Com III (B)	Dewangan;
38	Payal Jijedi	B.Com III (B)	Payal
39	Vishakha Pandey	B.Com III (B)	Vishakha
40	Paati Kaushik	B.Com III (B)	Paati
41	Deeksha Rajput	B.Com II (A)	Deeksha
42	Mahima Janghel	B.Com II (A)	Mahima
43	Anusika Taiswal	B.Com I (A)	Anusika
44	Bhonnika Anandani	B.Com I (A)	Bhonnika
45	Ayesha Bano	B.Com II (A)	Ayesha
46	Amandita Chauhan	B.Com II (A)	Amndita
47	Aaryushi Rantekar	B.Com II (A)	Aaryushi
48	Muskan Nirmalkar	B.Com II (A)	Muskan
49	Khushi Agrawal	B.Com II (A)	Khushi
50	Nikhil Ratna	B.Com III (B)	Nikhil
51	Naiya Sawyani	B.Com III (B)	Naiya
52	Vanshika Avasthi	B.Com II (B)	Vanshika
53	Simran Verma	B.Com III (B)	Simran
54	Vidushi Patel	B.Com II (B)	Vidushi
55	Sejal Keshvi	B.Com II (B)	Sejal
56	Anjali Verma	B.Com I (A)	Anjali
57	Mansi Verma	B.Com I (A)	Mansi
58	Kajal Janghel	B.Com I (A)	KAJAL
59	Prerna Kandari	B.Com II (B)	Prerna
60	Shraddha Torwar	B.Com I (A)	S. Torwar
61	Lurahi Dewangan	BBA - I	Lurahi
62	Taniya Khushia	B.Com I (B)	Taniya
63	Sejal Jain	B.Com I (B)	Sejal
64	Tarushi Agrawal	B.Com III	Tarushi
65	Sakshi Masin Badiar	BCA II	Sakshi
66	Vidhi Anand	BCA II	Vidhi
67	Jahnvi Paway	PGDCA	Jahnvi

R. Dewangan - 

68	Kanika Sahu	Mcom 1 st sem	Pallu
69	Vindhya Singh	Mcom 1 st sem	Vindhya
70	Zeena Bherwani	Mcom 1 st sem	Zeena
71	K. Sakshi	Mcom 1 st sem	Sakshi
72	Anjali Kumari Singh	BBA 1 st	Anjali
73	I. Pishwanya	B.B.A. 1 st	Pishwanya
74	Heena Sahu	B.B.A 1 st	Heena
75	Shreya Tiwari	B.B.A 1 st	Shreya
76	Rejya Thakur	B.com 2 nd	Rejya
77	Kafya Naaz	B.com 2 nd	Kafya
78	Nousheen Khan	B.COM II	Nousheen
79	Saransh Young	B.COM III	Saransh
80	Aditi Bhattacharya	B.com III	Aditi
81	Kushboo Nishad	B.com III	Kushboo
82	Komal Gupta	B.com III	Komal
83	Diksha Pushprej	B.com II	Diksha
84	Alham Ali	B.com II	Alham
85	Amal Agrawal	B.com II	Amal
86	SURVASMITA SETHY	B.COM I	Survasmita
87	VANSHIKA PANDEY	B.COM I	Vanshika

R. Dewayan ✱

WOMAN'S GRIEVANCE CELL

S.NO	Name	Class	Sign
88	Priya Mishra	PG DCA	
89	Shreya Dawangan	PG DCA	
90	Niklida yadav	PG DCA	
91	Shanti Chinnani	BBA I	
92	P. Vandana	BBA I	
93	SANUMISHRA	B. Com I	
94	Rati Tripathi	BBA III	
95	Ruman Chauhan	BBA III	
96	Rishita choudhary	BBA III	
97	Nikita Raut	BBA III	
98	Jana	BBA III	
99	Kusum	BBA III	
100	Shubhangi	BBA III	
101	Alfia	BBA III	
102	Surbhi padamwar	M. Com III	
103	Himanshi Sabu	M. Com III	

VISHAKHA GUIDELINES

The Supreme Court of India, in a landmark judgment in August 1997 (*Vishaka & others vs. the State of Rajasthan & others*) stated that every instance of sexual harassment is a violation of "Fundamental Rights" under Articles 14, 15, and 21 of the Constitution of India, and amounts to a violation of the "Right to Freedom" under Article 19 (1)(g).

In the Vishakha case, the Supreme Court laid down comprehensive guidelines on tackling the problem of sexual harassment at the workplace.

Backstory: A 50-something social worker, Bhanwari Devi was gang-raped by a group of upper class, influential men, because she had tried to stop the practice of child marriage in her village near Jaipur. Determined to get justice, Bhanwari Devi lodged a case against the offenders. However, the accused were acquitted by a trial court, because everyone, including the village authorities, doctors and the police, dismissed her situation.

This injustice inspired several women's groups and NGOs to file a petition in the Supreme Court under the collective platform of Vishakha (*Vishakha and others V. State of Rajasthan and others*, 1997). They demanded justice for Bhanwari Devi and urged action against sexual harassment at the workplace.

The Supreme Court defined sexual harassment as any unwelcome gesture, behaviour, words or advances that are sexual in nature. The court, for the first time, drew upon an international human rights law instrument, the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), to pass a set of guidelines that are popularly known as Vishakha Guidelines, which include:

- It is the onus of the employer to include a rule in the company code of conduct for preventing sexual harassment
- Organizations must establish committees that are headed by women
- Initiate disciplinary actions against offenders and safeguard the interests of the victim
- Female employees shall be made aware of their rights

Before 1997, women experiencing sexual harassment at workplace had to lodge a complaint under the Indian Penal Code, 1860, ss. 354 and 509. Subsequently, the committee as envisaged in the Vishakha judgment has de facto authority and legal status.

Pursuant to the Vishaka judgment, the Central Civil Services (Conduct) Rules 1964, were amended in 1998 to incorporate r. 3C which prohibits sexual harassment of working women.

Central Civil Services (Conduct) Rules 1964, r. 3C states that:

(1) No government servant shall indulge in any act of sexual harassment of any woman at her

work place.

(2) Every government servant who is in charge of a workplace shall take appropriate steps to prevent sexual harassment to any woman at such workplace.

Though not mentioned categorically, this rule invariably applies to all women, whether working in a government set up or coming in contact with government office/officials.

Further the Supreme Court in its judgment in *Medha Kotwal Lele and Others vs. Union of India and Others* has directed that the committee as envisaged in the Vishaka judgment will be deemed to be an inquiry authority for the purposes of Central Civil Services (Conduct) Rules, 1964 and the report of the committee will be deemed to be an inquiry report under those rules.

In pursuance of this direction, the Central Government (Department Of Personnel and Training) has amended Central Civil Services (Classification, Control and Appeal) Rules, 1965, r. 14, sub-r. (2) to incorporate the necessary provision.

Emerging from the Vishakha judgment, after several drafts THE PROTECTION OF WOMEN AGAINST SEXUAL HARASSMENT AT WORK PLACE BILL, 2010 was cleared by Parliament on November 4, 2010. Importantly, the bill provides protection not only to women employees, but to any woman who enters the workplace as a client, customer, apprentice, daily-wage worker or in ad-hoc capacity. Students, research scholars in colleges/university and patients in hospitals have also been covered. Pending enactment of this Bill, the Vishakha guidelines continue to prevail as a mechanism to resolve issues.

- Names and contact numbers of members of the complaints committee must be prominently displayed.

From Guidelines to Act

The Sexual harassment at workplace Bill was passed by the Lok Sabha on the 2nd of September, 2012. It is now The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It defines sexual harassment as laid down by the Supreme Court in Vishakha and others v State of Rajasthan (1997) case.¹

Recommendations

National Commission for Women has asked the government to ensure constitution of Internal Complaints Committee (ICC) in accordance with Supreme Court guidelines in its departments, institutions and autonomous bodies to address such cases. It has also recommended conducting gender sensitisation workshops for top level management officials. NCW recommended publicizing committee using posters, etc. and explicitly mention the contact details of the members. The commission also highlighted the need for orientation programs for employees to sensitize them on sexual harassment. Another recommendation was to enhance communication strategies to combat violation against women.

The rules for the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 have come into force on 9th Dec, 13'. <http://www.lawyerscollective.org/wp-content/uploads/2013/12/Sexual-Harassment-at-Workplace-Rules.pdf>

If an employer fails to constitute an Internal Complaints Committee or does not comply with any provisions contained therein, the Sexual Harassment Act prescribes a monetary penalty of up to INR 50,000 (approx. US\$1,000). A repetition of the same offence could result in the punishment being doubled and / or de-registration of the entity or revocation of any statutory business licenses.

Complaints mechanism

All women who draw a regular salary, receive an honorarium, or work in a voluntary capacity in the government, private sector or un-organised sector come under the purview of these guidelines.

- All workplaces should have an appropriate complaints mechanism with a complaints committee, special counsellor or other support services.
- A woman must head the complaints committee and no less than half its members should be women.
- The committee should include an NGO/individual familiar with the issue of sexual harassment.
- The complaints procedure must be time-bound.
- Confidentiality must be maintained.
- Complainants/witnesses should not experience victimization/discrimination during the process.

Preventive steps

- Sexual harassment should be affirmatively discussed at workers' meetings, employer-employee meetings, etc.
- Guidelines should be prominently displayed to create awareness about the rights of female employees.
- The employer should assist persons affected in cases of sexual harassment by outsiders.
- Central and state governments must adopt measures, including legislation, to ensure that private employers also observe the guidelines.

The government is in turn required to set up a 'Local Complaints Committees' ("LCC") at the district level to investigate complaints regarding sexual harassment from establishments where the ICC has not been constituted on account of the establishment having less than 10 employees or if the complaint is against the employer.

The Sexual Harassment Act, 2013 also sets out the constitution of the committees, process to be followed for making a complaint and inquiring into the complaint in a time bound manner.

Interim Reliefs : The Sexual Harassment Act empowers the ICC and the LCC to recommend to the employer, at the request of the aggrieved employee, interim measures such as (i) transfer of the aggrieved woman or the respondent to any other workplace; or (ii) granting leave to the aggrieved woman up to a period of 3 months in addition to her regular statutory/ contractual leave entitlement.

In addition to ensuring compliance with the other provisions stipulated, the Sexual Harassment Act casts certain obligations upon the employer to, inter-alia,

- provide a safe working environment
- display conspicuously at the workplace, the penal consequences of indulging in acts that may constitute sexual harassment and the composition of the Internal Complaints Committee
- organise workshops and awareness programmes at regular intervals for sensitizing employees on the issues and implications of workplace sexual harassment and organizing orientation programmes for members of the Internal Complaints Committee
- treat sexual harassment as a misconduct under the service rules and initiate action for misconduct.
- The employer is also required to monitor the timely submission of reports by the ICC.

The creation of a hostile work environment through unwelcome physical verbal or non-verbal conduct of sexual nature may consist not of a single act but of a pattern of behavior comprising many such acts.

Thus, it is important that the victim report such behavior as soon as possible and not wait for it to become worse. In some cases, the psychological stigma of reporting the conduct of a co-worker might require a great deal of courage on the part of the victim and they may report such acts after a long period of time. The guidelines suggest that the complaint mechanism should ensure time bound treatment of complaints, but **they do not suggest that a report can only be made within a short period of time since the incident occurred.**

Often, the police refuse to lodge FIRs for sexual harassment cases, especially where the harassment occurred sometime ago.

Employer's obligations

Note that the Vishaka Guidelines are not sufficient for legal compliance for employers as the same has been replaced by a full fledged statute of the Parliament. Although the statute mostly retains the framework provided in the Guidelines, there are significant differences and it is the statute that the employers must follow. For instance, the definition of sexual harassment has significantly changed.^[6] From this perspective, the Vishaka Guidelines is of only historical and academic importance now. It will also be relevant in cases that were brought up before 2013 enactment of the law.

Recently the minister for Women's Welfare Maneka Gandhi has stated that government will take tough steps against any organisations, including NGOs that do not implement the new law. It is a good idea to use a checklist to make sure that your organisation is compliant with the law. A sample checklist for sexual harassment compliance is available here.

Internal Complaints Committee and Local Complaints Committee: The Sexual Harassment Act requires an employer to set up an 'Internal Complaints Committee' ("ICC") at each office or branch having more than 10 employees of any gender.

regarding sexual harassment at workplace. The court stated that these guidelines were to be implemented until legislation is passed to deal with the issue.

The court decided that the consideration of "International Conventions and norms are significant for the purpose of interpretation of the guarantee of gender equality, right to work with human dignity in Articles 14, 15 19(1)(g) and 21 of the Constitution and the safeguards against sexual harassment implicit therein."

What is sexual harassment

Sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

a) physical contact and advances; b) a demand or request for sexual favors; c) sexually colored remarks; d) showing pornography; e) any other unwelcome physical verbal or non-verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where the victim has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem.

It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment.

Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Thus, sexual harassment need not involve physical contact. Any act that creates a hostile work environment - be it by virtue of cracking lewd jokes, verbal abuse, circulating lewd rumours etc. counts as sexual harassment.

VISHAKA GUIDELINES

The **Vishaka Guidelines** were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.

Background

Pre-1997 the person facing sexual harassment at workplace had to lodge a complaint under Section 354 of the Indian Penal Code 1860 that deals with the 'criminal assault of women to outrage women's modesty', and Section 509 that punishes an individual/individuals for using a 'word, gesture or act intended to insult the modesty of a woman.

During the 1990s, Rajasthan state government employee Bhanwari Devi who tried to prevent child marriage as part of her duties as a worker of the Women Development Programme was raped by the landlords of the community. The feudal patriarchs who were enraged by her (in their words: "a lowly woman from a poor and potter community") 'guts' decided to teach her a lesson and raped her repeatedly. The rape survivor did not get justice from Rajasthan High Court and the rapists were allowed to go free. This enraged a women's rights group called Vishaka that filed a public interest litigation in the Supreme Court of India.

This case brought to the attention of the Supreme Court of India, "the absence of domestic law occupying the field, to formulate effective measures to check the evil of sexual harassment of working women at all work places."

Vishakha vs. State of Rajasthan

In 1997, the Supreme Court passed a landmark judgment in the same Vishaka case laying down guidelines to be followed by establishments in dealing with complaints about sexual harassment. **Vishaka Guidelines** were stipulated by the Supreme Court of India, in Vishakha and others v State of Rajasthan case in 1997.



DURGA EDUCATION SOCIETY'S
VIVEKANAND MAHAVIDYALAYA

A Premier Institution For Quality Education of Commerce & Information Technology

K.K. Road, Moudhapara, Raipur - 492001(C.G.) Ph.No.: 0771-2887918

Notice

Date: 21/09/2022

This is to inform all the girls students that college is going to organize seminar on 22/09/2022 at 10.00 am at Durga Devi Seminar Hall. The details of the programs are as follows:-

- Theme of Seminar: (i) **Women Personal Health and Hygiene**
Session addressed by: Ms. Gayathri Iyengar
(ii) **Women Safety and security**
Session addressed by: Ms. Shilpa Lunawat Taunk
(iii) **Women Sexual Harassment (Vishakha Guideline)**
Session addressed by: Dr. Rajshree Dewangan

Women Grievance Committee:

Ms. Gayathri Iyengar

Dr. Rajshree Dewangan

Ms. Shilpa Lunawat Taunk

Principal

Vivekanand Mahavidyalaya

Vivekanand Mahavidyalaya, Raipur
Women Grievance Cell

Minutes of Meeting

Date :- 20/09/2022

Agenda :- Regarding Conduction of Seminar for Girl students.

The meeting was held on 20/09/2022 at student union room. Following decision have been taken

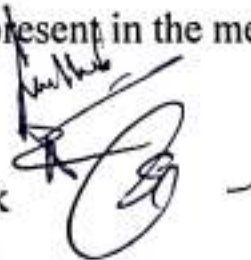
1. Date of Seminar : 22/09/2022
2. Place of Seminar : Durga Devi Seminar Hall
3. Time : 10.00 am
4. Theme of session : (i) **Women Personal Health and Hygiene**
Session addressed by : Ms. Gayathri Iyengar
(ii) **Women Safety and security**
Session addressed by : Ms. Shilpa Lunawat Taunk
(iii) **Women Sexual Harassment (Vishakha Guideline)**
Session addressed by : Dr. Rajshree Dewangan

Following members were present in the meeting:

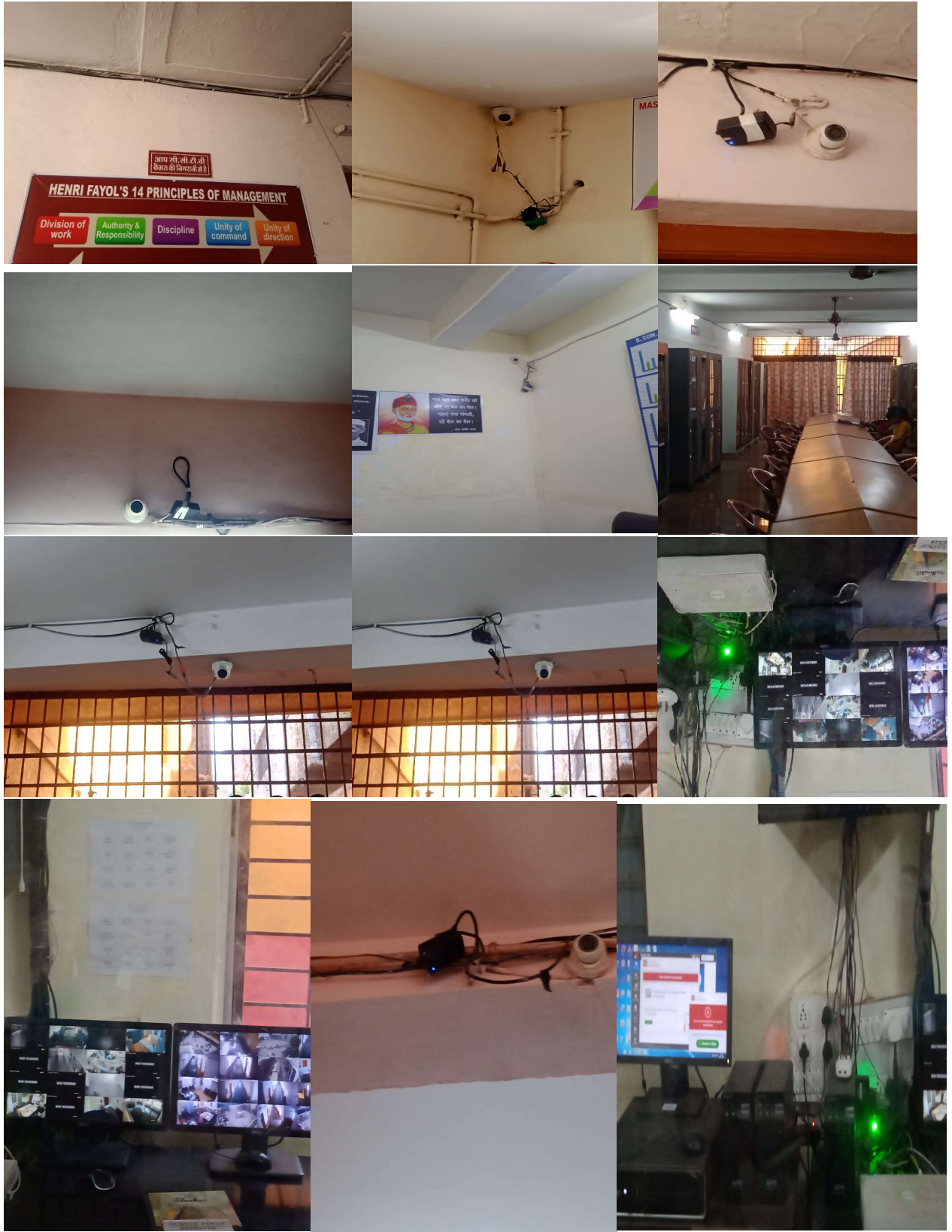
Ms. Gayathri Iyengar

Dr. Rajshree Dewangan

Ms. Shilpa Lunawat Taunk



CAMERA FOR SAFETY & SECURITY



CAMERA FOR SAFETY & SECURITY



CAMERA FOR SAFETY & SECURITY

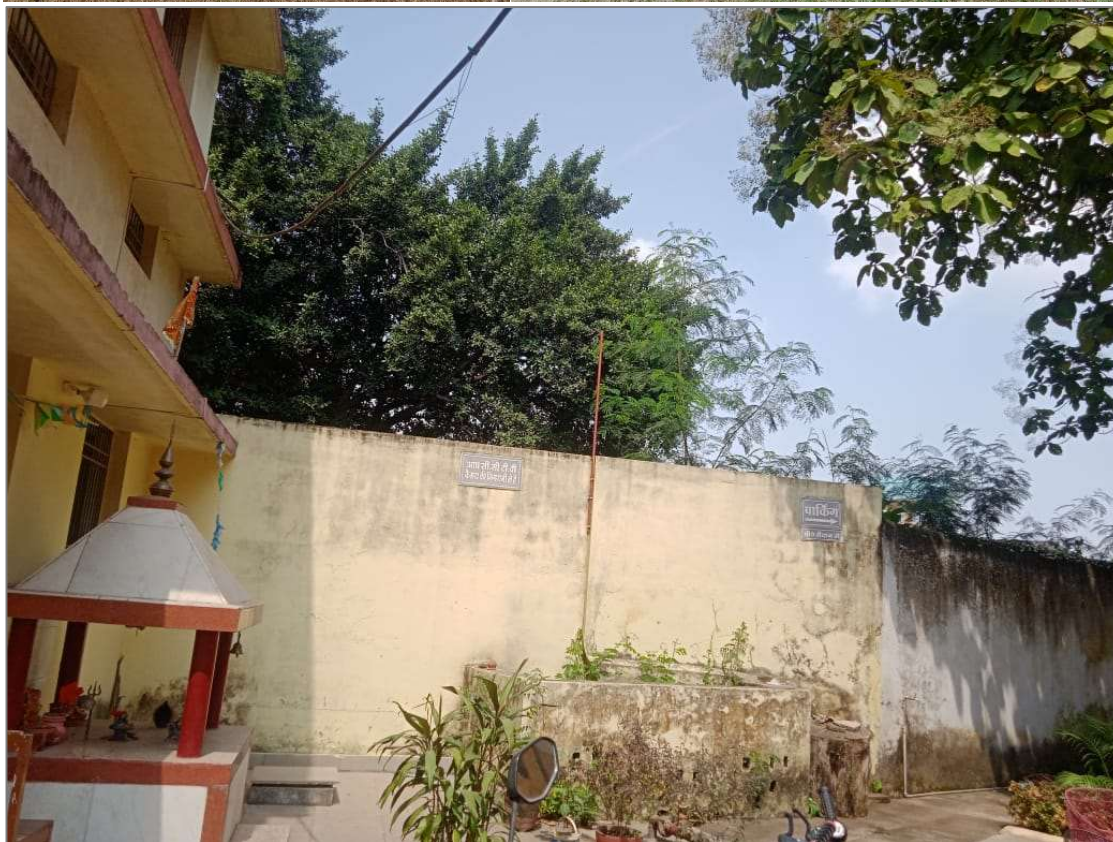
Fire Safety Equipment



GENDER EQUITY PROGRAM IN COLLEGE



SEPARATE PARKING OF GIRLS AND BOYS FOR SAFETY & SECURITY



SICK ROOM FOR SAFETY & SECURITY



Women Grievance Cell Meeting – 1 (One)



Women Grievance Cell Meeting- 2 (Two)



GIRLS & BOYS WASH ROOM & COMMON ROOM



WOMEN GRIEVANCE CELL SESSION 2022



Antiragging Committee Meeting



Complaint Box for Safety & Security & Suggestions



Emergency Exit From College Campus



**LUGGAGE STORAGE FACILITIES FOR STUDENT AT THE
ENTRANCE OF LIBRARY**

