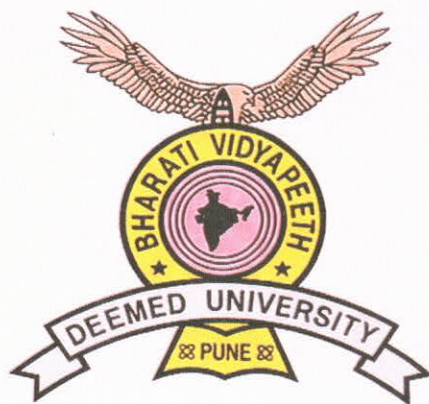




BHARATI VIDYAPEETH DEEMED TO BE UNIVERSITY

SCHOOL OF PHYSIOTHERAPY, SANGLI

ACTIVITY

ICC GUIDELINES AND IMPLEMENTATION: ADDRESSING SEXUAL HARASSMENT IN ACADEMIA



AWARENESS.
SENSITIVITY.
SAFETY FOR ALL.



ZERO TOLERANCE
TOWARDS
SEXUAL
HARASSMENT



DATE:
4/8/2026



TIME:
3 to 4 pm



VENUE:
4th floor,
BVDU School of
Physiotherapy



Let's build a safe, respectful and inclusive
academic environment for everyone.



RESPECT • RESPONSIBILITY • DIGNITY



BHARATI VIDYAPEETH (DEEMED TO BE UNIVERSITY)
SCHOOL OF PHYSIOTHERAPY, SANGLI

CIRCULAR

Date: 01/08/2026

All students and faculty members are hereby informed that a guest session on **"ICC Guidelines and Implementation: Addressing Sexual Harassment in Academia"** will be conducted.

- **Date:** 4th August 2026
- **Time:** 3:00 PM – 4:00 PM
- **Venue:** 4th Floor Auditorium, BV (DU) School of Physiotherapy, Sangli
- **Resource Person:** Dr. Pooja Narwadkar (Principal, BV (DU) New Law College, Sangli)
- **Event Coordinators:** Dr. Sheetal Swamy & Dr. Sayali Jadhav

The session will address legal rights under the POSH Act, the functioning and redressal mechanisms of the Internal Complaints Committee (ICC), and the promotion of a safe and respectful campus environment. All are requested to attend.

Copy to

1. Hon. Regional Director, B.V. (D.U.), Sangli
2. Dean, BV (DU) M.C.H, Sangli
3. Dy. Dean, BV (D.U.) M.C.H, Sangli
4. Medical Superintendent, B.V (D.U.) M.C.H, Sangli
5. Dy. Medical Superintendent, B.V (DU) M.C.H, Sangli
6. All Notice Boards (College and Department)



Dr. Sneha Katke





**BHARATI VIDYAPEETH (Deemed To Be University)
SCHOOL OF PHYSIOTHERAPY, SANGLI**

Report on -" Lecture on ICC Guidelines and Implementation: Addressing Sexual Harassment in Academia"

Title of the Activity- "Lecture on ICC Guidelines and Implementation: Addressing Sexual Harassment in Academia"

Venue of the Activity- 4th floor Auditorium, BV (DU) School of Physiotherapy, Sangli

Date of Activity- 4/8/2026

Duration of Activity- 3:00 pm -4:00 pm

Collaborating Agency- Nil

No. of Students Participated-

No. of Teachers Participated -

No. of Beneficiaries-

Details of the Activity with Photographs-

BV (DU) School of Physiotherapy, Sangli conducted a lecture on 4th August 2026, on "*ICC Guidelines and Implementation: Addressing Sexual Harassment in Academia*" from 3:00 pm to 4:00 pm. The session was led by **Dr. Pooja Narwadkar**, Principal of BV (DU) New Law College, Sangli, who delivered a powerful and informative talk focused on creating safer and more respectful academic environments. The speaker explained the structure and role of the Internal Complaints Committee (ICC) at BV (DU) School of Physiotherapy, Sangli and highlighted the legal responsibilities of institutions in handling complaints. Through case-based discussions and real-life examples, she emphasized the importance of awareness, sensitivity, and timely action in addressing harassment. The lecture encouraged students and faculty to understand their rights and responsibilities, and to foster a culture of dignity and equality. The coordinators for the event were Dr. Sheetal Swamy (Associate Professor, BVDU SOP, Sangli), and Dr. Sayali Jadhav (Assistant Professor, BVDU SOP, Sangli). The MOC and Vote of thanks was done by Dr. Manalee Kadam (Assistant Professor, BVDUSOP, Sangli). The event was successful under the guidance of Dr. Sneha Katke (Principal, (BVDU SOP, Sangli).



BHARATI VIDYAPEETH (Deemed To Be University)
SCHOOL OF PHYSIOTHERAPY, SANGLI

Impact of the Activity-

- **Increased Awareness:** Students clearly understood their rights under the POSH Act and how the Internal Complaints Committee functions within academic institutions.
- **Empowerment to Act:** Many felt more confident in identifying and reporting instances of harassment, knowing there are structured mechanisms for support and redressal.
- **Fostered Openness:** The interactive session helped break taboos, making students more comfortable discussing sensitive topics in a respectful setting.
- **Critical Thinking Development:** Case-based learning encouraged students to analyze real-life scenarios, connect legal provisions to practical situations, and think proactively.
- **Promotion of Safe Culture:** The program sparked a collective commitment toward building safer, more inclusive campuses through mutual respect and vigilance.

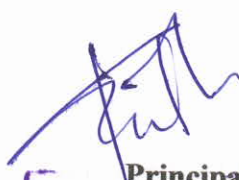
***Please tick the Criterion for the activity:**

Criterion I	Criterion II	Criterion III	Criterion IV
Criterion V	Criterion VI	Criterion VII	Link


Event co-ordinator

2




Principal

PRINCIPAL
Bharati Vidyapeeth
(Deemed to be University)
School of Physiotherapy,
Sangli - 416 416.



BHARATI VIDYAPEETH (DEEMED TO BE UNIVERSITY)

SCHOOL OF PHYSIOTHERAPY, SANGLI

Date – 4/8/2026

**“LECTURE ON ICC GUIDELINES & IMPLEMENTATION:
ADDRESSING SEXUAL HARASSMENT IN ACADEMIA ”**

SR. NO.	NAME OF THE STUDENT
1	ISHITA VAIBHAV DOBHADA
2	VIDHI VINAY UPADHYE
3	FARHAT ASIF KACCHI
4	PRANAV VIJAY PACHUPATE
5	ADITYA MARUTI MISAL
6	CHAVAN VARNAN MILAND
7	RISHIT SANJAY LATKAR
8	MAROOFA ASIF KARVINKAR
9	ATHARV LAXMAN BHOSALE
10	YESHA KRUNAL BISCUITWALA
11	ANUSHKA SANJAY JORWAR
12	SHRUTI ATUL VARUNKAR
13	PALLAVI RAMESH KAMBLE
14	FARHAT GULAB PATEL
15	KIRTANA SUBHASH RATHOD
16	ANISHA NITIN KAMBLE
17	PURVA PRAKASH PATIL
18	ADITYA NITIN KADAM
19	TANVI VINAYAK PAPAT
20	NETRA MAHESH SOLANKI
21	BATUL ISAK PATHAN
22	NEHA BALARAM DONGARE
23	VAISHNAVI AJINATH JARAD
24	YUVINA KAMLESH LONDHE
25	SIDDHI TANAJI MHARANUR



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SCHOOL OF PHYSIOTHERAPY, SANGLI

26	AISHWARYA ASHOK MALI
27	ASHLYN AMEYA JOSHI
28	SHRIDHAR KIRAN AWASARKAR
29	ADI SHRIPAD MARALE
30	SHREYA PRATAPSINGH GORE
31	SRUJAL BALAJI LATKAR
32	YASH ANNASO DANDAWADE
33	DIYA RONAK SHAH
34	VIDISHA VIJAY ADHAV
35	ANUSHRI DEVENDRA SUSAR
36	AARYA DINESH DHOLE
37	ADITYA DILIP JAGTAP
38	POURNIMA RAJSHEKHAR DHEKANE
39	AYESHA SHAKIL AHMED KASKAR
40	KANAK DEEPAK KADAM
41	AYUSH RAJESH CHARIYA
42	KETAKI PAPASING CHAVAN
43	SHREYA KISHOR MARALE
44	NAITIK SHIVAJI SHIRSATH
45	MOUAVVIZ AHEMAD MUBINODDIN SHAIKH
46	ADITI RAJESH JANKAR
47	PRITAM SHRANIK KASAR
48	MOHAMAD REHAAN SHAFIQ KALEBHAI
49	VISHAL RANJIT SANAP
50	MIFZAL ZAFAR



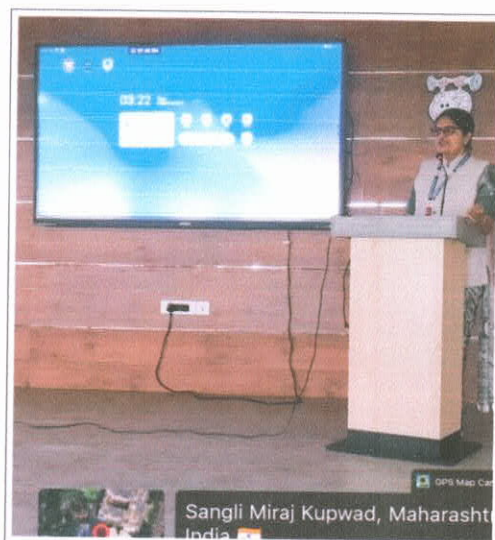

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School of Physiotherapy,
Sangli - 416 416.



BHARATI VIDYAPEETH (DEEMED TO BE UNIVERSITY)

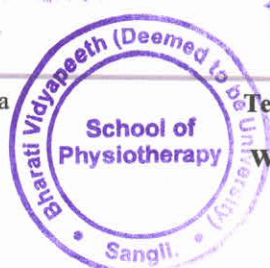
SCHOOL OF PHYSIOTHERAPY, SANGLI

**ICC guidelines and implementation: addressing sexual
Harassment in academia**



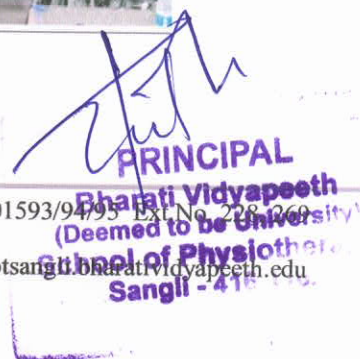
Sangli – Miraj Road Sangli – 416 416 , Maharashtra

Email : sopt.sangli@bharativedyapeeth.edu



Tel No. : 0233-2601593/94793 Ext No. 228, 269

Website : <http://soptsangli.bharativedyapeeth.edu>





BVDU School of Physiotherapy, Sangli

Feedback Analysis

Title : ICC GUIDELINE AND IMPLEMENTATION ADDRESSING SEXUAL HARASSMENT

Academic Year : 2026-27

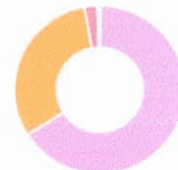
Class : BPT First year [Bachelor of Physiotherapy]

Subject/Course : -

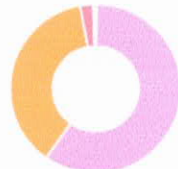
Details : Activity

Total number of response(s) : 46 / 58

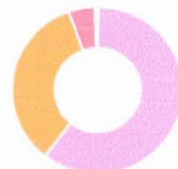
Question	The topic of the guest lecture/webinar was relevant and useful.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	27	108	57.45
Good	3	17	51	27.13
Fair	2	2	4	2.13
Poor	1	1	1	0.53
Performance				87.23
Final Attainment				2.62



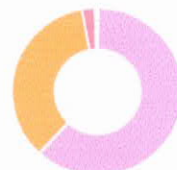
Question	The objectives of the session were clearly explained.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	24	96	51.06
Good	3	20	60	31.91
Fair	2	2	4	2.13
Poor	1	1	1	0.53
Performance				85.64
Final Attainment				2.57



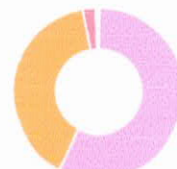
Question	The speaker demonstrated thorough knowledge of the subject.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	24	96	51.06
Good	3	18	54	28.72
Fair	2	4	8	4.26
Poor	1	1	1	0.53
Performance				84.57
Final Attainment				2.54



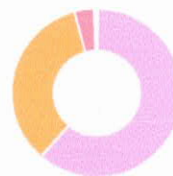
Question	The content was well-organized and easy to understand.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	25	100	53.19
Good	3	19	57	30.32
Fair	2	2	4	2.13
Poor	1	1	1	0.53
Performance				86.17
Final Attainment				2.59



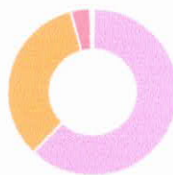
Question	The speaker communicated effectively and engaged the audience.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	23	92	48.94
Good	3	21	63	33.51
Fair	2	2	4	2.13
Poor	1	1	1	0.53
Performance				85.11
Final Attainment				2.55



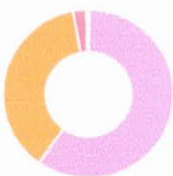
Question	The session enhanced my knowledge and understanding of the topic.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	24	96	52.17
Good	3	18	54	29.35
Fair	2	3	6	3.26
Poor	1	1	1	0.54
Performance				85.33
Final Attainment				2.56



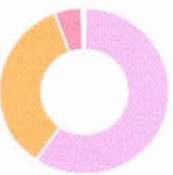
Question	The examples, demonstrations, or case studies used were helpful.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	25	100	53.19
Good	3	18	54	28.72
Fair	2	3	6	3.19
Poor	1	1	1	0.53
Performance				85.64
Final Attainment				2.57



Question	Adequate opportunity was provided for interaction and questions.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	24	96	51.06
Good	3	20	60	31.91
Fair	2	2	4	2.13
Poor	1	1	1	0.53
Performance				85.64
Final Attainment				2.57



Question	The duration and pace of the session were appropriate.			
Answer	Value	No. of response(s)	Response value	Response %
Excellent	4	23	92	50.00
Good	3	18	54	29.35
Fair	2	4	8	4.35
Poor	1	1	1	0.54
Performance				84.24
Final Attainment				2.53

**NOTE:**

- Response Value = (Value * Total Number of Responses)
- Response % = (Response Value / (Max Value * Total Number of Responses))

Questionwise Attainment

Activity Number	Attainment
1	2.62
2	2.57
3	2.54
4	2.59
5	2.55
6	2.56
7	2.57
8	2.57
9	2.53

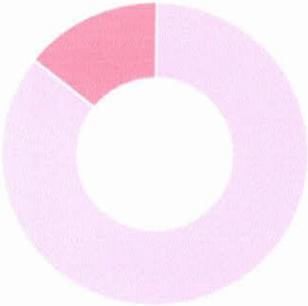
Program outcome and question mapping

AO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO-1	PO-2	PO-3	PO-4	PO-5	PO-6	PO-7	PO-8	PO-9	PO-10	PO-11	PO-12
AO1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
AO2																							
AO3																							
AO4																							
AO5																							
AO6																							
AO7																							
AO8																							
AO9																							
Average	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

Program outcome attainment

AO	AO Attainment	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO-1	PO-2	PO-3	PO-4	PO-5	PO-6	PO-7	PO-8	PO-9	PO-10	PO-11	PO-12
AO1	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62
AO2	2.57																							
AO3	2.54																							
AO4	2.59																							
AO5	2.55																							
AO6	2.56																							
AO7	2.57																							
AO8	2.57																							
AO9	2.53																							
Average	2.57	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62	2.62

Achieved Scope for improvement



Achieved 85.51 | Scope for improvement 14.49



BVDU School of Physiotherapy, Sangli

Feedback Analysis

Title : ICC GUIDELINE AND IMPLEMENTATION ADDRESSING SEXUAL HARASSMENT

Academic Year : 2026-27

Class : BPT First year [Bachelor of Physiotherapy]

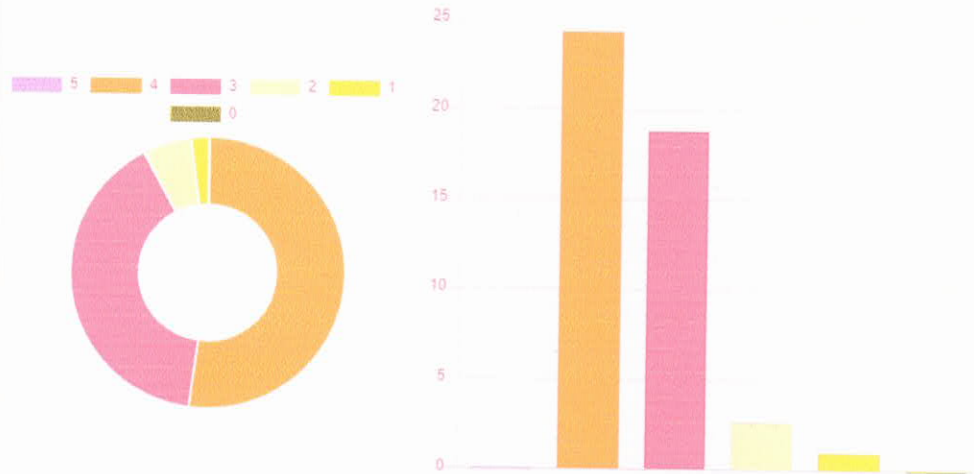
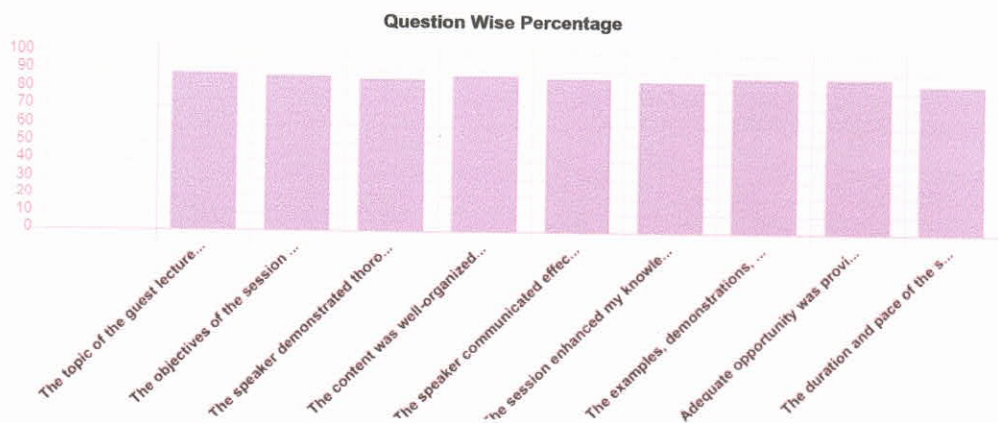
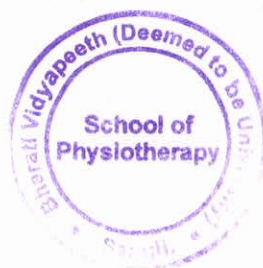
Subject/Course : -

Details : Activity

Total number of response(s) : 46 / 58

Question	MaxValue	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	Total	Perce
The topic of the guest lecture/webinar was relevant and useful.	4	4	3	4	4	4	4	3	3	3	4	4	4	3	4	4	4	4	3	4	3	3	3	4	3	4	4	3	4	4	3	4	4	4	2	4	1	3	4	4	4	3	4	4	3,2	164	89.13		
The objectives of the session were clearly explained.	4	4	3	4	4	3	3	3	3	3	4	4	4	3	4	3	4	4	3	4	3	3	3	4	3	4	4	3	4	4	3	3	4	4	4	2	4	1	3	4	4	4	3	4	4	3,2	161	87.50	
The speaker demonstrated thorough knowledge of the subject.	4	4	3	4	4	4	3	3	3	2	3	4	4	3	4	2	3	4	3	4	3	3	3	4	3	4	4	3	4	4	3	4	4	4	4	2	4	1	3	4	4	4	3	4	4	3,2	159	86.41	
The content was well-organized and easy to understand.	4	4	3	4	4	3	3	3	3	4	3	4	4	3	4	4	4	4	3	4	3	3	3	4	3	4	4	3	4	4	3	4	3	4	4	2	4	1	3	4	4	4	3	4	4	3,2	162	88.04	
The speaker communicated effectively and engaged the audience.	4	4	3	4	4	4	3	3	3	3	4	4	3	4	3	3	3	3	3	4	3	3	3	4	3	4	4	3	4	4	3	4	4	4	4	2	4	1	3	4	4	4	3	4	4	3,2	160	86.96	
The session enhanced my knowledge and understanding of the topic.	4	4	3	4	4	4	3	3	3	3	4	4	3	4	2	4	4	3	4	3	3	3	4	3	4	4	3	4	4	3	4	3	3	4	4	2	4	1	3	4	4	4	3	4	4	2	157	85.33	
The examples, demonstrations, or case studies used were helpful.	4	4	3	4	4	4	3	3	3	3	4	4	3	4	4	2	3	3	4	3	3	3	4	3	4	4	3	4	4	3	4	3	4	4	4	2	4	1	3	4	4	4	3	4	4	3,2	161	87.50	
Adequate opportunity was provided for interaction and questions.	4	4	3	4	4	4	3	3	3	3	4	4	3	4	3	4	4	3	4	3	3	3	4	3	4	4	3	4	4	3	4	3	3	4	4	2	4	1	3	4	4	4	3	4	4	3,2	161	87.50	
The duration and pace of the session were appropriate.	4	4	3	4	4	3	3	3	3	3	4	4	3	4	2	2	4	3	4	3	3	3	4	3	4	4	3	4	4	3	4	3	4	4	4	2	4	1	3	4	4	4	3	4	4	2	155	84.24	
Suggestions(if any)	No, Nil, ., The seminar was conducted in a very systematic way and it did give more information on the related topic, Al Good , No suggestions , Nothing , Ntg, Nothing, , Good, No suggestion , Good , No., The seminar was conducted in very systematic way and it did give more information on related topic, Lecture was good , No any suggestion, Ok, Nope , It was good and it helps is to understand planning our career effectively , Gold , Good experience , No any suggestions																																																

Question	Response Value				Average
	4	3	2	1	
The topic of the guest lecture/webinar was relevant and useful.	27	17	2	1	3.49
The objectives of the session were clearly explained.	24	20	2	1	3.43
The speaker demonstrated thorough knowledge of the subject.	24	18	4	1	3.38
The content was well-organized and easy to understand.	25	19	2	1	3.45
The speaker communicated effectively and engaged the audience.	23	21	2	1	3.40
The session enhanced my knowledge and understanding of the topic.	24	18	3	1	3.41
The examples, demonstrations, or case studies used were helpful.	25	18	3	1	3.43
Adequate opportunity was provided for interaction and questions.	24	20	2	1	3.43
The duration and pace of the session were appropriate.	23	18	4	1	3.37
Overall Average	24.33	18.78	2.67	1.00	3.42



[Signature]
PRINCIPAL
 Bharati Vidyapeeth
 (Deemed to be University)
 School of Physiotherapy
 Sangli - 416 412