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Jayprakash Education Society's

DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA

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(Affiliated to Shivaji University, Kolhapur)

UGC (2 f & 12 B) dt. 23 June 2006
Perm. Affi.No.Aff/T,2/5GB/10780 dt.16 Feb.2005
Jr.College Index No.23-06-004 J



5.1.5

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Sr. No.	Particulars
1	Implementation of guidelines of statutory/regulatory bodies
2	Organization wide awareness and undertakings on policies with zero tolerance
3	Mechanisms for submission of online/offline students' grievances
4	Timely redressal of the grievances through appropriate committees

Option :

A. All of the above




Principal,
Dr. Babasaheb Ambedkar Mahavidyalaya,
Peth Vadgaon, Dist. Kolhapur, Maharashtra.



Implementation of guidelines of statutory/regulato ory bodies

Guidelines for Internal Complaint Committee



ज्ञान-शिक्षान विमुक्तये

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

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10 JUN 2022

DO. No. F.91-3/2020(GS)

7th June, 2022

Respected Madam/Sir,

This is in continuation of earlier letter of even number dated 10-06-2021 (available on UGC website www.ugc.ac.in under Notices) requesting the Universities / Colleges to Constitute an Internal Complaint Committee (ICC) and a special cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme.

You are requested to ensure that ICC constituted in your Esteemed University is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

You are, also requested to fill an online compliance of Gender Audit on SAKSHAM Portal (i.e.saksham.ugc.ac.in) and also inform the same to your affiliated colleges.

An early action in this matter would be highly appreciated.

With kind regards,

Yours sincerely,

(Rajnish Jain)

To

- The Vice-Chancellors of all Universities.
- The Principals of all Colleges.



भारत का राजपत्र

The Gazette of India

असाधारण

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PART III—Section 4

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मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।

(2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।

(3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएँगे।

2. परिभाषाएँ:- इन विनियमों में—बशर्त विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-

(अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;

(ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);

(स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशांसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा/53]

जसपाल एस. संघु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,-
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-

- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-
- any unwelcome physical, verbal or non verbal conduct of sexual nature;
 - demand or request for sexual favours;
 - making sexually coloured remarks
 - physical contact and advances; or
 - showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - implied or explicit threat of detrimental treatment in the conduct of work;
 - implied or explicit threat about the present or future status of the person concerned;
 - creating an intimidating offensive or hostile learning environment;
 - humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 Supportive measures.—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

(6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.

(7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.

(8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.

(9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.

(10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.

(11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.

(12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.

(13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.

(14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.

(15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.

(16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

4. Grievance redressal mechanism.—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) **Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;**
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) **Persons in senior administrative positions in the HEI, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.**
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. The process for making complaint and conducting Inquiry – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. Process of making complaint of sexual harassment - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing;

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period."

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. Process of conducting Inquiry- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the

case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim redressal-The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. Punishment and compensation- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
- (b) suspend or restrict entry into the campus for a specific period;
- (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
- (d) award reformatory punishments like mandatory counselling and, or, performance of community services.

(3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
- (b) the loss of career opportunity due to the incident of sexual harassment;
- (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
- (d) the income and status of the alleged perpetrator and victim; and
- (e) the feasibility of such payment in lump sum or in instalments.

11. Action against frivolous complaint.—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. Consequences of non-compliance.—(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC

**Vishaka Guidelines Against
Sexual Harassment at
Workplace
Institutions**



प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

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D.O No.91-5/2021(GS)

November, 2022

Respected Madam/Sir,

22 NOV 2022

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 was notified on 9th December, 2013 to provide a safe and secure environment to women at the workplace.

Sexual Harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment.

The protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India.

University Grants Commission (UGC) has also notified University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 in the Gazette of India which are available on UGC website i.e www.ugc.ac.in. These Regulations clearly describes responsibilities of the higher educational institutions, grievance redressal mechanism, process for making complaint and conducting inquiry interim redressal, punishment and compensation, consequences of non-compliance etc. UGC Regulations being statutory in nature are binding for universities and colleges.

The Ministry of Education has decided to ensure that a Special Drive be conducted in all the Autonomous Bodies (ABs) / Public Sector Undertakings (PSUs)/ Higher Educational Institutions on the following activities:-

- I. To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.

... contd....2/-

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CONTINUATION SHEET

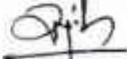
- 2 -

- II. To observe the 25th November as the International Day for the Elimination of Violence against Women.
- III. To observe Discrimination against Women Pakhwada from 25th November to 10th December, 2022.
- IV. Internal Complaints Committees to conduct special drive to review the pending cases and take appropriate action before 9th December.

I write this to request you to kindly conduct Special Drive to review the pending cases if any and take appropriate action before 9th December, 2022. The details of programme/activities conducted your Institutions may be provided to Gender Sensitization Division of UGC at ugc.iccgs@gmail.com by 11th December, 2022 (in soft copy - both in PDF and MS word format).

With kind regards,

Yours sincerely,


(Rajnish Jain)

**The Vice-Chancellors of all Universities
The Principals of all Colleges**

Vishaka Guidelines

against

Sexual Harassment at Workplace

Guidelines and norms laid down by the Hon'ble Supreme Court in Vishaka and Others Vs. State of Rajasthan and Others(JT 1997 (7) SC 384)

HAVING REGARD to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

TAKING NOTE of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

Duty of the Employer or other responsible persons in work places and other institutions

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

Definition

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) **Physical contact and advances;**
- b) **A demand or request for sexual favours;**
- c) **Sexually coloured 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-under the victim of such conduct 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.

Preventive Steps

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**

Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Complaint Mechanism

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

Complaints Committee

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.

The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.

Worker's Initiative

Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

Awareness

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

Third Party Harassment

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.

**Regulations on Curbing the
Menace of Ragging
in
Higher Educational
Institutions**



**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI**

No. F. 1-21/2009 (Anti Ragging)

March, 2012

NOTICE

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the University Grants Commission has framed "UGC Regulations on curbing the menace of ragging in higher educational institutions, 2009" which have been notified on 4th July, 2009 in the Gazette of India. These regulations are mandatory for all Universities/Institutions. The UGC has made it mandatory for all students/parents to submit anti ragging related affidavits to the institutions at the time of admission. **Now it is brought to the notice of all Universities, Institutions, Students and Parents that these affidavits can be downloaded from the web site of UGC and or related other web sites.**

JS (ARC)



ज्ञान-विद्यान विमुक्तये

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

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Ph : 011-23236288/23239337

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E-mail : secy.ugc@nic.in

D.O. No.1-15/2009 (ARC) pt.III

30 DEC 2021 23rd December, 2021

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC had notified "**Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009**". The Regulations are available on the UGC website i.e. www.ugc.ac.in. These regulations are mandatory for all higher educational institutions in the country.

As multiple mechanisms are required to ensure a ragging-free campus, here are some recommendations and action steps which are required to be deployed in your esteemed university and all institutions under your ambit.

A. Basic Measures:

1. Constitution of anti-ragging committee, anti-ragging squad, setting up of Anti-Ragging Cell and adequate publicity for these measures through various media are to be undertaken.
2. Mention of anti-ragging warning in the institution's prospectus and information booklets /brochures shall be ensured.
3. To create E-admission booklet or brochure, E-leaflets giving details on guidance in case of ragging to admitted students instead of print/hard copy of your institutions.
4. Updating websites of institutions with the complete address and contact details of nodal officers related to anti-ragging committee.
5. In compliance with the UGC Regulations and its 2nd Amendment regarding submission of undertaking by each student and every parent, an online undertaking in every academic year to be submitted.
6. UGC has notified 3rd Amendment in UGC Regulations on 29th June, 2016 to expand the definition of ragging by including the following:

"3. (i) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background."

7. Installing CCTV cameras at vital points.

B. Counseling and monitoring measures

1. Regular interaction and counseling with the students can detect early signs of ragging and identification of trouble-triggers.
2. Surprise inspection at hostels, students accommodation, canteens, rest-cum-recreation rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behaviour/incident shall be undertaken.

C. Creative Dissemination of the idea of ragging-free campus

1. Events like Anti-Ragging workshops, seminars and other creative avenues to spread the idea.
2. Safety and security apps without affecting the privacy of individuals can be creatively deployed.

D. Using other UGC initiated measures

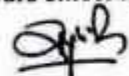
1. Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail the Anti-Ragging Helpline at helpline@antiragging.in.
2. For any other information regarding ragging, please visit the UGC website i.e. www.ugc.ac.in & www.antiragging.in and contact UGC monitoring agency i.e. AmanSatyaKachroo Trust on mobile No. 09871170303, 09818400116 (only in case of emergency).
3. UGC also drives an Anti-Ragging Media Campaign through different modes and UGC has got developed the following entities to promote anti-ragging which are available on UGC website i.e. www.ugc.ac.in.
 - a. UGC has developed 05 TVCs of 30 seconds each from different perspective i.e. Parents, Victim and Offenders.
 - b. UGC has designed and distributed posters amongst Universities/Regulatory Authorities/Councils/IITs/NITs/Other educational institutions for the prominent display.
 - c. UGC has consecutively organized 02 Anti-Ragging Competitions for students/faculty /general public for the wider awareness of the menace of ragging.

Any violation of UGC Regulations or failure of institution to take adequate steps to prevent ragging in accordance with these Regulations or failure to punish perpetrators of incidents of ragging suitably, will attract punitive action under the UGC Act.

You are requested to implement the revised procedure for students to file online anti ragging affidavit communicated vide this office letter no. 3-2/2021(ARC) dated 27th October, 2021 and display the email address and contact number of the Nodal Officer of Anti Ragging of your university/college in your website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities etc. to create awareness about the revised procedure for students to file online Anti Ragging Affidavit, and also immediately instruct all the colleges under your purview to follow it.

With kind regards,

Yours sincerely,


(Rajnish Jain)

The Vice-Chancellor of all Universities.

DRAFT

**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI - 110 002**

NO. F 1-16/2007 (CPP-II)

April, 2009

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER
EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

1. Title, commencement and applicability:-

- 1.1. These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

2. Objective:-

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. Definitions:- For the purposes of these Regulations:-

- 3.1. "college" means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.

- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

4. Punishable ingredients of Ragging:-

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;

- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of "Ragging".

5. Measures for prohibition of ragging at the institution level:-

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

6 Measures for prevention of ragging at the institution level:-

6.1 Before admissions:-

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify

and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

6.2 On admission:-

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

6.3 At the end of the academic year:-

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

6.4 Setting up of Committees and their functions:-

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

6.5 Other measures:-

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.

- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1st year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

6.6 Measures for encouraging healthy interaction between freshers and seniors:-

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

7. Measures at the UGC/ Statutory/ Regulatory body level:-

7.1 Regulatory measures:-

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

7.2 Incentives for curbing ragging:-

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

7.3 Monitoring mechanism to ensure compliance:-

Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

8 Punishments:-

8.1 At the institution level:-

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

8.2 At the university level in respect of institutions under it:-

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations

and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channellised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

8.3 At the appointing authority level:-

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

8.4 At the UGC/Statutory/Regulatory body level:-

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/ Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.

-:0:-

ANNEXURE I, Part I

UNDERTAKING BY THE CANDIDATE/STUDENT

1. I, _____
S/o. D/o. of Mr./Mrs./Ms. _____
have carefully read and fully understood the law prohibiting ragging and the
directions of the Supreme Court and the Central/State Government in this regard.

2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
 - I will not indulge in any behavior or act that may come under the definition of ragging,
 - I will not participate in or abet or propagate ragging in any form,
 - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this _____ day of _____ month of _____ year

Signature

Name:

Address:

ANNEXURE I, Part II

UNDERTAKING BY PARENT/GUARDIAN

1. I, _____
F/o. M/o. G/o _____,
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this

regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this _____ day of _____ month of _____ Year

Signature

Name:

Address:



University Grants Commission

Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13th April, 2009 in UGC, New Delhi.

The following were present:-

UGC:

Prof. Sukhadeo Thorat, Chairman
Dr. R.K. Chauhan, Secretary.
Dr. C.S. Meena, JS (CPP-II).
Shri V.K. Jaiswal, US (CPP-II).

In Chair .

Members of the UGC Committee for preparation of Regulations:-

Prof. K.P.S Unni
Dr. R.P. Gangurde
Prof. Virbala Aggarwal

Representatives of the Statutory Councils:

Medical Council Of India
National Council of Teacher Education
Indian Council of Agricultural Research
Distant Educational Council
Dental Council of India
Pharmacy Council of India
Bar Council of India

Representative of the State Governments:-

A.P. Council of Higher Education
H.P. Government,
Punjab Government ,
U.P. Government

Following decisions were taken:-

- 7/11/09
DS (CPP-II)
- The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20th April, 2009.
 - The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them.

13/04/09


13/04/09


13/04/09



- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be in place before the commencement of the next academic year in June 2009.

The meeting ended with a vote of thanks to the Chair.


(R. K. CHAUHAN)
13.4.2009


(SUKHADEO THORAT)

**UNIVERSITY GRANTS COMMISSION
BAHADLURSHAH ZAFAR MARG
NEW DELHI-110002**

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny
Former Registrar, JNU, Brindawvan
Near DP office, West Yakkara Road
Palakkad-678014 (Kerala)
Phone 09895865526, kpsunny39@gmail.com
 2. Prof. Virbala Aggarwal
H.P. Univ.
Shimla-171005
Phone 09418168234
 3. Dr. R.P.Gangurde,
Former Addl. Secretary, UGC
C-13/26, Sector 38, Kendriya Vihar
Nerul, New Mumbai-400706
 4. Prof. M.Z. Khan
UGC Consultant
B-59, City Apartments
Vasundhara Enclave
Delhi-110096
- Special invitee

Special invitee

Mr.Raj Kachroo
Aman Movement

Present (UGC)

1. Prof. S.K.Thorat, Chairman, UGC
2. Dr. R.K.Chauhan, Secretary, UGC
3. Dr.C.S.Meena, Joint Secretary, UGC
4. Sh. A.N.Sharma, Deputy Secretary UGC
5. Sh. V.K.Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC

Professional Councils

1. Dr. Prem Kumar,
Additional Secretary
Medical Council of India
Pocket- 14, Sector-8
Dwarka Phase-1
New Delhi-110077
2. Prof. SVS Choudhary
Vice Chairman
National Council for Teacher Education
Hans Bhavan, Wing II,
1, Bahadursha Zafar Marg
New Delhi-110002
3. Shri C.L. Bhatia
Consultant
Dental Council of India, Aiwan E Galib Marg
Kotla Road
Temple Lane
New Delhi-110002
4. Shri Shiv Kumar
Section Officer
Dental Council of India, Aiwan E Galib Marg
Kotla Road
Temple Lane
New Delhi-110002
5. Ms. Archana Mudgal
Pharmacy Council of India
Kotla Road, Aiwan E Ghalib Marg
New Delhi-110002
Phone 23239184
6. Sh. J.R. Sharma
Joint Secretary
Bar Council of India
21, Rouse Avenue, Institutional Area
New Delhi-110002

7. Sh. S.K.Mitra
Deputy Secretary (Education)
Indian Council of Agricultural Research, Krishi Bhavan
Dr. Rajendra Prasad Road, New Delhi-110114
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8. Dr. S.S.Bisht
CSO
Indira Gandhi National Open University
New Delhi-110068
Phone: 9868106047, 29533237, 29572121 (O)
9. Sh. D .Singh
Director
Edcil , India Ltd., Noida
Phone- 0120-2512008, 9971409065

State Council of Higher Education
1. Prof. K.C.Reddy
Chairman
Andhra Pradesh State Council of Hr. Education
Opposite Mahavir Hospital
Masab Tank, Hyderabad-500028
Phone 9866726222, 040- 23417030

State Education Secretary

1. Dr. Narinder Dhillon
DPI College, Punjab
Phone- 0172-2703549, 9814085651
2. Shri P.C.Dhiman
Secretary (Education Dept)
Govt. of Himachal Pradesh
H.P. Secretariat, Shimla-171002
3. Sh. Prabhat Sinha
Spl. Secretary
Dept. of Higher Education
Govt. of U.P., Lucknow
Phone- 09415171471, 0522-2238601

College

4. Dr. Vijay Shanker
Principal
Govt. P.G.College, Badalpur
GB Nagar, U.P.
Phone: 9873885480
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Organization
wide awareness
and
undertakings on
policies with
zero tolerance



**Jayprakash Education Society's
Dr. Babasaheb Ambedkar Mahavidyalaya, Peth- Vadgaon**


Activity Report (2022—2023)

Name of the Activity	Inauguration Ceremony of Women Development Cell (2022- 2023) Guest Lecture: Mrs. P.A. Khade (Police Sub-Inspector, Peth-Vadgaon Police Station)
Committee	Women Development Cell./ Internal Compliant Committee
Target Group &Participants	All Students 90
Topic/Theme	"Laws relating to women".
Date	16 th September 2022
Place	Conference Hall.
Brief Report	International Women's Day was celebrated on 16 th Sept 2022.Hon. Mrs. P.S.Khade and Constable Mrs.Anjana Chavan were present on this occasion. They delivered lecture on "Laws and Protection of Women". As well as discussed about Safety of Women in India has become a major issue in India now. The crime rates against women in the country have only risen to a great extent. Women think twice before stepping out of their homes, especially at the night. This is, unfortunately, the sad reality of our country that lives in constant fear. The Protection of Women from Domestic Violence Act, 2005; the Immoral Traffic (Prevention) Act, 1956; the Dowry Prohibition Act, 1961; the Indecent Representation of Women (Prohibition) Act, 1986; the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013; and the Hindu Marriage Act Prof. Pramila Mane (Director of the Institute), Principal Dr. S.D. Disale, Prof. Sunita Amrutsagar,(Head of the Women Development. Cell) and all the staff were present on this occasion. Students got Confidence from this program.
Photograph	




**Jayprakash Education Society's
Dr. Babasaheb Ambedkar Mahavidyalaya, Peth- Vadgaon**

Activity Report (2022—2023)

Name of the Activity	Visits organized Peth vadgaon Police station
Committee	Women Development Cell./ Internal Compliant Committee
Target Group & Participants	All Students 50
Topic/Theme	"Visit to Police Station Pethvadgaon"
Date	29 th September 2022
Place	Ptehvadgaon
Brief Report	The necessity to maintain peace and keeping law and order in the society led to the establishment of law enforcing agency in the form of Police. Women Development Cell organized visit to peth vadgaon police station. The primary purpose of this visit is to understand the structure and functioning of police station and also learn about law and order in their community. To understand importance of safety and securities. They require more practical exposure to the process of lodging of FIR and Complaint Procedure. It is also necessary that the students should be aware of the method of investigation. Prof. Sunita Amrutsagar,(Head of the Women Development Cell) and all the staff member were present on this occasion. Students got Confidence from this program.
Photograph	



Jayprakash Education Society's
Dr. Babasaheb Ambedkar Mahavidyalaya, Peth- Vadgaon
Activity Report (2022—2023)

Name of the Activity	International Women's Day (8 March 2023) Poster presentation and exhibition
Committee	Women Development Cell./ Internal Compliant Committee
Target Group & Participants	All Students
Topic/Theme	Eminent women personality.
Date	8 th March. 2023
Place	Conference Hall.
Brief Report	<p>International Women's Day was celebrated on March 8, 2023. International Women's Day is an important occasion that recognizes the achievements of women and calls for gender equality. This year we organized poster presentation and exhibition about inspirational women in India. The poster aims to empower and inspire students and promote gender equality and women's rights. It also serves as a reminder of the strength, resilience, and contributions of women to society, and encourages everyone to support and empowers women and recognises their contribution to society. Students did posters on Savitribai Phule, Indira Gandhi, Ahilyabai Holkar, P. T. Usha, Anandibai Joshi. Prof. Sunita Amrutsagar, (Head of the Women Dep. Cell) and all the staff member visited poster exhibition program. Women got Confidence from this occasion</p>
Photograph	

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Reg.No:MAH/1184/Kop.
E-mail: bacpvd@yahoo.co.in

UGC(12F & 2B) dt.23 June2006
Perm.Affi.No.Affi/T.2/SGB/10780 dt.16 Feb.2005
Jr.College Index No.23-06-004J

'B' Re-accredited by NAAC (2015)
Jayprakash Education Society's



Dr.BabasahebAmbedkarMahavidalaya

BarristerTatyasaheb Mane Vidyanagar, Peth Vadgaon-416112
Dist:Kolhapur (Maharashtra) Ph.Office: 0230-2471086
(Affiliated to Shivaji University, Kolhapur)

Principal: **Dr. S. D. Disale**

M.Sc., Ph.D.
Mob..7709880950

Chairman: **Nanasaheb Mane**

B.A., LL.B.,E.c.MLA

Ref.: J/BAC/2022-2023/130

Date: 14/9/2022

To,
Priyanka A. Khade
Police Sub Inspector
Peth Vadgaon

Subject: Invitation as Guest Speaker

Respected Madam,

We have immense pleasure to invite you as a 'Guest Speaker' on the occasion of inauguration of **Women Development Cell** scheduled to be held on **Friday,16th September 2022** in our college. We look forward for positive response.

Thanking you


प्रियांका खाडे
पोलीस उप निरिक्षक
वडगांव पोलीस ठाणं


Principal,
Babasaheb Ambedkar Mahavidyalaya
Peth Vadgaon, Dist. Kolhapur, Maharashtra

Jayprakash Education Society's

DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon, Dist. Kolhapur, 416 112

Women Development Cell

Date - 27/09/2022

To,
The Principal,
Dr. Babasaheb Ambedkar Mahavidyalaya,
Peth-Vadgaon

Sub: Permission to visit Police Station.

Respected Sir,

We are plan to visit police station under **Women Development cell** to make social awareness among the students regarding Laws and safety on 29 Sept. 2022 at 11 a.m. so kindly give permission.

Thanking You,


S. S. Amrutsagar.

तरुण भारत



कोल्हापूर

दिनांक

जिल्हा

सोमवार,
दि. १९ सप्टेंबर २०२२

डॉ. आंबेडकर महाविद्यालय वुमन डेव्हलपमेंटचे उद्घाटन

पेठ वडगाव : येथील डॉ. बाबासाहेब आंबेडकर महाविद्यालयात वुमन डेव्हलपमेंट सेलचे उद्घाटन वडगावचे पीएसआय प्रियांका खाडे पांच्या हस्ते करण्यात आले. यावेळी त्यांनी स्त्री संरक्षण व कायदे यावर व्याख्यान दिले. एमपीएससी स्पर्धा परीक्षेविषयी विद्यार्थ्यांना मार्गदर्शन केले. कॉन्स्टेबल अंजना घव्हाण यांनी कायदा व संरक्षणाविषयी नवीन पिढीला जागृत राहण्याबाबत सल्ला दिला. प्रास्ताविक वुमन डेव्हलपमेंट सेल विभाग प्रमुख प्रा. एस. एस. अमृतसागर यांनी केले. प्रा. डॉ. एस. ए. तवंदकर यांनी स्वागत केले. सूत्रसंचलन प्रा. जे. एस. शेख यांनी केले. प्रा. जे. जी. मोरे यांनी आभार मानले. कार्यक्रमास प्राचार्य एस. डी. हिसले, संस्थेच्या संचालिका प्रा. पी. एस. माने, विद्यार्थी, शिक्षक, शिक्षकेतर कर्मचारी उपस्थित होते.

Bah

Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya,
Vadgaon, Dist. Kolhapur, Maharashtra

Estd: 6 Jan.1979
Reg.No:MAH/1184/Kop.
E-mail: bacpyd@yahoo.co.in

UGC(12F & 2B) dt.23 June2006
Perm.Affi.No.Affi/T.2/SGB/10780 dt.16 Feb.2005
Jr.College Index No.23-06-004J

'B' Re-accredited by NAAC (2015)
Jayprakash Education Society's



Dr. Babasaheb Ambedkar Mahavidyalaya

Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon-416112
Dist: Kolhapur (Maharashtra) Ph. Office: 0230-2471086
(Affiliated to Shivaji University, Kolhapur)

Principal: **Dr. S. D. Disale**

M.Sc., Ph.D.
Mob., 7709880950

Chairman: **Nanasaheb Mane**

B.A., LL.B., Ex. MLA

Ref.: J/BAC/2020 -2021/ 145

Date: 27/09/2022

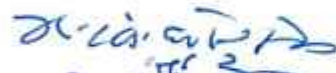
To,
Mr. B. A. Talekar
The Police Inspector
Police Station,
Peth- Vadgaon

Sub: Permission to visit Police Station.

Respected Sir,

We are plan to visit police station under **Women Development cell** to make social awareness among the students regarding Laws and safety on 29th Sept. 2022 at 11.a.m. so kindly give permission.

Thanking You,


Dr. S. D. Disale
Principal
Peth Vadgaon, Dist. Kolhapur, Maharashtra


Principal,
Dr. Babasaheb Ambedkar Mahavidyalaya
Peth Vadgaon, Dist. Kolhapur, Maharashtra

Jayprakash Education Society's

Dr. Babasaheb Ambedkar Mahavidyalaya.

Barrister Tatyasaheb Mane Vidyanagar, Pethvadgaon.

Name of the Dept: **Women Development Cell .**

Name of the Guest: **Priyanka A. khade (PSI)**




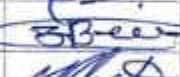

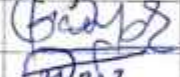
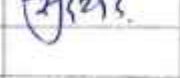


Name of the Activity: **Guest Lectury**

Date: **16/09/2022**

Sr.No.	Name of Beneficiaries	Roll No.	Sign
1	Shrikant Babaso Patil.		<u>SAM</u>
2	Prasad Dilip Chavan		<u>PCh</u>
3	Sumit Babaso Chavan		<u>SCh</u>
4	Samarth Prakash Guran		<u>SPG</u>
5	Satej Nitin Jadhav		<u>SJ</u>
6	Prathamesh Ramchandra Kumbhar		<u>PK</u>
7	Prabhakar G. Mane		<u>PKM</u>
8	Pavni Arun Mambre		<u>P.A.K</u>
9	Rushikesh Tanaji Ghulage		<u>RG</u>
10	Nishant Mukundar Kamble		<u>N.M.Kamble</u>
11	Uday Vijay Kumar Patil		<u>UP</u>
12	Sanket Ramash Lourece		<u>SL</u>
13	Tash Bhagkesh Jadhav		<u>T.B.J</u>
14	Aniket Balaso Shingade		<u>AS</u>
15	Namdev POPAT Bansode		<u>N.P.</u>
16	Dattamand Dinkar Patil		<u>DP</u>
17	Uma Abjad Momin		<u>UM</u>
18	Mayuresh Ravsa Chavan		<u>MC</u>
19	Vikesh Shivaji Shelar		<u>VS</u>
20	Rohan Navarath Matar		<u>RM</u>
21	Prathamesh Jivan bharkare		<u>PJ</u>
22	Vaibhav Abhil Shirke		<u>V.A.S</u>
23	Raj Bapu Power		<u>R.B.Power</u>
24	Shubham mali		<u>SM</u>
25	Sushant Khondre		<u>SK</u>

Sr. No.	Name of Beneficiaries	Roll No.	Sign
26.	Sanket Patil		Sanket Patil
27.	Pratik Pongse		Pratik Pongse
28.	Pratham Shikare		P.V. Shikare
29.	Ganesh Patil		Ganesh Patil
30.	Suraj Ghalap		Suraj Ghalap
31.	Aradhya Patil		Aradhya Patil
32.	Aakash SHADRE		Aakash Shadre
33.	Harshvardhan Kumbale		Harshvardhan Kumbale
34.	Sultan ZUNZAR PUDAKE		Sultan ZUNZAR PUDAKE
35.	Manali Sambhaji Kadam		Manali Kadam
36.	sandhya popat Gadiwan		Sandhya Gadiwan
37.	kajal Raghunath katkar		Kajal Katkar
38.	Aishwarya sadanand jangam		Aishwarya Jangam
39.	susmita baijirao Thanekar		Susmita Thanekar
40.	Archana kabu Naik		Archana Naik
41.	swarupa sanjay Magdum.		S.S. Magdum
42.	Megha Balasahab Pawar.		M.B. Pawar
43.	Navami Rajkumar Desai.		Navami Desai
44.	Nikita Shashikant Patil		N.S. Patil
45.	Gayatri suyavashi		Gayatri
46.	Sujata RAJU CHAVAN		S.R.C.
47.	Vanshika Vilas Patil		Vanshika Patil
48.	Poonam Pandurang kothari		Poonam Kothari
49.	Tabbasum Anwar Pathkar		Tabbasum Pathkar
50.	Sukshi Ganapati Banaye		Sukshi Banaye
51.	Amruta Shivaji Patil		Amruta Patil
52.	Trupti Ishwar Gundawadi		Trupti Gundawadi
53.	Vaishnavi Vasant Mane		Vaishnavi Mane
54.	prajakta Arun Randive		P.A. Randive
55.	sakshi manoj Ghodake		S.M. Ghodake
56.	Neha krusnat gandhari		Neha Gandhari
57.	Nikita khanderao chavan.		Nikita Chavan
58.	Pratiksha Namadev Ranadive		P.N. Ranadive

Sr.No.	Name of Beneficiaries	Roll No.	Sign
59.	Poonam Chandrakant Sawant		P.sawant
60.	Sanika Nathaji Atiyade		SAtiyade
61.	Nikhita Subhash patil		N.patil
62.	Suhana Dilnavaj Mastan		Suhana
63.	Snehal sachin shindi		S.sindi
64.	sasala Ananda Nayakavadi		SAN
65.	Rutuja Rajendra Gulave.		R.R.
66.	Pooja Jayawant Sawant.		P.J.Sawant.
67.	Pratiksha Rajendra lakhan		P.lakhan
68.	Simran Ratik Kudche		S.kudche
69.	Vaishali Mangkumare Samudree		V.samudree
70.	Jyoti Nirvuti Amakar		J.Amakar
71.	Anjali Rameao Shinde		A.shinde
72.	Narmada pandurang Sankpal		N.Sankpal
73.	paurne Manjisi khushnaji		M.khushnaji
74.	Diksha sanjay khadake.		D.khadake
75.	sanika Pandurang chavan.		S.P.chavan.
76.	Vaishnari shankar shinde		V.S.shinde
77.	ankar mahadax poware		A.poware
78.	Rohit Ramesh Dalavi		R.dalavi
79.	Nitin Babaso khod		N.khod
80.	Satish Gotiram Chougule.		S.chougule
81.	ROHIT S. PATIL		R.patil
82.	Samarth Prakash Gurnav		S.gurnav
83.	Rushikesh Satish Dabhade		R.dabhade
84.	Ajayraj Dhanjay Mane		A.mane
85.	Ankar Shivaji Jadhav		A.jadhav
86.	Prathamesh Dattatray Sutar		P.sutar
87.	Suraj Vilas Gholaj?		S.gholaj
88.	rushikesh sadashiv waghmade		R.waghmade
89.	shubham Mohan kharikande.		S.kharikande
90.	Sagar Prakash Hinchogeri.		S.hinchogeri
91.	Dr. Sambash T. Bisenale		S.bisenale

Sr.No.	Name of Beneficiaries	Roll No.	Sign
92.	Prof. Kamble k. A.		
93.	Prof. Kamble S.D.		
94.	Dr. S. R. Kali		
95.	Prof. A. D. Pawar		
96.	Dr. Santosh. Kamble		
97.	Mr. Ghalare J.C		
98.	Dr. Jayant S. Kastilc		
99.	Dr. Sanjay V. Padmakar		
100.	Mr. Sagat sudarshan subhash		
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Jayprakash Education Society's

Dr. Babasaheb Ambedkar Mahavidyalaya.

Barrister Tatyasaheb Mane Vidyanagar, Pethvadgaon.

Name of the Dept. WDC Name of the Guest.....

Name of the Activity visit to Vadgaon Police station Date 29/09/2022

Sr.No.	Name of the Beneficiaries	Roll No.	Sign
1.	Shruti Baban Pawar	B.com II	<u>Pawar</u>
2.	Sandhya Popat Gadliwan	B.com II	<u>Gadliwan</u>
3.	Poornam Subhash Thorvat	B.com II	<u>Thorvat</u>
4.	Kavita Mohan Kashid	B.com II	<u>Kashid</u>
5.	Kajal Raghunath Katkar	B.com II	<u>Katkar</u>
6.	Madhuri Anandrao Nayakavadi	B.com II	<u>Nayakavadi</u>
7.	Simran Rafik Kudche	B.com II	<u>Kudche</u>
8.	Vanshika Vilas Patil	B.com I	<u>Patil</u>
9.	Poonam Pandurang Kothari	B.com I	<u>Kothari</u>
10.	Poonam Chandrakant Sawant	B.com I	<u>Sawant</u>
11.	Pratiksha Namadev Ranadive	B.com I	<u>P.N. Ranadive</u>
12.	Mayuri Shrawankumar Kadam	B.com I	<u>M.Kadam</u>
12.	Namrata Pandurang Sankpal	B.com I	<u>N.Sankpal</u>
14.	Trupti Ishwar Gurelwar	B.com III	<u>Gurelwar</u>
15.	Manali Sambhaji Kadam	B.com III	<u>Kadam</u>
16.	Swarupa Sanjay Magdum	B.com III	<u>S.S. Magdum</u>
17.	Tushar Sanjay Yadav	B.com III	<u>T.Yadav</u>
18.	Vaishnavi Vasant Mane	B.com II	<u>V.Man</u>

Jayprakash Education Society's

Dr. Babasaheb Ambedkar Mahavidyalaya.

Barrister Tatyasaheb Mane Vidyanagar, Pethvadgaon.

Name of the Dept.....Name of the Guest.....

Name of the Activity.....Date.. 29/9/2022

Sr.No.	Name of the Beneficiaries	Roll No.	Sign
1.	Dhanshri Narayan Kamlaka	B.com III	Kamlakar
2.	Aishwarya Sadanand Jangam	11	Aishwarya
3.	Snehal Sayaji Sonavane	B.com II	Snehal
4.	Gajala Rahimodulla Panhalkar	B.com III	Gajal
5.	Jyoti Nivouti Amakoo	B.com II	Jyoti
6.	Komal Nivouti Gotal.	B.com II	Komal
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Dr. Babasaheb Ambedkar Mahavidyalaya.

Barrister Tatyasaheb Mane Vidyanagar, Pethvadgaon.

Name of the Dept. WDC Name of the Guest.....

Name of the Activity visit to police station Vadgaon Date 29/09/2022

Sr.No.	Name of the Beneficiaries	Roll No.	Sign
1.	<u>Abhil zakir Hajari</u>	<u>16</u>	<u>[Signature]</u>
2.	<u>Rushikesh Satish Dabhade</u>	<u>B.com II</u>	<u>[Signature]</u>
3.	<u>Ajayraj Dhananjay Mane</u>	<u>B.com II</u>	<u>[Signature]</u>
4.	<u>Sahel Amir Mulla</u>	<u>B.com II</u>	<u>[Signature]</u>
5.	<u>Rohan Shastank Joshi</u>	<u>B.com II</u>	<u>[Signature]</u>
6.	<u>Rohit Ramesh Dalavi</u>	<u>B.com II</u>	<u>[Signature]</u>
7.	<u>Amey Yashwant Kumbhar</u>	<u>B.com I</u>	<u>[Signature]</u>
8.	<u>Mahadeva Vishwas Patil</u>	<u>B.com I</u>	<u>[Signature]</u>
9.	<u>Sanket Bajirao Patil</u>	<u>B.com I</u>	<u>[Signature]</u>
10.	<u>Rushikesh Tanaji</u>	<u>B.com I</u>	<u>[Signature]</u>
11.	<u>Pratik Shailesh Kumbhar</u>	<u>B.com I</u>	<u>[Signature]</u>
12.	<u>Subarna Dhanraj Mastan</u>	<u>B.com I</u>	<u>[Signature]</u>
12.	<u>Snehal Sachin Shinde</u>	<u>B.com I</u>	<u>[Signature]</u>
14.	<u>Pratikta Arun Randive</u>	<u>B.com I</u>	<u>P.A. Randive</u>
15.	<u>Sanika Nathaji Atugade</u>	<u>B.com I</u>	<u>SAtugade</u>
16.	<u>Nikhita Subhash Patil</u>	<u>B.com I</u>	<u>[Signature]</u>
17.			
18.			



Mechanisms for submission of online/offline students' grievances



Jyotirakashi Education Society's
DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA
Barrister Tatyasaheb Mane Vidyanagar, Peth Vadgaon - 416112.
Dist. Kolhapur (Maharashtra) Ph.Office : 0230-2471086

(Affiliated to Shivaji University, Kolhapur)



Mechanisms for submission of students' grievances

The College has an effective and objective multi-tier Grievance Redressal Mechanism, consisting of Prevention of Sexual Harassment Committee, Anti Ragging Committee that focuses on careful and sensitive handling of student grievances.

1. The student(s) may directly approach the Convenor of appropriate committee with a written application.
2. In case of ragging related grievances, the student(s) may directly inform any of the members of the Anti-Ragging Committee on mobile.
3. Grievances, on plain paper, may be posted in complaint box fixed in the campus at the Outside Administrative Office.



Bah
Principal,

Dr. Babasaheb Ambedkar Mahavidyalaya
Peth Vadgaon, Dist. Kolhapur, Maharashtra



Timely
redressal of the
grievances
through
appropriate
committees

Jayprakash Education Society's
Dr. Babasaheb Ambedkar Mahavidyalaya, Peth- Vadgaon

Internal Complaints Committee

2022-2023

अंतर्गत तक्रार निवारण समिती

सूचना

'अंतर्गत महिला तक्रार निवारण समिती मधील सर्व सदस्यांना कळविण्यात येते, की आपल्या समितीची बैठक सोमवार दि 22 ऑगस्ट 2022 रोजी माननीय प्राचार्य यांच्या समवेत रूम नंबर 1 मध्ये सकाळी 11.30 वाजता आयोजित केली आहे. तरी सर्व सदस्यांनी उपस्थित रहावे ही विनंती.

प्राचार्य डॉ. एस. डी. डिसले	अध्यक्ष
प्रा एस. एस. अमृतसागर	समन्वयक
प्रा. एस. एस. वडवे	सदस्य
श्री के. ए. पोवार	सदस्य
श्री आर. एल. कांबळे	सदस्य

[Handwritten signatures of the committee members]

बैठकीचे विषय (Agenda)

1. सन 2022-2023 या शैक्षणिक वर्षामधील समितीचे वार्षिक नियोजन.
2. समितीच्या कार्यपद्धतीची माहिती सर्व मुलींना देणे.
3. विद्यार्थिनींच्या अडचणी व तक्रारीची गंभीर दाखल घेणे
4. महिलासाठी असणाऱ्या कायद्याची माहिती मुलींना देणे.
5. या समितीमध्ये 3 विद्यार्थ्यांची निवड करणे
6. मा. अध्यक्षाच्या परवानगीने आयत्या वेळी येणाऱ्या कामाचा विचार करणे.



Jayprakash Education Society's
Dr. Babasaheb Ambedkar Mahavidyalaya, Peth- Vadgaon

Internal Complaints Committee

अंतर्गत तक्रार निवारण समिती

बैठकीचे इतिवृत्त

अंतर्गत महिला तक्रार निवारण समितीची बैठक सोमवार दि. 22/8/2022 रोजी सकाळी 11.30 वाजता रुम नं. 1 येथे घेण्यात आली. मागील वर्षी स्थापन केलेली समिती पुढे नियमित करण्यात आली. सदर बैठकीस खालील सदस्य उपस्थित होते.

प्राचार्य डॉ. एस. डी. डिसले

अध्यक्ष

प्रा एस. एस. अमृतसागर

समन्वयक

प्रा. एस. एस. वडवे

सदस्य

श्री के. ए. पोवार

सदस्य

श्री आर. एल. कांबळे

सदस्य

वरील प्रमाणे सदस्य उपस्थित राहिल्याने बैठकीतील विषयाला सुरुवात झाली. खालील प्रमाणे ठराव करण्यात आले.

1. शेवटाच्या बैठकीचे इतिवृत्ते निश्चित केली. त्यावर चर्चा झाली
2. समितीची माहिती सर्व मुलींना देण्यासाठी महाविद्यालयाच्या परिसरात समितीमधील सर्व सदस्याची नावे व फोने नंबर चा बोर्ड तयार करून दर्शनी ठिकाणी लावणे.
3. मुलीच्या अडचणी व तक्रारी समजून घेण्यासाठी तक्रार पेटी ठेवण्याचे ठरविण्यात आले.
4. महिलासाठी असणऱ्या कायद्याची माहिती मुलींना होण्यासाठी विविध प्रकारचे कार्यक्रम आयोजित करण्याचे ठरविण्यात आले.
5. या समितीमध्ये विद्यार्थी प्रतिनिधी म्हणून प्रतिक पांगे, गजला पन्हाळकर, वैष्णवी माने यांची निवड करण्यात आली.
5. वर्षभर कोणते कार्यक्रम या समिती मार्फत करावयाचे याबाबत चर्चा झाली.



Jayprakash Education Society's
Dr. Babasaheb Ambedkar Mahavidyalaya, Peth- Vadgaon

Internal Complaints Committee

2022-2023

अंतर्गत तक्रार निवारण समिती

सूचना

'अंतर्गत महिला प्रकार निवारण समिती मधील सर्व सदस्यांना कळविण्यात येते की, आपल्या समितीची बैठक मंगळवार दि 13 सप्टेंबर 2022 रोजी रूम नं 1 मध्ये 11.30 वाजता आयोजित केली आहे. तरी सर्व सदस्यांनी उपस्थित रहावे ही विनंती.

प्राचार्य डॉ. एस. डी. डिसले	अध्यक्ष
प्रा एस. एस. अमृतसागर	समन्वयक
प्रा. एस. एस. वडवे	सदस्य
श्री के. ए. पोवार	सदस्य
श्री आर. एल. कांबळे	सदस्य
प्रतिक पांगे,	सदस्य
गजला पन्हाळकर	सदस्य
वैष्णवी माने	सदस्य

[Handwritten signatures of the committee members]

बैठकीचे विषय (Agenda)

1. शेवटच्या बैठकीचे इतिवृत्त वाचून कायम करणे
2. लिंगभाव समानते संबंधी विद्यार्थ्यांच्या मध्ये जाणीव जागृती करण्यासाठी व्याख्यान आयोजित करणे
3. वडगाव पोलीस स्टेशन ला विद्यार्थ्यांची भेट आयोजित करणे.
4. मुलींच्या समस्या व अडचणी जाणून घेणे .



Jayprakash Education Society's
Dr. Babasaheb Ambedkar Mahavidyalaya, Peth- Vadgaon

Internal Complaints Committee

अंतर्गत तक्रार निवारण समिती

बैठकीचे इतिवृत्त

अंतर्गत महिला तक्रार निवारण समितीची बैठक सोमवार दि. 13/09/2022 रोजी सकाळी 11.30 वाजता रूम नं. 1 येथे घेण्यात आली. सदर बैठकीस खालील सदस्य उपस्थित होते.

प्राचार्य डॉ. एस. डी. डिसले	अध्यक्ष	
प्रा. एस. एस. अमृतसागर	समन्वयक	
प्रा. एस. एस. वडवे	सदस्य	
श्री के. ए. पोवार	सदस्य	
श्री आर. एल. कांबळे	सदस्य	
प्रतिक पांगे,	सदस्य	
गजला पन्हाळकर	सदस्य	
वैष्णवी माने	सदस्य	

वरील प्रमाणे सदस्य उपस्थित राहिल्याने बैठकीतील विषयाला सुरुवात झाली. खालील प्रमाणे ठराव करण्यात आले.

1. शेवटाच्या बैठकीचे इतिवृत्ते निश्चित केली. त्यावर चर्चा झाली
2. लिंगभाव समानतेसाठी विद्यार्थ्यांचे प्रबोधन करण्याचे ठरविण्यात आले. त्यासाठी वडगाव पोलीस स्टेशन पी. एस. आय. प्रियांका खाडे यांचे 16/09/2022 रोजी व्याख्यान झाले
3. 29/09/2022 रोजी वडगाव पोलीस स्टेशनला विद्यार्थ्यां समवेत भेट दिली.
4. मुलींच्या समस्यावर चर्चा करण्यात आली.



Internal Complaints Committee

2022-2023

अंतर्गत तक्रार निवारण समिती

सूचना

'अंतर्गत महिला प्रकार निवारण समिती मधील सर्व सदस्यांना कळविण्यात येते की आपल्या समितीची बैठक सोमवार दि 2 जानेवारी 2023 रोजी रूम नं 1 मध्ये 11.30 वाजता आयोजित केली आहे. तरी सर्व सदस्यांनी उपस्थित रहावे ही विनंती.

प्राचार्य डॉ. एस. डी. डिसले

अध्यक्ष

प्रा एस. एस. अमृतसागर

समन्वयक

प्रा. एस. एस. वडवे

सदस्य

श्री के. ए. पोवार

सदस्य

श्री आर. एल. कांबळे

सदस्य

प्रतिक पांगे,

सदस्य

गजला पन्हाळकर

सदस्य

वैष्णवी माने

सदस्य

बैठकीचे विषय (Agenda)

1. शेवटच्या बैठकीचे इतिवृत्त वाचून कायम करणे.
2. सावित्रीबाई फुले जयंती साजरी करण्याविषयी चर्चा करणे
3. 8 मार्च जागतिक महिला दिवस साजरा करण्याचे ठरविणे व त्यावर चर्चा करणे



Internal Complaints Committee

अंतर्गत तक्रार निवारण समिती

बैठकीचे इतिवृत्त

अंतर्गत महिला तक्रार निवारण समितीची बैठक सोमवार दि. 2/01/2023 रोजी सकाळी 11.30 वाजता रूम नं. 1 येथे घेण्यात आली. सदर बैठकीस खालील सदस्य उपस्थित होते.

प्राचार्य डॉ. एस. डी. डिसले	अध्यक्ष
प्रा एस. एस. अमृतसागर	समन्वयक
प्रा. एस. एस. वडवे	सदस्य
श्री के. ए. पोवार	सदस्य
श्री आर. एल. कांबळे	सदस्य
प्रतिक पांगे,	सदस्य
गजला पन्हाळकर	सदस्य
वैष्णवी माने	सदस्य

[Handwritten signatures of the committee members]

वरील प्रमाणे सदस्य उपस्थित राहिल्याने बैठकीतील विषयाला सुरुवात झाली. खालील प्रमाणे ठराव करण्यात आले.

1. शेवटाच्या बैठकीचे इतिवृत्ते निश्चित केली. त्यावर चर्चा झाली
2. सावित्रीबाई फुले यांच्या प्रेरणादायी कार्याची ओळख विद्यार्थ्यांना होण्यासाठी व्याख्यानाचे आयोजन करण्याचे ठरविण्यात आले.
4. जागतिक महिला दिनानिमित्त महिलासाठी असणाऱ्या कायद्याबाबतची जाणीव जागृतीपर व्याख्यान किंवा पोस्टर प्रदर्शन आयोजित करण्याचे ठरविण्यात आले.