



Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

Affiliated to Sant Gadge Baba Amravati University, Amravati

NAAC

Criterion-V

Student Support and Progression

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Nandgaon Khandeshwar, Amravati 



VINAYAK VIDNYAN MAHAVIDYALAYA

Nandgaon Khandeshwar, Dist. Amravati

(An Institute run by Pravin Khodke Memorial Trust, Amravati)

Sau. Sulabha Sanjay Khodke
(MLA, Amravati)
President, PKM Trust, Amravati

College Code: 197 Ph. No. 07221-222245
Email: vvm197@sgbau.ac.in

Dr. Alka Anant Bhise
Principal
Mob. 98235 26341

Date: 10/07/2023

DVV Clarification

5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation-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


Provided Proof of constitution of Internal committees / Grievances Committee formation / other committees as per UGC norms.

Provided Circular/web-link/ committee report justifying the objective of Implementation of guidelines of statutory/regulatory bodies Organisation wide awareness and

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I.Q.A.C. Co-ordinator
Vinayak Vidnyan Mahavidyalaya
Nandgaon Kh.




PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

5.1.4 (a)

**Proof for Implementation of guidelines of
statutory/regulatory bodies**

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**Proof for Implementation of guidelines of
statutory/regulatory bodies**

Circulation of UGC

डॉ० अखिलेश गुप्ता
सचिव

Dr. Akhilesh Gupta
Secretary



विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग,
नई दिल्ली - 110 002
UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI - 110 002
Phone : 011- 2323 9337
: 011- 2323 6288
FAX : 011- 2323 8858
E-Mail: secy@ugc.ac.in

By Speed Post

D. O. No.14-4/2012(CPP-II)

Subject:- Circulation of UGC (Grievance Redressal) Regulations, 2012

June, 2013
18 JUN 2013

Dear Madam/Sir,

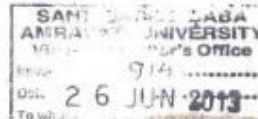
The Commission had approved the UGC (Grievance Redressal) Regulations, 2012 which have been notified in the Gazette of India and are also available on the UGC website www.ugc.ac.in. You are requested to kindly ensure the compliance of these Regulations by all the departments of your university as well as the colleges affiliated to your university. This may please be given high priority.

Kindly acknowledge the receipt of this letter.

Yours sincerely,

(Akhilesh Gupta)

The Vice-Chancellor
Sant Gadge Baba Amravati University
Amravati-444 602
(Maharashtra)



Sant Gadge Baba Amravati University
No.SGBAU/7-D/ 860 /2013
Date : 5 June, 2013

Copy forwarded for information & necessary action to :

- 1] The Principal, of All Colleges affiliated to Sant Gadge Baba Amravati University
- 2] All Head, P.G.T.Depts. of Sant Gadge Baba Amravati University.

Director, B.C.U.D.

Anti Ragging Notification

PART III—SEC. 4]

THE GAZETTE OF INDIA, JULY 4, 2009 (ASADHA 13, 1931)

4025

**UNIVERSITY GRANTS COMMISSION
UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN
HIGHER EDUCATIONAL INSTITUTIONS, 2009.**

(under Section 26 (1)(g) of the University Grants Commission Act, 1956)

New Delhi-110002, the 17th June 2009

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

PREAMBLE.

In view of the directions of the Hon'ble Supreme Court in the matter of "University of Kerala v/s. Council, Principals, Colleges and others" in SLP no. 24295 of 2006 dated 16.05.2007 and that dated 8.05.2009 in Civil Appeal number 887 of 2009, and in consideration of the determination of the Central Government and the University Grants Commission to prohibit, prevent and eliminate the scourge of ragging including any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, in all higher education institutions in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students, the University Grants Commission, in consultation with the Councils, brings forth this Regulation.

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;

8—139 GI/2009

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 from the date of their publication in the Official Gazette.

1.3 They shall apply to all the institutions coming within the definition of an University under sub-section (f) of section (2) of the University Grants Commission Act, 1956, and to all institutions deemed to be a university under Section 3 of the University Grants Commission Act, 1956, to all other higher educational institutions, or elements of such universities or institutions, including its departments, constituent units and all the premises, whether being academic, residential, playgrounds, canteen, or other such premises of such universities, deemed universities and higher educational institutions, whether located within the campus or outside, and to all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such universities, deemed universities and higher educational institutions.

2. Objectives.-

To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student; and thereby, to eliminate ragging in all its forms from universities, deemed universities and other higher educational institutions in the country by prohibiting it

under these Regulations, preventing its occurrence and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. What constitutes Ragging.- Ragging constitutes one or more of any of the following acts:

- a. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
 - b. indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
 - c. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
 - d. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
 - e. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
 - f. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
 - g. any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
 - h. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
 - i. any act that affects the mental health and self-confidence of a fresher or any other student
- with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

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3. What constitutes Ragging.- Ragging constitutes one or more of any of the following acts:

- a. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
- b. indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
- c. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
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- h. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
- i. any act that affects the mental health and self-confidence of a fresher or any other student
with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

j) "NAAC" means the National Academic and Accreditation Council established by the Commission under section 12(ccc) of the Act;

k) "State Level Monitoring Cell" means the body constituted by the State Government for the control and elimination of ragging in institutions within the jurisdiction of the State, established under a State Law or on the advice of the Central Government, as the case may be.

(2) Words and expressions used and not defined herein but defined in the Act or in the General Clauses Act, 1897, shall have the meanings respectively assigned to them in the Act or in the General Clauses Act, 1897, as the case may be.

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

- a) No institution or any part of it thereof, including its elements, including, but not limited to, the departments, constituent units, colleges, centres of studies and all its premises, whether academic, residential, playgrounds, or canteen, whether located within the campus or outside, and in all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such institutions, shall permit or condone any reported incident of ragging in any form; and all institutions shall take all necessary and required measures, including but not limited to the provisions of these Regulations, to achieve the objective of eliminating ragging, within the institution or outside,
- b) All institutions shall take action in accordance with these Regulations against those found guilty of ragging and/or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

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

6.1 An institution shall take the following steps in regard to admission or registration of students; namely,

- a) Every public declaration of intent by any institution, in any electronic, audio-visual or print or any other media, for admission of students to any course of study shall expressly provide that ragging is totally prohibited in the institution,

and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be punished in accordance with these Regulations as well as under the provisions of any penal law for the time being in force.

- b) The brochure of admission/instruction booklet or the prospectus, whether in print or electronic format, shall prominently print these Regulations in full.

Provided that the institution shall also draw attention to any law concerning ragging and its consequences, as may be applicable to the Institution publishing such brochure of admission/instruction booklet or the prospectus.

Provided further that the telephone numbers of the Anti-Ragging Helpline and all the important functionaries in the institution, including but not limited to the Head of the institution, faculty members, members of the Anti-Ragging Committees and Anti-Ragging Squads, District and Sub-Divisional authorities, Wardens of hostels, and other functionaries or authorities where relevant, shall be published in the brochure of admission/instruction booklet or the prospectus.

- c) Where an institution is affiliated to a University and publishes a brochure of admission/instruction booklet or a prospectus, the affiliating university shall ensure that the affiliated institution shall comply with the provisions of clause (a) and clause (b) of Regulation 6.1 of these Regulations.
- d) The application form for admission, enrolment or registration shall contain an affidavit, mandatorily in English and in Hindi and/or in one of the regional languages known to the applicant, as provided in the English language in Annexure I to these Regulations, to be filled up and signed by the applicant to the effect that he/she has read and understood the provisions of these Regulations as well as the provisions of any other law for the time being in force, and is aware of the prohibition of ragging and the punishments prescribed, both under penal laws as well as under these Regulations and also affirm to the effect that he/she has not been expelled and/or debarred by any institution and further aver that he/she would not indulge, actively or passively, in the act or abet the act of ragging and if found guilty of ragging and/or abetting ragging, is liable to be proceeded against under these Regulations or under any penal law or any

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parents/ guardians, faculty, district administration including the police, to discuss the measures to be taken to prevent ragging in the institution and steps to be taken to identify those indulging in or abetting ragging and punish them.

- i) The institution shall, 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, prominently display posters depicting the provisions of penal law applicable to incidents of ragging, and the provisions of these Regulations and also any other law for the time being in force, and the punishments thereof, shall be prominently displayed on Notice Boards of all departments, hostels and other buildings as well as at places, where students normally gather and at places, known to be vulnerable to occurrences of ragging incidents.
- j) 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.
- k) The institution shall identify, properly illuminate and keep a close watch on all locations known to be vulnerable to occurrences of ragging incidents.
- l) The institution shall tighten security in its premises, especially at vulnerable places and intense policing by Anti-Ragging Squad, referred to in these Regulations and volunteers, if any, shall be resorted to at such points at odd hours during the first few months of the academic session.
- m) The institution shall utilize the vacation period before the start of the new academic year to launch a publicity campaign against ragging through posters, leaflets and such other means, as may be desirable or required, to promote the objectives of these Regulations.
- n) 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 an aim to promote the objectives of this Regulation.
- o) Every institution shall engage or seek the assistance of professional counsellors before the commencement of the academic session, to be available

- when required by the institution, for the purposes of offering counselling to freshers and to other students after the commencement of the academic year.
- p) The head of the institution shall provide information to the local police and local authorities, the details of every privately commercially managed hostels or lodges used for residential purposes by students enrolled in the institution and the head of the institution shall also ensure that the Anti-Ragging Squad shall ensure vigil in such locations to prevent the occurrence of ragging therein.
- 6.2 An institution shall, on admission or enrolment or registration of students, take the following steps, namely;
- a) Every fresh student admitted to the institution shall be given a printed leaflet detailing to whom he/she has to turn to for help and guidance for various purposes including addresses and telephone numbers, so as to enable the student to contact the concerned person at any time, if and when required, of the Anti-Ragging Helpline referred to in these Regulations, Wardens, Head of the institution, all members of the anti-ragging squads and committees, relevant district and police authorities-
- b) The institution, through the leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall explain to the freshers, the arrangements made for their induction and orientation which promote efficient and effective means of integrating them fully as students with those already admitted o the institution in earlier years.
- c) The leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything, with or against their will, even if ordered to by the seniors students, and that any attempt of ragging shall be promptly reported to the Anti-ragging Squad or to the Warden or to the Head of the institution, as the case may be.
- d) The leaflet specified in clause (a) of Regulation 6.2 of these Regulations 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.

- e) The institution shall, on the arrival of senior students after the first week or after the second week, as the case may be, schedule orientation programmes as follows, namely; (i) joint sensitization programme and counselling of both freshers and senior students by a professional counsellor, referred to in clause (a) of Regulation 6.1 of these Regulations; (ii) joint orientation programme of freshers and seniors to be addressed by the Head of the institution and the anti-ragging committee; (iii) organization on a large scale of cultural, sports and other activities to provide a platform for the freshers and seniors to interact in the presence of faculty members; (iv) in the hostel, the warden should address all students; and may request two junior colleagues from the college faculty to assist the warden by becoming resident tutors for a temporary duration. (v) as far as possible faculty members should dine with the hostel residents in their respective hostels to instil a feeling of confidence among the freshers.
- f) The institution shall set up appropriate committees, including the course-in-charge, student advisor, Wardens and some senior students as its members, to actively monitor, promote and regulate healthy interaction between the freshers, junior students and senior students.
- g) Freshers or any other student(s), whether being victims, or witnesses, in any incident of ragging, shall be encouraged to report such occurrence, and the identity of such informants shall be protected and shall not be subject to any adverse consequence only for the reason for having reported such incidents.
- h) Each batch of freshers, on arrival at the institution, shall be divided into small groups and each such group shall be assigned to a member of the faculty, who shall interact individually with each member of the group every day for ascertaining the problems or difficulties, if any, faced by the fresher in the institution and shall extend necessary help to the fresher in overcoming the same.
- i) It shall be the responsibility of the member of the faculty assigned to the group of freshers, to coordinate with the Wardens of the hostels and to make surprise visits to the rooms in such hostels, where a member or members of the group are lodged; and such member of faculty shall maintain a diary of his/her interaction with the freshers under his/her charge.

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q) The Head of the institution shall, at the end of each academic year, send a letter to the parents/guardians of the students who are completing their first year in the institution, informing them about these Regulations and any law for the time being in force prohibiting ragging and the punishments thereof as well as punishments prescribed under the penal laws, and appealing to them to impress upon their wards to desist from indulging in ragging on their return to the institution at the beginning of the academic session next.

6.3 Every institution shall constitute the following bodies; namely,

- a) Every institution shall constitute a Committee to be known as the Anti-Ragging Committee to be nominated and headed by the Head of the institution, and consisting of representatives of civil and police administration, local media, Non Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the freshers' category as well as senior students, non-teaching staff; and shall have a diverse mix of membership in terms of levels as well as gender.
- b) It shall be the duty of the Anti-Ragging Committee to ensure compliance with the provisions of these Regulations as well as the provisions of any law for the time being in force concerning ragging; and also to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.
- c) Every institution shall also constitute a smaller body to be known as the Anti-Ragging Squad to be nominated by the Head of the Institution with such representation as may be considered necessary for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times.

Provided that the Anti-Ragging Squad shall have representation of various members of the campus community and shall have no outside representation.

- d) It shall be the duty of the Anti-Ragging Squad to be called upon to make surprise raids on hostels, and other places vulnerable to incidents of, and having the potential of, ragging and shall be empowered to inspect such places.
- e) It shall also be the duty of the Anti-Ragging Squad to conduct an on-the-spot enquiry into any incident of ragging referred to it by the Head of the institution

or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action under clause (a) of Regulation 9.1.

Provided that the Anti-Ragging Squad shall conduct such enquiry observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incident of ragging, and considering such other relevant information as may be required.

- f) Every institution shall, at the end of each academic year, in order to promote the objectives of these Regulations, constitute a Mentoring Cell consisting of students volunteering to be Mentors for freshers, in the succeeding academic year; and there shall be as many levels or tiers of Mentors as the number of batches in the institution, at the rate of one Mentor for six freshers and one Mentor of a higher level for six Mentors of the lower level.
- g) Every University shall constitute a body to be known as Monitoring Cell on Ragging, which shall coordinate with the affiliated colleges and institutions under the domain of the University to achieve the objectives of these Regulations; and the Monitoring Cell shall call for reports from the Heads of institutions in regard to the activities of the Anti-Ragging Committees, Anti - Ragging Squads, and the Mentoring Cells at the institutions, and it shall also keep itself abreast of the decisions of the District level Anti-Ragging Committee headed by the District Magistrate.
- h) The Monitoring Cell shall also review the efforts made by institutions to publicize anti-ragging measures, soliciting of affidavits from parents/guardians and from students, each academic year, to abstain from ragging activities or willingness to be penalized for violations; and shall function as the prime mover for initiating action on the part of the appropriate authorities of the university for amending the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti-ragging measures at the level of the institution.

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and employees of service providers providing services within the institution, shall be sensitized towards the ills of ragging, its prevention and the consequences thereof.

h) The institution shall obtain an undertaking from every employee of the institution including all teaching and non-teaching members of staff, contract labour employed in the premises either for running canteen or as watch and ward staff or for cleaning or maintenance of the buildings/lawns and employees of service providers providing services within the institution, that he/she would report promptly any case of ragging which comes to his/her notice.

i) The institution shall make a provision in the service rules of its employees for issuing certificates of appreciation to such members of the staff who report incidents of ragging, which will form part of their service record.

j) The institution shall give necessary instructions to the employees of the canteens and messing, whether that of the institution or that of a service provider providing this service, or their employers, as the case may be, to keep a strict vigil in the area of their work and to report the incidents of ragging to the Head of the institution or members of the Anti-Ragging Squad or members of the Anti-Ragging Committee or the Wardens, as may be required.

k) All Universities awarding a degree in education at any level, shall be required to ensure that institutions imparting instruction in such courses or conducting training programme for teachers include inputs relating to anti-ragging and the appreciation of the relevant human rights, as well as inputs on topics regarding sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counselling approach.

l) Discreet random surveys shall be conducted amongst the freshers every fortnight during the first three months of the academic year to verify and cross-check whether the institution is indeed free of ragging or not and for the purpose the institution may design its own methodology of conducting such surveys.

m) The institution shall cause to have an entry, apart from those relating to general conduct and behaviour, made in the Migration/Transfer Certificate issued to the student while leaving the institution, as to whether the student has been

and employees of service providers providing services within the Institution, shall be sensitized towards the ills of ragging, its prevention and the consequences thereof.

h) The institution shall obtain an undertaking from every employee of the institution including all teaching and non-teaching members of staff, contract labour employed in the premises either for running canteen or as watch and ward staff or for cleaning or maintenance of the buildings/lawns and employees of service providers providing services within the institution, that he/she would report promptly any case of ragging which comes to his/her notice.

i) The institution shall make a provision in the service rules of its employees for issuing certificates of appreciation to such members of the staff who report incidents of ragging, which will form part of their service record.

j) The institution shall give necessary instructions to the employees of the canteens and messing, whether that of the institution or that of a service provider providing this service, or their employers, as the case may be, to keep a strict vigil in the area of their work and to report the incidents of ragging to the Head of the institution or members of the Anti-Ragging Squad or members of the Anti-Ragging Committee or the Wardens, as may be required.

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m) The institution shall cause to have an entry, apart from those relating to general conduct and behaviour, made in the Migration/Transfer Certificate issued to the student while leaving the institution, as to whether the student has been

- iv. Public nuisance created during ragging;
- v. Violation of decency and morals through ragging;
- vi. Injury to body, causing hurt or grievous hurt;
- vii. Wrongful restraint;
- viii. Wrongful confinement;
- ix. Use of criminal force;
- x. Assault as well as sexual offences or unnatural offences;
- xi. Extortion;
- xii. Criminal trespass;
- xiii. Offences against property;
- xiv. Criminal intimidation;
- xv. Attempts to commit any or all of the above mentioned offences against the victim(s);
- xvi. Threat to commit any or all of the above mentioned offences against the victim(s);
- xvii. Physical or psychological humiliation;
- xviii. All other offences following from the definition of "Ragging".

Provided that the Head of the institution shall forthwith report the occurrence of the incident of ragging to the District Level Anti-Ragging Committee and the Nodal officer of the affiliating University, if the institution is an affiliated institution.

Provided further that the institution shall also continue with its own enquiry initiated under clause 9 of these Regulations and other measures without waiting for action on the part of the police/local authorities and such remedial action shall be initiated and completed immediately and in no case later than a period of seven days of the reported occurrence of the incident of ragging.

8. Duties and Responsibilities of the Commission and the Councils.-

8.1 The Commission shall, with regard to providing facilitating communication of information regarding incidents of ragging in any institution, take the following steps, namely;

- a) The Commission shall establish, fund and operate, a toll-free Anti-Ragging Helpline, operational round the clock, which could be accessed by students in distress owing to ragging related incidents.
- b) Any distress message received at the Anti-Ragging Helpline shall be simultaneously relayed to the Head of the Institution, the Warden of the Hostels, the Nodal Officer of the affiliating University, if the incident reported has taken place in an institution affiliated to a University, the concerned District authorities and if so required, the District Magistrate, and the Superintendent of Police, and shall also be web enabled so as to be in the public domain simultaneously for the media and citizens to access it.
- c) The Head of the institution shall be obliged to act immediately in response to the information received from the Anti-Ragging Helpline as at sub-clause (b) of this clause.
- d) The telephone numbers of the Anti-Ragging Helpline and all the important functionaries in every institution, Heads of institutions, faculty members, members of the anti-ragging committees and anti ragging squads, district and sub-divisional authorities and state authorities, Wardens of hostels, and other functionaries or authorities where relevant, shall be widely disseminated for access or to seek help in emergencies.
- e) The Commission shall maintain an appropriate data base to be created out of affidavits, affirmed by each student and his/her parents/guardians and stored electronically by the institution, either on its or through an agency to be designated by it; and such database shall also function as a record of ragging complaints received, and the status of the action taken thereon.
- f) The Commission shall make available the database to a non-governmental agency to be nominated by the Central Government, to build confidence in the public and also to provide information of non compliance with these Regulations to the Councils and to such bodies as may be authorised by the Commission or by the Central Government.

8.2 The Commission shall take the following regulatory steps, namely;

- a) The Commission shall make it mandatory for the institutions to incorporate in their prospectus, the directions of the Central Government or the State Level Monitoring Committee with regard to prohibition and consequences of ragging, and that non-compliance with these Regulations and directions so provided, shall be considered as lowering of academic standards by the institution, therefore making it liable for appropriate action.
- b) The Commission shall verify that the institutions strictly comply with the requirement of getting the affidavits from the students and their parents/guardians as envisaged under these Regulations.
- c) The Commission shall include a specific condition in the Utilization Certificate, in respect of any financial assistance or grants-in-aid to any institution under any of the general or special schemes of the Commission, that the institution has complied with the anti-ragging measures.
- d) Any incident of ragging in an institution shall adversely affect its accreditation, ranking or grading by NAAC or by any other authorised accreditation agencies while assessing the institution for accreditation, ranking or grading purposes.
- e) The Commission may accord priority in financial grants-in-aid to those institutions, otherwise eligible to receive grants under section 12B of the Act, which report a blemishless record in terms of there being no reported incident of ragging.
- f) The Commission shall constitute an Inter-Council Committee, consisting of representatives of the various Councils, the Non-Governmental agency responsible for monitoring the database maintained by the Commission under clause (g) of Regulation 8.1 and such other bodies in higher education, to coordinate and monitor the anti-ragging measures in institutions across the country and to make recommendations from time to time; and shall meet at least once in six months each year.
- g) The Commission shall institute 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 Monitoring Cell and University level Committees for effective implementation of anti-ragging measures, and the Cell shall also coordinate with the Non-Governmental agency

responsible for monitoring the database maintained by the Commission appointed under clause (g) of Regulation 8.1.

9. Administrative action in the event of ragging.-

9.1 The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed hereinunder:

- a) The Anti-Ragging Committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
- b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments, namely;
 - i. Suspension from attending classes and academic privileges.
 - ii. Withholding/ withdrawing scholarship/ fellowship and other benefits.
 - iii. Debarring from appearing in any test/ examination or other evaluation process.
 - iv. Withholding results.
 - v. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 - vi. Suspension/ expulsion from the hostel.
 - vii. Cancellation of admission.
 - viii. Rustication from the institution for period ranging from one to four semesters.
 - ix. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

- c) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,
 - i. in case of an order of an institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University;

- ii. in case of an order of a University, to its Chancellor.
- iii. in case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the institution, as the case may be.

9.2 Where an institution, being constituent of, affiliated to or recognized by a University, fails to comply with any of the provisions of these Regulations or fails to curb ragging effectively, such University may take any one or more of the following actions, namely;

- i. Withdrawal of affiliation/recognition or other privileges conferred.
- ii. Prohibiting such institution from presenting any student or students then undergoing any programme of study therein for the award of any degree/diploma of the University.

Provided that where an institution is prohibited from presenting its student or students, the Commission shall make suitable arrangements for the other students so as to ensure that such students are able to pursue their academic studies.

- iii. Withholding grants allocated to it by the university, if any
- iv. Withholding any grants chanelised through the university to the Institution.
- v. Any other appropriate penalty within the powers of the university.

9.3 Where in the opinion of the appointing authority, a lapse is attributable to any member of the faculty or staff of the Institution, in the matter of reporting or taking prompt action to prevent an incident of ragging or who display an apathetic or insensitive attitude towards complaints of ragging, or who fail to take timely steps, whether required under these Regulations or otherwise, to prevent an incident or incidents of ragging, then such authority shall initiate departmental disciplinary action, in accordance with the prescribed procedure of the institution, against such member of the faculty or staff.

Provided that where such lapse is attributable to the Head of the institution, the authority designated to appoint such Head shall take such departmental disciplinary

action; and such action shall be without prejudice to any action that may be taken under the penal laws for abetment of ragging for failure to take timely steps in the prevention of ragging or punishing any student found guilty of ragging.

9.4 The Commission shall, in respect of any institution that fails to take adequate steps to prevent ragging or fails to act in accordance with these Regulations or fails to punish perpetrators or incidents of ragging suitably, take one or more of the following measures, namely;

- i. Withdrawal of declaration of fitness to receive grants under section 12B of the Act.
- ii. Withholding any grant allocated.
- iii. Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission.
- iv. Informing the general public, including potential candidates for 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 possess the minimum academic standards.
- v. Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the Act for such duration of time as the institution complies with the provisions of these Regulations.

Provided that the action taken under this clause by the Commission against any institution shall be shared with all Councils.


(Dr. R.K. Chauhan)
Secretary

**ANNEXURE I
AFFIDAVIT BY THE STUDENT**

I, _____ (*full name of student with admission/registration/enrolment number*)
s/o d/o Mr./Mrs./Ms. _____, having
been admitted to _____ (*name of the institution*), have
received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher
Educational Institutions, 2009, (hereinafter called the "Regulations") carefully read and
fully understood the provisions contained in the said Regulations.

2) I have, in particular, perused clause 3 of the Regulations and am aware as to
what constitutes ragging.

3) I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and
am fully aware of the penal and administrative action that is liable to be taken against
me in case I am found guilty of or abetting ragging, actively or passively, or being part
of a conspiracy to promote ragging.

4) I hereby solemnly aver and undertake that

a) I will not indulge in any behaviour or act that may be constituted as
ragging under clause 3 of the Regulations.

b) I will not participate in or abet or propagate through any act of
commission or omission that may be constituted as ragging under clause
3 of the Regulations.

5) I hereby affirm that, if found guilty of ragging, I am liable for punishment
according to clause 9.1 of the Regulations, without prejudice to any other criminal action
that may be taken against me under any penal law or any law for the time being in
force.

6) I hereby declare that I have not been expelled or debarred from admission in
any institution in the country on account of being found guilty of, abetting or being part
of a conspiracy to promote, ragging; and further affirm that, in case the declaration is
found to be untrue, I am aware that my admission is liable to be cancelled.

Declared this _____ day of _____ month of _____ year.

Signature of deponent

Name:

VERIFICATION

Verified that the contents of this affidavit are true to the best of my knowledge and no
part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at (*place*) _____ on this the (*day*) _____ of (*month*) _____, (*year*) _____.

Signature of deponent

Solemnly affirmed and signed in my presence on this the (*day*) _____ of (*month*) _____,
(*year*) _____ after reading the contents of this affidavit.

OATH COMMISSIONER

ANNEXURE II AFFIDAVIT BY PARENT/GUARDIAN

I, Mr./Mrs./Ms. _____ (full name of parent/guardian) father/mother/guardian of _____ (full name of student with admission/registration/enrolment number) _____, having been admitted to _____ (name of the institution) _____, have received a copy of the UGC

Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations"), carefully read and fully understood the provisions contained in the said Regulations.

2) I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.

3) I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against my ward in case he/she is found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4) I hereby solemnly aver and undertake that

a) My ward will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations.

b) My ward will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5) I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against my ward under any penal law or any law for the time being in force.

6) I hereby declare that my ward has not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, the admission of my ward is liable to be cancelled.

Declared this ____ day of _____ month of _____ year.

Signature of deponent
Name:
Address:
Telephone/ Mobile No.:

VERIFICATION

Verified that the contents of this affidavit are true to the best of my knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at _____ (place) on this the _____ (day) of _____ (month), _____ (year).

Signature of deponent

Solemnly affirmed and signed in my presence on this the _____ (day) of _____ (month), _____ (year) after reading the contents of this affidavit.

OATH COMMISSIONER

प्रबंधक, भारत सरकार मुद्रणालय, फरीदाबाद द्वारा मुद्रित
एवं प्रकाशन नियंत्रक, दिल्ली, द्वारा प्रकाशित 2009
PRINTED BY THE MANAGER, GOVT. OF INDIA PRESS, FARIDABAD
AND PUBLISHED BY THE CONTROLLER OF PUBLICATION, DELHI, 2009

संत गाडगे बाबा  अमरावती विद्यापीठ
विद्यार्थी विकास

दूरध्वनी : ०७२१-२६६०९४७

Email : directorsd@sgbau.ac.in

क्र.संगाबाअवि-१३/१८/२०१८

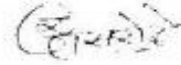
दिनांक : ०४.१२.२०१८

प्रति,
मा.प्राचार्य/विभाग प्रमुख,
सर्व संलग्नित महाविद्यालये/पदव्युत्तर शैक्षणिक विभाग/
संत गाडगे बाबा अमरावती विद्यापीठ.

विषय : Display of Anti Ragging Posters-regarding
संदर्भ : अखिल भारतीय तकनीकी शिक्षा परिषद, नई दिल्ली यांचे पत्र क्र.
F.No.25-AICTE/AR/Antiragging/2016 Date 26.11.2018

महोदय,
उपरोक्त संदर्भाकित विषयाचे अनुषंगाने आपणांस कळविण्यात येते की, सोबतचे परिपत्रक
अवलोकावे व त्याअनुषंगाने आपण आपले स्तरावर कार्यवाही करावी, ही विनंती.

आपला विश्वासू,



(डॉ.आर.डी.सरोदे)

प्र.संचालक,
विद्यार्थी विकास

संत गाडगे बाबा अमरावती विद्यापीठ

सहपत्र : अखिल भारतीय तकनीकी शिक्षा परिषद, नई दिल्ली यांचे पत्र क्र.
F.No.25-AICTE/AR/Antiragging/2016 Date 26.11.2018



Phone : 011-26131577 - 78, 80
011-29561000
Website : www.aicte-india.org



सत्यमेव जयते

अखिल भारतीय तकनीकी शिक्षा परिषद्

(भारत सरकार का एक खासिष्ठत विभाषत)
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
नेल्सन मंडेला मार्ग, वासंत कुंज, नई दिल्ली - 110070

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
(A Statutory Body of the Govt. of India)
(Ministry of Human Resource Development, Govt. of India)
Nelson Mandela Marg, Vasant Kunj, New Delhi-110070

F. No.: 25-AICTE/AR/Antiragging/2016

Date: 26.11.2018

To
The Principals/Director,
AICTE's approved Technical Institution.

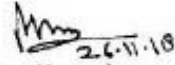
Subject: Display of Anti Ragging Posters –regarding

Sir/Madam,

Please find attached 04 Anti Ragging Posters (in pdf form) for the prominent display and wider publicity in your institutions. These posters are also available on UGC website at the web link http://www.ugc.ac.in/ugc_notices.aspx?id=1996.

2. To create awareness regarding prevention and prohibition of ragging, all the AICTE approved Institutions are requested to display these posters in their institution.



Yours faithfully,


(Prof. Rajive Kumar)
Advisor-I (PGR Cell)

Encls: As above.

Dr. S. Ind. Datta

Dr. Prashant Thakur

प्रो. (डॉ.) जसपाल एस. सन्धू
सचिव
Prof. Dr. Jaspal S. Sandhu
MBBS, MS (Ortho), DSN, FAIS, FASM, FAFSM, FFIMS, FAMS
Secretary

विश्वविद्यालय अनुदान आयोग
University Grants Commission
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)
बहादुरशाह जफर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002
Ph.: 011-23239337, 23236288,
Fax : 011-23238858, email : jssandhu.ugc@nic.in

D.O. No. F. 1-15/2009(ARC) pt-III **8th August, 2016**

Sub: Curbing the menace of ragging in higher educational institutions.

Dear Sir/Madam,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 8.5.2009 in Civil Appeal No. 887/2009, the UGC 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.

Any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums; constitution of anti-ragging committee and anti ragging squad, setting up of Anti Ragging Cell, installing CCTV cameras at vital points, Anti-Ragging workshops, updating all websites with nodal officers complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers, mention of Anti-ragging warning in the institution's prospectus and information booklets/brochures shall be ensured. Surprise inspection of hostels, students accommodation, canteens, rest cum recreational rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behavior/incident shall be undertaken.

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. 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 following No. 09871170303, 09818400116 (only in case of emergency).

You are requested to hold the workshops, seminar on eradication of ragging in higher educational institutions and are requested to display Anti Ragging posters at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. The size of posters should be 8X6 feet.

You are requested to get your institution accredited by NAAC/NBA and submit the compliance report and implement the special Drive on anti-Ragging prevention programme

Contd.....2

*21/8/2016
Concord number
anti-ragging cell.*

**SANT GADGE BAL
AMRAVATI UNIVERSITY**
Vice-Chancellor's Office
Inward No. 1191
Date: **20 AUG 2016**
To whom issued.....
Section.....

:2:

You are requested to immediately instruct all the colleges under your purview to submit online compliance of anti-ragging Regulations on curbing the menace of ragging in higher educational institutions, 2009 at www.antiragging.in

In compliance of the 2nd Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at www.antiragging.in & www.amanmovement.org

UGC has notified the 3rd Amendment in UGC Regulations on 29th June, 2016 to expand the definition of ragging by including the following:-

3. (j) *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.*

This Circular may also be brought to the notice of colleges affiliated to your esteemed University.

With kind regards,

Yours sincerely,


(Jaspal S. Sandhu)

**The Vice-Chancellor
Sant Gadge Baba Amravati University,
Tapovan Road,
Amravati-444 602,
Maharashtra.**



संत गाडगे बाबा
अमरावती विद्यापीठ
अमरावती - ४४४ ६०२
(महाराष्ट्र)

☎ : २६६२२०६, २६६२२०७, २६६२२०८, २६६२२४९, २६६२३५८
वेबसाईट : www.sgbau.ac.in

फॅक्स : ०७२१-२६६२६३५, २६६०९४९

इमेल : reg@sgbau.ac.in

क्र. संगबाअवि/७-ड/०२/१७७९/१६
दि. २३/९/२०१६

प्रती,
प्राचार्य,
सर्व संलग्नीत महाविद्यालये
संत गाडगे बाबा अमरावती विद्यापीठ


विषय : विद्यापीठ अनुदान आयोगाच्या "कार्यालयीन काम करणाऱ्या महिलांचा
लैंगिक प्रतिबंध विनियम २०१५" नुसार अंतर्गत समिती गठीत
करण्याबाबत.....

महोदय/महोदया,

विद्यापीठ अनुदान आयोगाने "कार्यालयीन काम करणाऱ्या महिलांचा लैंगिक
प्रतिबंध विनियम २०१५" केंद्र शासनाच्या दि. २.५.२०१६ च्या राजपत्रात प्रकाशित केलेले
असून सदर विनियम विद्यापीठ तथा संलग्नीत महाविद्यालये यांना लागू करणे
बंधनकारक आहे. सदर विनियमाची प्रत यासोबत जोडून पाठविण्यात येत आहे. तथापि
विद्यापीठाने यापूर्वी तयार केलेले code of conduct निरसीत करण्यात येत असून,
आता सदर अधिनियमामध्ये दिल्याप्रमाणे अंतर्गत तक्रार समितीचे गठन प्रत्येक
महाविद्यालयामध्ये करणे गरजेचे आहे. सदर पत्राद्वारे आपणास कळविण्यात येते की,
विनियम २०१५ प्रमाणे सर्व महाविद्यालयामध्ये समितीचे गठन करून तसे
विद्यापीठास कळविण्यात यावे. धन्यवाद.

सहपत्रे : २०१५-२०१६
विनियम २०१५ ची प्रत.

आपला विश्वासू,


संचालक, भविष्य

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(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 जाएंगे।

2. परिभाषाएँ— इन विनियमों में—बशर्त विषयवस्तु के अन्तर्गत कुछ अन्वया ज़रूरी हैं—

(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 कक्ष, रेटेन्सियम, वाहन पड़ाव स्थल, उपकों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक फटल 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

2136 GI/2016

(1)

संस्थान पर, अध्ययनों, अध्ययन भ्रमण, सैर-सपाटे के लिए, लघु-अवधि वाली नियुक्तियों के लिए, शिविरों के लिए उपयोग किए जा रहे स्थानों, सांस्कृतिक समारोहों, खेलकूद आयोजनों एवं ऐसी ही अन्य गतिविधियों जिनमें कोई व्यक्ति एक कर्मचारी अथवा उच्चतर शैक्षिक संस्थान के एक छात्र के रूप में भाग ले रहा है—यह समस्त उस परिसर में सम्मिलित हैं.

- (खी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1958 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित है;
- (खि) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत है तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;
- (एफ) "कर्मचारी" का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगे छात्र, स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में हैं अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;
- (जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केंद्रीय नागरिक सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;
- (एच) "उच्चतर शैक्षिक संस्थान" (एचईआई) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मन्वित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1958 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;
- (आई) "आन्तरिक शिकायत समिति" (आई.सी.सी.) (इन्टरनल कम्प्लेन्ट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.एस.एच.) ऐसे निकाय को आन्तरिक शिकायत समिति (आई.सी.सी.) के रूप में पुनर्गठित किया जाना चाहिए;
- बशर्त, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्त कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;
- (जे) "संरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न मामलों में सहयोग करना अथवा किसी बाहरी एजेंसी द्वारा की जा रही जांच पड़ताल में अथवा किसी मुकदमे में बतौर गवाह मौजूद रहना;
- (के) "लैंगिक उत्पीड़न" का अर्थ है—

- (i) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अत्यन्त मजबूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और घमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा धमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अवांछित काम या व्यवहारों में कोई भी एक या उससे अधिक या ये समस्त व्यवहार शामिल हैं (चाहे सीधे तौर से या छिपे तौर से) नामतः—
- (अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण
- (ब) लैंगिक अनुग्रह या अनुरोध करना
- (स) लैंगिकतायुक्त टिप्पणी करना

- (ड) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना
- (ई) अरलील साहित्य दिखाना
- (ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा वह ऐसे किसी बर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं—
- (अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में है;
- (ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी;
- (स) संबद्ध व्यक्ति को वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर;
- (द) एक दहशत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके;
- (ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है।
- (एल) "छात्र" शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल ह:
- बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगा:
- बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा:
- (एम) "किसी तीसरे व्यक्ति द्वारा उत्पीड़न" उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है—बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है:
- (एन) "उत्पीड़न" का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधे तौर से लैंगिक दुर्भावना की नीयत छिपी होती है:
- (ओ) "कार्यस्थल" का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:
- (अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित है;
- (ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आपासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;
- (स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।
- 3. उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)**
- (अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;
- (ब) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार-प्रसार को सुनिश्चित करना;

- (स) जैसा कि आयोग की "सक्षम" (परिसरों में महिलाओं की सुरक्षा एवं लैंगिक संवेदीकरण कार्यक्रम) रिपोर्ट में दर्शाया गया है, प्रशिक्षण कार्यक्रम अथवा कार्यशाला, अधिकारियों, कार्यपालकों, संकाय सदस्यों एवं छात्रों के लिए उन्हें सभी को सुरक्षित बनाना तथा इस अधिनियम एवं इन विनियमों में स्थापित अधिकारों, पात्रताओं एवं दायित्वों की जानकारी उन्हें सुनिश्चित कराना तथा उनके प्रति उन्हें जागरूक बनाना;
- (द) इस बात को पहचानते हुए कि प्राथमिक रूप से महिला कर्मचारी तथा छात्रों एवं कुछ छात्र तथा तीसरे लिंग वाले छात्र कई प्रकार के लैंगिक उत्पीड़न, अपमान एवं शोषण के अन्तर्गत संवेदनशील हैं, तदनुसार सभी लिंगों के कर्मचारियों एवं छात्रों के प्रति सुनियोजित समस्त लिंग आधारित हिंसा के विरुद्ध निर्णयात्मक रूप से सक्रिय बनना ;
- (ई) लैंगिक उत्पीड़न के प्रति शून्य स्तर सहन संबंधी नीति की सार्वजनिक प्रतिबद्धता रखना;
- (एफ) सभी स्तरों पर अपने परिसर को, भेदभाव, उत्पीड़न, प्रतिशोध अथवा लैंगिक आक्रमणों से मुक्त बनाने की प्रतिबद्धता की पुनः पुष्टि करना;
- (जी) इस विषय में जागरूकता पैदा करना कि लैंगिक उत्पीड़न में क्या शामिल है— तथा इसके साथ ही हिंसापूर्ण वातावरण उत्पीड़न एवं प्रतिकर उत्पीड़न इन विषयों में जागरूकता पैदा करना;
- (एच) अपनी विवरणिका में सम्मिलित करना और महत्वपूर्ण स्थलों पर, विशिष्ट स्थानों पर या नोटिस बोर्ड पर लैंगिक उत्पीड़न के दण्ड एवं परिणामों को दर्शाया जाना तथा संस्थान के सभी समुदायों के वर्गों को इस दण्ड की सूचना के प्रति जागरूक करना जो तन्त्र लैंगिक उत्पीड़न संबंधी शिकायतों के समाधान के लिए बनाया गया है तथा इसके बारे में आन्तरिक शिकायत समिति के सदस्यों का विवरण, उनसे संपर्क साधना, शिकायत के बारे में विधि आदि के बारे में बताना यदि कोई मौजूदा निकाय पहले से ही उसी लक्ष्य के साथ सक्रिय है (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सिटाइजेशन कमिटी अग्रेस्ट सेक्सुअल हारसमेंट—जी.एस.सी. ए.एस.एच. निकाय को आन्तरिक शिकायत समिति) (इंटरनल कॉम्प्लेन्ट्स कमिटी—आई.सी.सी.) के समान ही पुनर्गठित करना ;
- बशर्ते, बाद में दर्शाये गए मामले में उच्चतर शैक्षिक संस्थान सुनिश्चित करेंगे कि इस प्रकार के निकाय का गठन आई.सी.सी. के लिए आवश्यक सिद्धान्तों के अन्तर्गत पर इन विनियमों के अन्तर्गत किया गया है। ऐसा कोई भी निकाय इन विनियमों के प्रावधानों के द्वारा बाध्य होगा;
- (आई) कर्मचारियों एवं छात्रों को उपलब्ध आश्रय के बारे में बताना, यदि वे लैंगिक उत्पीड़न के शिकार हुए हैं;
- (जे) आन्तरिक शिकायत समिति के सदस्यों द्वारा शिकायतों के निपटान, समाधान अथवा समझौते आदि की प्रक्रिया का संचालन संवेदनशील रूप से करने के लिए, नियमित अभिमुखी अथवा प्रशिक्षण कार्यक्रम संचालित करना;
- (के) कर्मचारियों एवं छात्रों के सभी प्रकार के उत्पीड़न के निराकरण हेतु सक्रिय रूप से गतिशील बनाना चाहे वह उत्पीड़न किसी प्रबल अधिकारी अथवा उच्चतर शैक्षिक संस्थान में स्थिता पदानुक्रम संबंधों के आधार पर है। अथवा किसी घनिष्ठ भागीदार की हिंसा संबंधी हो अथवा समकक्षों से अथवा उस उच्चतर शैक्षिक संस्थान की भौगोलिक सीमाओं से बाहर किन्हीं तत्वों के कारण हो;
- (एल) उसके कर्मचारियों एवं छात्रों के प्रति किए गए लैंगिक उत्पीड़न के लिए दोषी जो लोग हैं उन्हें दण्डित करना तथा विधि द्वाच मान्य कानून के अनुसार समस्त कार्यवाही करना तथा परिसर में लैंगिक उत्पीड़न के निराकरण एवं अवरोध हेतु तन्त्रों एवं समाधान प्रणाली को स्थिति बनाना;
- (एम) यदि उस दुराचार का पड़यंत्रकारी वहाँ का कर्मचारी है तो सेवा नियमों के अन्तर्गत लैंगिक उत्पीड़न को एक दुराचार के रूप में मानना;
- (एन) यदि अपराधकर्ता कोई छात्र है तो लैंगिक उत्पीड़न को अनुशासनात्मक नियमों (जो बहिष्कार एवं बहिष्करण तक हो सकता है) के उल्लंघन के रूप में देखना;
- (ओ) इन विनियमों के प्रकाशन की तिथि से लेकर 60 दिनों की अवधि में इन विनियमों के प्रावधानों का अनुपालन सुनिश्चित किया जाना, जिनमें आन्तरिक शिकायत समिति की नियुक्ति शामिल है;
- (पी) आन्तरिक शिकायत समिति द्वारा की गई रिपोर्टों का समयबद्ध रूप से प्रस्तुतीकरण;
- (क्यू) एक वार्षिक स्थिति रिपोर्ट जिसमें दायर मामलों का, उनके निपटान का विवरण हो, वह तैयार करना तथा इसे आयोग को प्रस्तुत करना;

3.2 समर्थन करने वाली गतिविधियाँ—

- (1) जिन नियमों, विनियमों अथवा अन्य इसी प्रकार के माध्यम जिनके द्वारा आन्तरिक शिकायत केन्द्र (आई.सी.सी.) प्रकाश करेगा, उन्हें अद्यतन किया जाएगा तथा उन्हें समय-समय पर संशोधित किया

जाएगा—क्योंकि न्यायालय के निर्णय एवं अन्य कानून तथा नियमों द्वारा उस कानूनी ढाँचे में लगातार संशोधन होता रहेगा जिनके अनुसार अधिनियम लागू किया जाना है।

- (2) उच्चतर शैक्षिक संस्थानों का कार्यकारी प्राधिकारी द्वारा अधिदेशात्मक रूप से पूरा समर्थन किया जाना चाहिए तथा यह देखा जाना चाहिए कि आई.सी.सी. की सिफारिशों का क्रियान्वयन सम्यक् रूप से किया जा रहा है कि नहीं। आई.सी.सी. के प्रकाश के लिए समस्त संभावित संसाधन उपलब्ध कराए जाने चाहिए— जिनमें कार्यालय और भवन अवसंरचना सहित (कम्प्यूटर, फोटो कॉपीयर, श्रव्य दृश्य उपकरणों आदि) स्टाफ (टाइपिस्ट, सलाह एवं कानूनी सेवाओं) सहित पर्याप्त रूप में वित्तीय संसाधन का आबंटन भी हो;
- (3) असुरक्षित/दुर्बल वर्ग विशेष रूप से प्रताड़ना के शिकार बन जाते हैं और उनके द्वारा शिकायत करना और भी ज्यादा कठिन होता है। क्षेत्र, वर्ग, जाति, लैंगिक प्रवृत्ति, अल्पसंख्यक पहचान, एवं पृथक रूप से सामर्थ्य से असुरक्षा सामाजिक रूप से संयोजित हो सकती है। समर्थकारी समितियों को इस प्रकार की असुरक्षितताओं के प्रति अति संवेदनशीलता एवं विशेष जरूरतों के प्रति संवेदनशील होने की आवश्यकता है;
- (4) क्योंकि शोध छात्र और डॉक्टरल छात्र विशेष रूप से आक्रान्त होते हैं, अतः उच्चतर शैक्षिक संस्थानों द्वारा यह सुनिश्चित कराया जाए कि शोध सर्वेक्षण की नैतिकता संबंधी दिशा निर्देश उचित रूप से लागू हो रहे हैं;
- (5) समस्त उच्चतर शैक्षिक संस्थानों द्वारा उनकी लैंगिक उत्पीड़न विरोधी नीति की क्षमता का नियमित रूप से अर्ध वार्षिक पुनरीक्षण किया जाना चाहिए;
- (6) सभी अकादमिक स्टाफ कॉलेजों (जिन्हें अब मानव संसाधन विकास केन्द्रों के रूप में पाया जाता है) (एचआरडीसी) और क्षमता निर्माण के क्षेत्रीय केन्द्रों द्वारा लिंग संबंधी सत्रों को अपने अभिमुखी एवं पुनश्चर्या पाठ्यक्रमों में निगमित करना चाहिए। अन्य सब विषयों से भी इसे प्राथमिकता दी जाए तथा इसे मुख्य धारा के रूप में विशेष रूप से बनाया जाए तथा इसके लिए "यूजीसी सक्षम" रिपोर्ट का उपयोग करें जिसमें, इस बारे में, प्रविधियों उपलब्ध कराई जाती हैं;
- (7) उच्चतर शैक्षिक संस्थानों में प्रशासकों के लिए संचालित अभिमुखी पाठ्यक्रमों में आवश्यक रूप से लैंगिक संवेदीकरण तथा लैंगिक उत्पीड़न की समस्याओं पर एक मापदण्ड होना चाहिए। उच्चतर शैक्षिक संस्थान के समस्त विभागों में मौजूद सदस्यों के लिए कार्यशालाएँ नियमित रूप से संचालित की जानी चाहिए;
- (8) समस्त उच्चतर शैक्षिक संस्थानों में परामर्श सेवाओं को संस्थानों के अन्तर्गत रखा जाना चाहिए और इसके लिए सुप्रशिक्षित पूर्णकालिक परामर्शदाता होने चाहिए;
- (9) कई उच्चतर शैक्षिक संस्थान जिनके विशाल परिसर हैं जिनमें प्रकाश संबंधी व्यवस्था बहुत अधूरी है तथा अन्य संस्थानों के लोगों के अनुभव अनुसार वे स्थान असुरक्षित समझे जाते हैं, वहाँ पर्याप्त प्रकाश व्यवस्था अवसंरचना एवं रख-रखाव का एक अनिवार्य अंग है;
- (10) पर्याप्त एवं अच्छी तरह से प्रशिक्षित सुरक्षा स्टाफ आवश्यक रूप से होना चाहिए जिसमें महिला सुरक्षा स्टाफ सदस्य अच्छी संख्या में हों, जिससे संतुलन बना रहे। सुरक्षा स्टाफ नियुक्ति के मामले में लैंगिक संवेदनशीलता प्रशिक्षण को एक शर्त के रूप में माना जाना चाहिए;
- (11) उच्चतर शैक्षिक संस्थान आवश्यक रूप से विश्वसनीय जन यातायात को सुनिश्चित करें— विशेष रूप से उच्चतर शैक्षिक संस्थानों के विस्तृत परिसरों के अन्दर विभिन्न विभागों के मध्य जैसे— छात्रावासों, पुस्तकालयों, प्रयोगशालाओं तथा मुख्यालय और विशेष रूप से वे स्थान जिन तक पहुँच पाना दैनिक शोधकर्ताओं के लिए कठिन है। सुरक्षा की कमी तथा उत्पीड़न बहुत बढ़ जाता है जब कर्मचारी और छात्र सुरक्षित जन यातायात पर निर्भर नहीं रहते हैं। कर्मचारी एवं छात्रों द्वारा पुस्तकालयों और प्रयोगशालाओं में देर रात तक काम करने और शाम के समय अन्य कार्यक्रमों में भाग लेने के लिए उच्चतर शैक्षिक संस्थानों द्वारा शरोसेमंद यातायात का प्रबन्ध किया जाना चाहिए;
- (12) आवासीय उच्चतर शैक्षिक संस्थानों द्वारा महिला छात्रावासों की संरचना को प्राथमिकता दी जाए। महिला छात्रावास, जो सभी प्रकार के उत्पीड़न से थोड़ी बहुत सुरक्षा प्रदान करते हैं, उस उच्च शिक्षा के सभी स्तरों पर, शहरी एवं ग्रामीण क्षेत्रों में बड़ी संख्या में उच्च शिक्षा इच्छुक युवा महिलाओं के लिए अत्यन्त जरूरी है;

- (13) युवा छात्रों की तुलना में छात्रावास में स्थित छात्राओं की सुरक्षा के मामले को भेदभाव पूर्ण नियमों का आधार नहीं बनाया जाना चाहिए। परिसर की सुरक्षा संबंधी नीतियों को महिला कर्मचारी एवं छात्राओं की सुरक्षात्मकता के रूप में नहीं बन जाना चाहिए, जैसे कि आवश्यकता से अधिक सर्वेक्षण या पुलिसिया निगरानी अथवा आने जाने की स्वतंत्रता में कटौती करना— विशेषकर महिला कर्मचारी एवं छात्राओं के लिए।
- (14) सभी उच्चतर शैक्षिक संस्थानों के लिए पर्याप्त स्वास्थ्य सुविधाएँ होनी अतिदेहात्मक हैं। महिलाओं के विषय में इस प्रक्रिया में लिंग संवेदी डॉक्टर और नर्स तथा इसके साथ ही एक स्त्री रोग विशेषज्ञ की सेवाएँ उपलब्ध होनी चाहिए।
- (15) महाविद्यालयों में महिला विकास प्रकोष्ठ पुनः चालू किये जाने चाहिए एवं उन्हें धन दिया जाना चाहिए और उन्हें लैंगिक उत्पीड़न विरोधी समितियों तथा आन्तरिक शिकायत समिति के प्रकार्यों से पृथक करके स्वशासी रखा जाना चाहिए। उसके साथ ही वे आन्तरिक शिकायत केन्द्रों के परामर्श से अपनी गतिविधियाँ विस्तारित करेंगे जिनमें लैंगिक संवेदीकरण कार्यक्रम शामिल हैं तथा नियमित आधार पर लैंगिक उत्पीड़न विरोधी नीतियों परिसरों में प्रचारित प्रसारित करेंगे। 'सांस्कृतिक पुष्टभूमि' एवं 'औपचारिक अकादमिक स्थल' इन्हें परस्पर सहभागिता करनी चाहिए ताकि ये कार्यशालाएँ नवोन्मेषी, आकर्षक बनें एवं मशीनी न हों।
- (16) छात्रावासों के वार्डन, अध्यक्ष, प्राचार्य, कुलपतियों, विधि अधिकारियों एवं अन्य कार्यकारी सदस्यों को नियमों के अथवा अध्यादेशों में संशोधनों द्वारा जबाबदेही के दायरे में यथाआवश्यक रूप से लाना चाहिए।

4. शिकायत समाधान तन्त्र—

- (1) लैंगिक उत्पीड़न के विरुद्ध प्रत्येक कार्यकारी प्राधिकारी लैंगिक संवेदीकरण के लिए एक आन्तरिक तन्त्र सहित एक आन्तरिक शिकायत समिति (आई.सी.सी.) का गठन करेंगे। आई.सी.सी. की निम्न संरचना होगी—
 - (अ) एक पीठासीन अधिकारी जो एक महिला संकाय सदस्य हो और जो एक वरिष्ठ पद पर (एक विश्वविद्यालय की स्थिति में प्रोफेसर से निम्न न हो तथा किसी महाविद्यालय की स्थिति में सह-प्रोफेसर अथवा रीडर से निम्न न हो) शैक्षिक संस्थान में नियुक्त हो तथा कार्यकारी प्राधिकारी द्वारा नामित हो।
 बशर्तें यदि किसी स्थिति में कोई वरिष्ठ स्तर की महिला कर्मचारी उपलब्ध नहीं है तो पीठासीन अधिकारी को उप-अनुभाग 2(अ) में दर्शाये कार्यस्थल के अन्य कार्यालय अथवा प्रशासनिक एकांश से उन्हें नामित किया जाएगा।
 "बशर्तें यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियोक्ता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है।"
 - (ब) दो संकाय सदस्य एवं दो गैर-अध्यापनरत कर्मचारी जो अधिमानतः महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं तथा जिन्हें सामाजिक कार्य अथवा कानूनी जानकारी है, उन्हें कार्यकारी प्राधिकारी द्वारा नामित किया जाना चाहिए।
 - (स) यदि किसी मामले में छात्र शामिल हैं तो उसमें तीन छात्र हों जिन्हें स्नातक पूर्व, स्नातकोत्तर एवं शोधस्तर पर क्रमशः भर्ती किया जायेगा जिन छात्रों को पारदर्शी लोकतांत्रिक प्रणाली द्वारा चुना गया है।
 - (द) गैर सरकारी संगठनों में से किसी एक में से अथवा किसी ऐसी सभा में से जो महिलाओं की समस्याओं के लिए प्रतिबद्ध है या एक ऐसा व्यक्ति हो जो लैंगिक उत्पीड़न से जुड़े मामलों का जानकार हो, जो कार्यकारी प्राधिकारी द्वारा नामित हो।
- (2) आन्तरिक शिकायत समिति के कुल सदस्यों में न्यूनतम आधे सदस्य महिलाएँ होनी चाहिए।
- (3) उच्चतर शैक्षिक संस्थानों में वरिष्ठ प्रशासनिक पदों पर नियुक्त व्यक्ति जैसे कुलपति, पदेन कुलपति, रेक्टर, कुलसचिव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे ताकि ऐसे केन्द्र के प्रकार्यों की स्वायत्तता सुनिश्चित रहे।

- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि—
 - (अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा
 - (ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा
 - (स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा
 - (द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवामें निरन्तरता को जनहिता के प्रतिकूल माना जाएगा;
 तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;”

5. आन्तरिक शिकायत समिति (आई.सी.सी.) :- आन्तरिक शिकायत समिति करेगी :-

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
 - (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;
 - (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत को लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
 - (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
 - (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;
- 6. शिकायत करने एवं जाँच पड़ताल की प्रक्रिया:-** आन्तरिक शिकायत समिति किसी भी शिकायत को दायर करने और उस शिकायत की जाँच करने के लिए इन विनियमों और अधिनियम में निर्धारित प्रणाली का अनुपालन करेगी ताकि वह समयबद्ध रूप से पूरी हो सके। उच्चतर शैक्षिक संस्थान, आन्तरिक शिकायत समिति को सभी आवश्यक सुविधाएँ उपलब्ध कराएगा ताकि जाँच पड़ताल शीघ्रता से संचालित हो सके तथा आवश्यक गोपनीयता भी बनी रहे;
- 7. लैंगिक उत्पीड़न की शिकायत दायर करने की प्रक्रिया :-** किसी भी असन्तुष्ट व्यक्ति के लिए आवश्यक है कि वह घटना होने की तिथि से तीन माह के भीतर लिखित शिकायत आन्तरिक शिकायत समिति को प्रस्तुत करे और यदि लगातार कई घटनाएँ हुई हो तो सबसे बाद की घटना से तीन माह के भीतर उसे प्रस्तुत करे;
- बशर्तें जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तुत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;
- बशर्तें, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;
- 8. जाँच पड़ताल की प्रक्रिया:-**

- (1) शिकायत मिलने पर आन्तरिक शिकायत समिति इसकी एक प्रति को प्रतिवादी को इसके प्राप्त होने से सात दिनों के भीतर भेजेगी;
 - (2) शिकायत की प्रति मिलने के बाद प्रतिवादी अपना उत्तर इस शिकायत के बारे में, समस्त दस्तावेजों की सूची, गवाहों के नामों एवं पत्तों के नामों एवं उनके पत्तों सहित दस दिन की अवधि में दाखिल करेगा;
 - (3) शिकायत प्राप्त होने के 90 दिनों के भीतर ही जॉच पड़ताल पूरी की जानी चाहिए। अनुशंसाओं सहित, यदि वे हों, तो, जॉच पड़ताल रिपोर्ट उस जॉच के पूरा होने के 10 दिनों के भीतर उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी को प्रस्तुत की जानी चाहिए। इस शिकायत से जुड़े दोनों पक्षों के समक्ष इस जॉच के तथ्यों या सिफारिशों की प्रति दी जाएगी;
 - (4) जॉच रिपोर्ट प्राप्त होने के 30 दिनों के भीतर इस समिति की सिफारिशों पर उच्चतर शैक्षिक संस्थान के अध्यक्ष प्राधिकारी कार्यवाही करेंगे, यदि किसी भी पक्ष द्वारा उस अवधि में जॉच के विरुद्ध कोई अपील दायर न की गई हो;
 - (5) दोनों में से किसी भी पक्ष द्वारा आन्तरिक शिकायत समिति द्वारा प्रदान तथ्यों/अनुशंसाओं के विरुद्ध उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी के समक्ष की गई अनुशंसाओं की तिथि से तीस दिन की अवधि में अपील दायर की जा सकती है;
 - (6) उच्चतर शैक्षिक संस्थान का कार्यकारी प्राधिकारी यदि आन्तरिक शिकायत समिति की सिफारिशों के अनुसार कार्य नहीं करने का निर्णय लेता है तो यह इसके बारे में लिखित रूप से कारण स्पष्ट करेगा जिन्हें आन्तरिक शिकायत समिति को तथा उस कार्यवाही से जुड़े दोनों पक्षों को भेजा जाएगा। यदि दूसरी ओर यह आन्तरिक शिकायत समिति द्वारा की गई सिफारिशों के अनुसार कार्य करने का निर्णय लेता है तो एक कारण बताओ नोटिस जिसका 10 दिनों के भीतर उत्तर भेजा जाना है— उसे उस पक्ष को भेजा जाएगा जिसके विरुद्ध कार्यवाही की जानी है। उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी उस असन्तुष्ट व्यक्ति का पक्ष सुनने के पश्चात ही आगे की कार्यवाही करेंगे;
 - (7) मामले को निपटाने के उद्देश्य से पीड़ित पक्ष एक सुलह का आग्रह कर सकता है। सुलह का आधार कोई आर्थिक समझौता नहीं होना चाहिए। यदि कोई सुलह का प्रस्ताव रखा जाता है तो यथास्थिति उच्चतर शैक्षिक संस्थान सुलह की प्रक्रिया को आन्तरिक शिकायत समिति के माध्यम से सुलभ कराएगा। किसी भी दण्डात्मक हस्तक्षेप की तुलना में, जहाँ तक संभव होता है, उस पीड़ित पक्ष की पूरी संतुष्टि के लिए उस पारस्परिक विरोध के समाधान को अधिमानता दी जाती है;
 - (8) पीड़ित पक्ष अथवा पीड़ित व्यक्ति अथवा गवाह अथवा अपराधकर्ता की पहचान सार्वजनिक नहीं की जाएगी या विशेष रूप से उस जॉच प्रक्रिया के दौरान इसे सार्वजनिक क्षेत्र में रखा जाएगा;
- 9. अन्तरिम समाधान—** उच्चतर शैक्षिक संस्थान,
- (अ) यदि आन्तरिक शिकायत केन्द्र सिफारिश करता है तो शिकायतकर्ता अथवा प्रतिवादी को अन्य किसी अनुभाग अथवा विभाग में स्थानान्तरित किया जा सकता है ताकि सम्पर्क अथवा अन्योन्य क्रिया में शामिल जोखिम कम से कम बना रहे;
 - (ब) पीड़ित पक्ष को, सम्पूर्ण स्तर संबंधी एवं अन्य हित लाभों के संरक्षण सहित तीन माह तक का अवकाश स्वीकृत कर दे;
 - (स) शिकायतकर्ता के किसी भी काम अथवा निष्पादन अथवा परीक्षण अथवा परीक्षाओं के सक्षम में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
 - (द) सुनिश्चित करें कि अपराधकर्ताओं को पीड़ित व्यक्तियों से दूरी बना कर रखनी चाहिए तथा यथा आवश्यक, यदि कोई प्रत्यक्ष धमकी है तो उनका परिसर में प्रवेश प्रतिबंधित कर दें;
 - (ई) लैंगिक उत्पीड़न की किसी शिकायत के परिणाम स्वरूप, शिकायतकर्ता को प्रतिशोध एवं उत्पीड़न से सुरक्षा प्रदान करने के लिए तथा एक अनुकूल वातावरण उपलब्ध कराने के लिए सख्त उपाय किये जाने चाहिए;
- 10. दण्ड एवं हरजाना—**
- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
 - (2) अपराध की गंभीरता को देखते हुए— यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान—
 - (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे—पुस्तकालय, सभागार, आवासीय आगारों, यातायात, छात्रवृत्ति, भत्तों एवं पहचान पत्र आदि तक पहुँच बनाना;

- (घ) एक विशेष समय तक परिसर में उसका प्रवेश स्थगित अथवा बाधित करना;
- (स) यदि उस अपराध की ऐसी गंभीरता है तो उस छात्र को संस्थान से निष्कासित किया जा सकता है तथा उसका नाम उस संस्थान की नामावलि से हटाया जा सकता है, इसके साथ ही पुनः प्रवेश की अनुमति उसे नहीं होगी;
- (द) अधिदेशात्मक परामर्श अथवा सामुदायिक सेवाओं जैसे सुधारवादी दण्ड प्रदान करना;
- (3) पीडित व्यक्ति मुआवजे का अधिकारी है। आन्तरिक शिकायत समिति द्वारा अनुयासित तथा कार्यकारी प्राधिकारी द्वारा स्वीकृत मुआवजे के भुगतान के लिए उच्चतर शैक्षिक संस्थान निर्देश जारी करेगा, जिसकी वसूली अपराधकर्ता से की जाएगी। देय मुआवजे का निर्धारण निम्न आधार पर होगा:-
- (अ) पीडित व्यक्ति को जितना मानसिक तनाव, कष्ट, व्यथा एवं दुख पहुँचा है;
- (ब) उस लैंगिक उत्पीड़न की घटना के कारण उन्हें अपनी जीविका के सुअवसर की हानि उठानी पड़ी;
- (स) पीडित व्यक्ति द्वारा अपने शारीरिक एवं मनोरोग संबंधी आधार के लिए खर्च किए गए चिकित्सा व्यय;
- (द) कथित अपराधकर्ता एवं उस पीडित व्यक्ति की आय एवं जीवन स्तर, और
- (ई) ऐसे समस्त भुगतान का एकमुश्त रूप से या किस्तों में किए जाने का औचित्य;

11. शूनी शिकायत के विरुद्ध कार्यवाई:-

इस बात को सुनिश्चित करने के लिए कि लैंगिक उत्पीड़न मामलों में कर्मचारियों एवं छात्रों की सुरक्षा के प्रावधानों का दुरुपयोग न हो, असत्य एवं द्वेष भावना पूर्ण शिकायतों के विरुद्ध प्रावधान किये जाने की आवश्यकता है तथा इन्हे उच्चतर शैक्षिक संस्थानों में प्रचारित प्रसारित किया जाना चाहिए। आन्तरिक शिकायत समिति यदि यह निष्कर्ष निकालती है कि लगाए गए अभियोग असत्य, धे, विद्वेषपूर्ण थे अथवा यह जानते हुए भी कि वह शिकायत असत्य अथवा जाली है अथवा भ्रामक सूचना को उस पड़ताल के दौरान उपलब्ध कराया गया है तो शिकायतकर्ता विनियम (10) के उप विनियम (1) के तहत दण्डित किये जाने के लिए बाध्य होगा यदि शिकायतकर्ता एक कर्मचारी है, तथा यदि वह अपराधकर्ता एक छात्र है तो वह इस विनियम की उप-विनियम (2) के प्रावधानों के अनुसार सजा के लिए बन्धु होगा तथापि किसी भी शिकायत को प्रमाणित करने अथवा उसके लिए पर्याप्त सबूत उपलब्ध न कर पाने का आधार, शिकायतकर्ता के विरुद्ध कार्यवाई करने का कारण नहीं माना जा सकता है। शिकायतकर्ता द्वारा द्वेषपूर्ण उद्देश्य से दायर शिकायत की जाँच पड़ताल द्वारा तय किया जाना चाहिए तथा इस बारे में किसी कार्यवाई की सिफारिश किए जाने से पूर्व इस विषय में निर्धारित प्रणाली के अनुसार जाँच की जानी चाहिए;

12. गैर अनुपालन के परिणाम:-

- (1) ऐसे संस्थान जो जानबूझकर अथवा बारंबार उन दायित्वों तथा कर्तव्यों के अनुपालन में असमर्थ बना रहता है जिन्हें कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण, निषेध एवं समाधान हेतु निर्धारित किया गया है, तो इस स्थिति में आयोग विधिवत नोटिस देकर निम्न में से किसी एक अथवा इससे अधिक बिन्दुओं पर कार्यवाई करेगा:-
- (अ) विश्वविद्यालय अनुदान आयोग अधिनियम 1956 की धारा 12(बी) के अन्तर्गत की गई घोषणा जो पात्रता दिये जाने के विषय में है, उसका आहरण किया जाना;
- (ब) आयोग द्वारा अधिनियम 1956 की धारा 2 (एक) के अन्तर्गत अनुरक्षित सूची में से उस विश्वविद्यालय अथवा महाविद्यालय का नाम हटाना;
- (स) संस्थान को आबंटित किसी भी अनुदान को रोक देना;
- (द) आयोग को किसी भी सामान्य अथवा विशेष सहायता कार्यक्रमों के अन्तर्गत किसी भी सहायता को प्राप्त करने के लिए उस संस्थान को अपात्र घोषित किया जाना;
- (ई) जन साधारण को, एवं रोजगार अथवा प्रवेश के इच्छुक भावी प्रत्याशियों को एक ऐसे नोटिस द्वारा सूचित करना जो समाचार पत्रों में प्रमुख रूप से दर्शाया गया है अथवा उपयुक्त मीडिया में दर्शाया गया है तथा आयोग की वेबसाइट पर प्रदर्शित किया गया है तथा जिस नोटिस में घोषणा की गई है कि वह संस्थान लैंगिक उत्पीड़न के विरुद्ध शून्य सहनशीलता नीति (मतव जवसमतदबम चवसपवलद का समर्थन नहीं करता है,
- (एफ) यदि वह एक महाविद्यालय है तो उसके सम्बद्ध विश्वविद्यालय द्वारा उसकी सहसम्बद्धता को आह्वित करने की अनुशंसा के लिये कहे;

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आह्वरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आह्वित 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. संधु, 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:-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
 - (b) demand or request for sexual favours;
 - (c) making sexually coloured remarks
 - (d) physical contact and advances; or
 - (e) 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-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (b) implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) implied or explicit threat about the present or future status of the person concerned;
 - (d) creating an intimidating offensive or hostile learning environment;
 - (e) 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-
- (a) 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;
 - (b) 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;
 - (c) 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,-

- (a) 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;
- (b) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (c) 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;
- (d) 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;
- (e) publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- (h) 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

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE

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PART-TWO

मुद्रण दिनांक २५ जून २०१२
अतिमुद्रण

दिनांक २५/६/२०१२

४-५३२०१२

विषय : शिक्षणाचा सन्मालपूर्वक वागणूक वेष्ट्याकरिताचे Code of Conduct

सर्व कामग्याचे माहिती करिता अधिमूखित करण्यात येते की, विद्यार्थीन अनुदान आयोगाने सुचविलेले तसेच मा.कुलपुकेनी गठीत केलेल्या समितीने शिक्षणाचा सन्मालपूर्वक वागणूक वेष्ट्याच्या दृष्टीने तसेच तैनीक मन स्तर टाकण्याच्या दृष्टीने गठीत केलेल्या समितीने तयार केलेले Code of Conduct शिक्षणाचे शैक्षणिक विभाग/प्रशासकीय विभाग व सल्लानेत महाविद्यालये ह्यांचे माहितीस्तव प्रसिध्द करण्यात येत आहे.

GRIEVANCE REDRESSAL CELL FOR SEXUAL HARASSMENT

PREAMBLE:

At work-place where women and men are considered equal by authorities, colleagues, juniors, students and employees which contributes to healthy environment, the output of the work is satisfactory, and the institution gets support to reach the desired objectives. In a longer way it influences the Socio economic status of the Nation positively. In an effort to promote the well-being and to maintain dignity of all women at workplace and to prevent sexual harassment of women at workplace which is a criminal offense and violation of human rights standards, the following code of conduct has been prescribed.

CLAUSE 1

- 1.1 "Educational Institutions" means the Sant Gadge Baba Amravati University, Amravati and the affiliated Colleges.
- 1.2 "Sexual Harassment" means
 - (a) Commission of any verbal, physical or other conduct including comment, gesture or conduct of sexual nature, individually or collectively by men against women and includes
 - (i) eve-teasing
 - (ii) unwelcome remarks
 - (iii) jokes causing or likely to cause awkwardness or embarrassment
 - (iv) innuendos and taunt
 - (v) gender based insults or sexist remarks
 - (vi) unwelcome sexual overtones in any manner such as over telephone and the like
 - (vii) touching, or brushing against the body and the like
 - (viii) displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
 - (ix) forcible physical touch or molestation
 - (x) physical confinement against one's will and other acts in tentative to violate one's privacy without authority.
 - (b) denial of equal opportunity in pursuit of education/career development or
 - (c) otherwise making the study/work environment hostile or intimidating for students/employees.
- 1.3 "Head of the Institution" means, the Head of the Educational Institutions whether known as Vice-Chancellor/Principal of Colleges.
- 1.4 "Management" means
 - (i) in relation to University-Management Council
 - (ii) in relation to affiliated colleges-Trustees or Managing or governing body as defined in section 2(20) of Maharashtra University Act, 1994.

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE-2012-PART TWO-134

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE-2012-PART TWO-136

- (iv) One male non-teaching employee
- (v) One female non-teaching employee
- (vi) One representative of N.G.O. actively engaged in the welfare of women
- (vii) One male student
- (viii) One female student
- (ix) One lady lawyer
- (x) One representative of Management

Provided that, in the Institutions/Colleges, where woman professor as per clause (a)(i) is not available, a senior male member from the category(ii) and (iii) of the committee may be nominated as Chairperson of the Committee.

- (b) (i) Chairperson shall be nominated by the head of the institution.
 - (ii) Members in the category (ii) to (ix) shall be nominated by the Head of the institution in consultation with the Chairperson.
 - (iii) Representative of the Management shall be nominated by the Management.
 - (iv) the student (both male & female) members shall not participate in the meetings of the Grievance Committee at the time of consideration of the complaint of sexual harassment of teaching or non-teaching employee.
- (c) The term of office for the members shall be two years and the members are eligible for re-nomination.
 - (d) Any casual vacancy in the Committee should be filled up by the Head of the Institution in consultation with the Chairperson of the Committee.

3.3 Conducting Enquiry by the Grievance Committee :

- (a) Any person aggrieved by any contravention of this code, a complaint before the Grievance Committee at the earliest, from the occurrence of the alleged contravention.
 - (b) (i) Complaint should be in writing and shall contain all the material and relevant details and the complaint shall be addressed to the Chairperson of the Committee.
 - (ii) Under these circumstances upon receipt of any such complaint the chairperson of the committee shall retain original complaint with herself and send gist of the complaint containing all material and relevant details other than the name of the complainant and other details which might disclose the identity of the complainant to the person concerned against whom the complaint is made.
- (c) The Committee upon receipt of any such complaint, shall make every endeavor to cause an enquiry to be made discreetly.
 - (d) Where the Grievance Committee is satisfied that the complaint is justified-
 - (i) in the case of the person complained against is a member of the body of management, the Grievance Committee shall report the matter to that body of Management of which he is a member.
 - (ii) in the case of the person complained against, happens to be a an employee of the university/college, it shall report the matter to the Vice-Chancellor/Principal who shall institute disciplinary action under the relevant service rules and



महाराष्ट्र शासन

शिक्षण संचालनालय, (उच्च शिक्षण) महाराष्ट्र राज्य,
मध्यवर्ती इमारत, पुणे ४११ ००१

Web : www.dhepune.gov.in, E-Mail : dhepune@yahoo.co.in

क्रमांक मसं/उच्च/प्रशस्ती/१०१ १
सहसंचालक, उच्च शिक्षण
अमरावती विभाग, अमरावती
दि. २१/१/२०१५

फोन नं.०२०/२६१२२११९, २६०५१५१२, २६१३०६२७, २६१२४६३९ फोन नं.०२०/२६११११५३
क्रमांक-ममअ-ब/२०१४/परि/प्रशा-१ दिनांक-१/१/२०१५
अत्यंत महत्वाचे

विषय- सहसंचालकस्तारावर करावयाच्या कार्यवाही करणे बाबत.

उपरोक्त विषया बाबत खालील प्रमाणे कार्यवाही करण्या बाबत कळविण्यात येत आहेत.

१. मा.प्रधान सचिव, उच्च व तंत्रशिक्षण यांच्या दिनांक १५/९/२०१४ च्या पत्रानुसार सर्व शासकीय कार्यालये तसेच सर्व विद्यापीठांच्या परिसरात महिलांसाठी स्वच्छतागृह आहेत किंवा कसे यांची खात्री करण्यात यावी. नसल्यास त्याठिकाणी अशा सुविधा करण्यात याव्यात. स्वच्छतागृहे बांधण्या बाबत संबंधितांस कळविण्यात यावे, स्वच्छताराखण्यासाठी आऊटसोर्सिंग करता येईल का ? या संदर्भात दिनांक १८/९/२०१४ चे पत्र, राष्ट्रीय महिला आयोगाचे Installation of a sanitary napkin,vending machine in all educational Institution बाबत दिनांक ३/९/२०१४ चे पत्राचे अवलोकन करावे.

२. न्यायमुक्ती धर्माधिकारी समितीचा ५ व्या अहवालानुसार जनहित याचिका क्र. २०/१२ अन्वये सर्व शैक्षणिक संस्था कार्यालये यामध्ये विद्यार्थिनींना व महिला कर्मचारी छेडछाड प्रतिबंध करण्यासाठी विशाखा जजमेंटनुसार महिला तक्रार निवारण समिती स्थापन करणे आवश्यक आहे, अशासकीय सदस्य आवश्यक आहे. तसेच समितीमध्ये महिला अध्यक्ष असणे आवश्यक आहे. समितीमधील ५० टक्के सदस्य महिला असणे आवश्यक आहे. कार्यालयामध्ये समितीचा फलक व त्यावर नजीकच्या पोलीसस्टेशनचा दुरध्वनी क्रमांक असणे आवश्यक आहे. या बाबत संचालनालयाच्या दिनांक १०/१०/२०१४ चे पत्र पहावे.

३. भ्रष्टाचार निर्मुलनासाठी विभागीय पातळीवर दक्षता निर्मुलन समिती व त्याची बैठक दर तीन महिन्यातून घेणे आवश्यक आहे. या बाबत सामान्य प्रशासन विभाग परिपत्रक क्र.अहत/१६१०/प्र.क्र.६४/१०/११ अ दिनांक ४/२/२०११ नुसार कार्यवाही करणे. इतिवृत्त ठेवणे.

४. अपंग कोटा भरणे/अपंगांना मागणीनुसार उपकरणे पुरविणे

५. ॲन्टी रैंगिंग समिती/ॲन्टी रैंगिंग स्कॉड स्थापन करणे. श्याची कर्तव्य कोणती आहेत, दरमहा बैठक घ्यावी.इतिवृत्त ठेवावे.

६. नैक मुल्यांकन/पूर्वमुल्यांकन करण्यास ज्या महाविद्यालयांनी पिलंब केला आहे त्यांना मुदत देवून नैक करण्यास भाग पाडणे.

७. सर्व विभागीय सहसंचालक उच्चशिक्षण यांना महात्मा गांधी यांच्या जन्मदिवस २/१०/२०१४ पासून स्वच्छ भारत अभियान सुरु करण्या बाबत व वर्षभर राबविणे बाबत संचालनालयाने दिनांक ३०/९/२०१४ अन्वये पत्र दिलेले आहे त्यानुसार कार्यवाही करावी. सहा बंडल दफतर लावणे.

८. तारांकित प्रश्न, १९ महाविद्यालयांना फायर ऑडिट सक्तीचे असून संबधीत महाविद्यालयांनी या बाबतची माहिती कळवावी (दरवर्षी फायर ऑडिट करणे) प्रशिक्षण देणे.

९. तलाशू निमजक तालुका १००३

निमजक तालुका शासनापत्र ३

संकिर्ण-१२१४/प्र.३/१२१/किाशी-३

दि ३०/१२/१३ सर्व शैक्षणिक

प्रति, तालुका देणे

सर्व विभागीय सहसंचालक उच्चशिक्षण

(डॉ.प्र.रा.गायकवाड)




प्र.शिक्षण संचालक(उच्चशिक्षण)

महाराष्ट्र राज्य, पुणे.

5.1.4 (b)

Proof w.r.t. organization wide awareness and undertakings on policies with zero tolerance

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

CONTENT	Page No.
Proof w.r.t Organization wide awareness and undertakings on policies with zero tolerance	
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 Anti Ragging Committee	30
 Student Grievance & Redressal Cell	51

Proof w.r.t. organization wide awareness and undertakings on policies with zero tolerance

Internal Complaint Committee

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

Internal Complaints Committee(2017-18)

NOTICE

Date: 22 /07/2017

All the members of Internal Complaints committee (ICC) are requested to attend a meeting on 24 /07/2017 at 4:00 pm in Botany laboratory.

Agenda

- 1. To nominate two students as a representative**
- 2. Events and Program to be organized.**
- 3. Any other subject with permission of the principal.**

Copy to the members

- 1. Dr. Suchita Khodke** *Suchita Khodke*
- 2. Ku.Pratiksha Patil** *Pratiksha Patil*
- 3. Ku. Kalpana Deshmukh** *Kalpana Deshmukh*
- 4. Ad. Seema Khodke** *Seema Khodke*
- 5. Mr.Vinod Marodkar** *Vinod Marodkar*

Suchita Khodke
Dr. Suchita Khodke
(ICC CO-ORDINATOR)

विनायक विज्ञान महाविद्यालय
राज्य संदेस वि अमरावती

Pratiksha Patil
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Vinayak VidnyanMahavidyalaya, NandgaonKh.

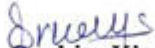
Internal Complaints Committee

Notice


All the members of Internal Complaints committee (ICC) are requested to attend a meeting on 03/10 /2017 at 4 pm in Botany laboratory.

Agenda

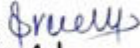






1. To review on any cases reported relating sexual Harassment.
2. Any other subject with permission of the chairperson.


Dr. Suchita Khodke
(ICC CO-ORDINATOR)

विनायक विज्ञान महावेद्यालये
अमरावती जिल्हा, अमरावती


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Signature of the members

1. Dr. Suchita Khodke 
2. Ku. Pratiksha Patil 
3. Ku. Kalpana Deshmukh 
4. Ad. Seema Khodke 
5. Mr. Vinod Marodkar 
6. Gaurav Wahane 
7. Ms Bharati Shahade 

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.
ICC MEETING NOTICE
Session 2018-19

All the members of ICC are hereby informed to remain present for the meeting on Date 30/07/2018 at 4 pm in principal cabin.

Agenda

1. To install complaint box in the college campus.
2. To display notices and flyer regarding anti-sexual harassment
3. Other issues.

1. Dr. Suchita P. Khodke *Smelly*
2. Ku. Pratiksha Patil *Patil*
3. Ku. Kalpana Deshmukh *Kalpana*
4. Ku. Sampada Chikhalikar *Sampada*
5. Mrs Seema Khodke *Seema*
6. Komal Ajmire *Komal*
7. Pragati Chaware B.Com-III *Pchaware*
8. Mr. Vinod Marodkar *Vinod*

Pratiksha
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Smelly
Dr. Suchita Khodke
(ICC CO-ORDINATOR)
विनायक विज्ञान महाविद्यालय
हनुमंत संतरेल्ल जि अमरावती

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.

ICC MEETING NOTICE

Session 2018-19

All the members of ICC are hereby informed to remain present for the meeting on Date 29/01/2019 at 5 pm in principal cabin.

Agenda

- 1. Awareness program for both girls and Women.**
- 2. Any other subject with the permission of the chair.**

Smelly
ICC CO-ORDINATOR

Dr. Suchita P. Khodke

विनायक विज्ञान महाविद्यालय
नांदगाव खंडेखर जि अमरावती

1. Dr. Suchita P. Khodke *Smelly*
2. Ku. Pratiksha Patil *Patil*
3. Ku. Kalpana Deshmuk *Kalpana*
4. Ku. Sampada Chikhalikar *Sampada*
5. Mrs Seema Khodke *Seema*
6. Ku. Komal Ajmire - *Komal Ajmire*
7. Ku. Pragati Chaware *Pragati Chaware*
8. Mr. Vinod Marodkar *Vinod*

Bhis
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.






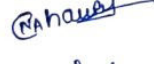


ICC MEETING NOTICE


Session 2019-20

All the members of ICC are hereby informed to remain present for the meeting on Date 25/07/2019 at 2.30 pm in principal cabin.

Agenda

- 1. To Nominate two students as a representative.**
- 2. Installation of complaint box in the college premises.**
- 3. Organization of program for the girl students.**

1. Dr. Suchita P. Khodke 
2. Ku. Pratiksha Patil 
3. Ku. Kalpana Deshmukh 
4. Ku. Sampada Chikhalikar 
5. Mrs Seema Khodke 
6. Ku. Nikita Chavat 
7. Ku. Papiha Deshmukh 
8. Mr. Vinod Marodkar 


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati


Dr. Suchita Khodke
ICC COORDINATOR
विनायक विज्ञान महाविद्यालय
हनुमंत संदेवर जि अमरावती

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH. ICC MEETING NOTICE

All the members of ICC are hereby informed to remain present for the meeting on Date 4/01/2020 at 4.30 pm in principal cabin.

Agenda

- 1.Reconstruction of ICC.
- 2.To review the complaints received in box.
- 3.Formulation of Gender Audit format.
4. Any other issues.

1. Dr. SwapnilTinkhede

2. Dr. Yogesh Gawali

3. Dr. Kavita Kakade

4. Mr. Vinod Marodkar

5. Ad. Pravin Thakre

6. Nikita Chavat

7. Ku.Papiha Deshmukh

8. Dr Suchita Khodke

Bliss
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Suchita
Dr. Suchita Khodke
(ICC CO-ORDINATOR)
विनायक विज्ञान महाविद्यालय
नांदगाव खंडेखर जि. अमरावती

**VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.
ICC MEETING NOTICE**

Following members of ICC are hereby informed to remain present for the meeting on Date 21/10/2020 at 4 pm in Principal cabin.

Agenda

- 1. Due to covid online counselling for the students organize**
- 2. Organization of program for the girl students.**

1. Dr. Suchita P. Khodke *Sruelye*
2. Dr. Kavita Kakade *Kakade*
3. Dr. Swapnil Tinkhede *S.T.*
4. Dr. Yogesh Gawali *Yogesh*
5. Mr. Vinod Marodkar *Vinod*
6. Ad. Pravin Thakre *Thakre*

Blisaj
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Sruelye
Dr. Suchilla Khodke
ICC co-ordinator
विनायक विज्ञान महाविद्यालय
अहमदनगर जिल्हा अमरावती

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.

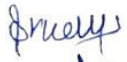


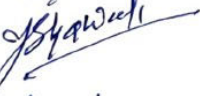



ICC MEETING NOTICE


Session 2021-22


All the members of ICC are hereby informed to remain present for the meeting on Date 18/ 12 /2020 at 4.30 pm in principal cabin.

Agenda

1. Installation of CCTV camera in the college campus.
2. Installation of complaint box in the college premises.
4. Any other subject with permission of the principal

1. Dr. Suchita P. Khodke 
2. Dr. Kavita Kakade 
3. Dr. Swapnil Tinkhede 
4. Dr. Yogesh Gawali 
5. Mr. Vinod Marodkar 
6. Mr. Pravin Thakre 
7. Mr. Vaibhav Dhandhare
8. Ku. Sneha Vanzari 


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati



Dr. Suchita Khodke
Coordinator of ICC
विनायक विज्ञान महाविद्यालय
नंदगाव खंडेकर जि. अमरावती

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH. ICC MEETING NOTICE

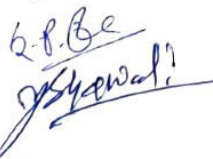
Following members of ICC are hereby informed to remain present for the meeting on Date 3/03/2021 at 4.30 pm in Principal cabin.

Agenda

1. Report any cases relating sexual harassment for the academic year 2021-22
2. program to be organized.
3. Any other point with the permission of the principal

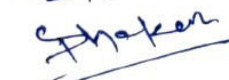
2. Dr. Suchita P. Khodke 

3. Dr. Kavita Kakade 

4. Dr. Swapnil Tinkhede 


5. Dr. Yogesh Gawali


6. Mr. Vinod Marodkar 

7. Ad. Pravin Thakre 

8. Sneha Vanzari 

9. Vaibhav Dhandhare


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati


Dr. Suchita Khodke
Coordinator of ICC
विनायक विज्ञान महाविद्यालय
अमरावती जिल्हा अमरावती

Minutes of the Meeting

SESSION 2017-18

The meeting for the session 2017-18 of ICC was organized in Botany lab.on 24/ 07/ 2017 at 4 pm. Dr. Suchita Khodke presided over this meeting. Initially, she welcomed all the Committee members and then the items on the agenda were taken for discussion.

AGENDA FOR THE MEETING WAS AS FOLLOWS:

1. Nomination of the one student from Science and Commerce faculty as a representative of student.

Students Name-Mr. Gaurav Wahane, BSc.-III, Ms Bharati Shahade, B.Com.-III

It was decided unanimously by all committee members.

2. Concerned notices and flyer was displayed on the board regarding Antisexual harassment committee.

3. To organize the guest lecture to make awareness on sexual harassment among the students of the college.

As per the discussion of all the committee members it was decided that guest lecture on "Violence Against Women- Prevention of Violence", will be organized in the month of August. It has been decided unanimously.

Proposed By – Dr.Suchita Khodke

Seconded By – All Committee Member

4. To decide speaker for the workshop, Ku. Kalpana Deshmukh suggested to invite Adv. Seema Khodke ,as aresource persons for the guest lecture. It was decided unanimously by all committee members.

Proposed By –Ku.Kalpana Deshmukh Seconded By- All Committee

5. Subject coming for discussion of the time.
6. Meeting concluded by vote of thanks proposed by Dr.Suchita Khodke.

Following members were present for the meeting.

1. Dr. Suchita Khodke *Suchita*
2. Ku.Pratiksha Patil *Patil*
3. Ku. Kalpana Deshmukh *Kalpana*
4. Ad. Seema Khodke *Seema*
5. Mr.Vinod Marodkar *Vinod*
6. Gaurav Wahane *Gaurav*
7. Ms Bharati Shahade *Bharati*

Suchita
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Suchita
ICC co-ordinator
विनायक विज्ञान महाविद्यालय
नांदगाव खोदके, जि. अमरावती.

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

Internal Complaints Committee

Session 2017-18

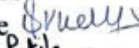




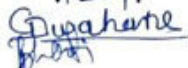

Minutes of the ICC meeting

The meeting of ICC was held on 3/10/2017 at 4 pm in principals' office. Dr. Suchita Khodke welcomed all the members.

1. Ku. Pratiksha Patil, member of ICC informed that there were no any cases reported in these 3 months relating to sexual harassment.
2. Ku. Kalpana Deshmukh suggested for organizing guest lecture on Gender equality. Dr. Suchita Khodke has given responsibility to Ku. Patil to conduct the program.

Since there were no other points to discuss the meeting ended.

Signature of the members

- 1) Dr. Suchita Khodke 
- 2) Ku. Pratiksha Patil 
- 3) Ku. Kalpana Deshmukh 
- 4) Ad. Seema Khodke 
- 5) Mr. Vinod Marodkar 
6. Gaurav Wahane 
Ms Bharati Shahade 


Dr. Suchita Khodke
(ICC CO-ORDINATOR)

विनायक विज्ञान महाविद्यालय
नंदगाव खंडेखर जि अमरावती


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist, Amravati

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.

Minutes of the Meeting

SESSION 2018-19

ICC Meeting No. 2

The first meeting for the session 2018-19 of ICC was organized in Principal cabin on 29 / 01/ 2019 at 4 pm. Dr. W.N. Pokhale presided the meeting. Initially, Dr. Suchita Khodke coordinator welcomed all the Committee members and then the items on the agenda were taken for discussion.

AGENDA FOR THE MEETING WAS AS FOLLOWS-

1. To organize the guest lecture to make awareness on Gender Equality. As per the discussion of all the committee members it was decided that guest lecture was organized. It has been decided unanimously.

Proposed By – Dr.Suchita Khodke

Seconded By – All Committee Member

2 To decide speaker for the workshop. Ku.Kalpana Deshmukh suggested to invite Dr. Minal Deshmukh , Amravati as a resource persons for the guest lecture. It was decided unanimously by all committee members.

Proposed By – Ku.Kalpana Deshmukh

Seconded By- All Committee members

3 As there were no other points for discussion. Meeting concluded by vote of thanks proposed by Dr.Suchita Khodke.

Following members were present for the meeting.

1.Dr. Suchita Khodke

2.Ku.Pratiksha Patil

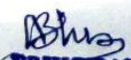
3. Ku. Kalpana Deshmukh

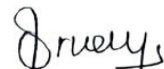
4. Ad. Seema Khodke

5.Mr.Vinod Marodkar

6.Ku. Komal Ajmire

7. Ku.Pragati Chaware


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati


ICC CO-ORDINATOR
विनायक विज्ञान महाविद्यालय
नांदगांव खंडेनगर जि. अमरावती

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.

INTERNAL COMPLAINT COMMITTEE

Minutes of the Meeting

SESSION 2019-20








The first meeting for the session 2019-20 of ICC was organized in Principal's cabin on 25/07/ 2019 at 2.30pm. Dr. Alka Bhise presided the meeting. Initially, Dr. Suchita Khodke coordinator welcomed all the Committee members and then the items on the agenda were taken for discussion.


AGENDA FOR THE MEETING WAS AS FOLLOWS-

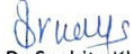
1. **Confirm the minutes of the last meeting.**
2. **Installation of complaint box in the college premises.**
With above mentioned subject it was unanimously decided to install complaint box in the premises. Also given responsibility to Ku. Kalpana Deshmukh to open the complaint box regularly to review any complaint from students.
2. To organize the guest lecture to make awareness on Gender Sensitization. As per the discussion of all the committee members it was decided that guest lecture. It has been decided unanimously.
3. Subject coming for discussion on the time. Ad. Seema Khodke resigned from the post due to their personal reason. Resignation accepted unanimously.

Meeting concluded by vote of thanks proposed by Ku. Pratiksha Patil.

Following members were present for the meeting.

1. Dr. Suchita Khodke 
2. Ku. Pratiksha Patil 
3. Ku. Kalpana Deshmukh 
4. Ad. Seema Khodke 
5. Mr. Vinod Marodkar 
6. Nikita Chavat 
7. Ku. Papiha Deshmukh 


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati


Dr. Suchita Khodke
ICC COORDINATOR
विनायक विज्ञान महाविद्यालय
इच्छा संदेश जि. अमरावती

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH. INTERNAL COMPLAINT COMMITTEE




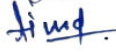

Minutes of the Meeting

SESSION 2019-20

The meeting of ICC was organized in Principal's cabin on 25/01/ 2020 at 4 pm. Initially, Dr. Suchita Khodke coordinator welcomed all the new appointed committee members and then the items on the agenda were taken for discussion.

AGENDA FOR THE MEETING AS FOLLOWS

1. Confirm the minutes of the last meeting.
2. Reconstruction of ICC committee. As there was new appointment of teachers in the college. The committee was revised by the principal and coordinator of ICC. The following members were appointed as a member for the committee for three years.

1. Dr. Swapnil Tinkhede 
2. Dr. Yogesh Gawali 
3. Dr. Kavita Kakade 
4. Mr. Vinod Marodkar 
5. Ad. Thakre
6. Ku. Papiha Deshmukh
7. Ku. Nikita Chavat 








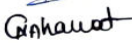
It was unanimously accepted by all members.

2. The box was opened and following one complaint was received from students. a. cleaning of wash rooms.


Above complaint was discussed with the principal. The wash rooms were cleaned by sweeper. And principal has given instruction to sweeper maintained the hygiene of the wash room.

3. Format for Gender audit was finalized and it was decided audit were implemented from this session.
4. No any other subject was discussed. Meeting concluded by vote of thanks proposed by Dr. Suchita Khodke.

Following members were present for the meeting.

1. Dr. Alka A. Bhise 
2. Dr. Swapnil Tinkhede 
3. Dr. Yogesh Gawali 
4. Dr. Kavita Kakade 
5. Mr. Vinod Marodkar 
6. Ad. Pravin Thakare 
7. Ku. Papiha Deshmukh 
- Ku. Nikita Chava 

1.


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati


Dr. Suchita Khodke

ICC COORDINATOR
विनायक विज्ञान महाविद्यालय
नंदगाव खंडेखर जि. अमरावती

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.

ICC MEETING MINUTES


Session 2020-21

Meeting of ICC was organized on day 21 /10/ 2020 at 4pm in principal's cabin. The following are the minutes of the meeting.

1. Due to covid online counselling for the students organize
Due to lockdown of Covid-19, it was decided to organize counseling about precaution measure about health.
There was no any other issues meeting were concluded by vote thanks proposed by Dr.Suchita Khodke.


ICC CO-ORDINATOR
Dr. Suchita Khodke

विनायक विज्ञान महाविद्यालय
नंदगाव खंडेकर जि. अमरावती


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Minutes of the Meeting

Dr. Suchita Khodke, welcomed all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC during the last academic year 2021-22








Item no 1- Report any cases relating sexual harassment for the academic year 2021-22


Dr. Kavita Kakade submitted a report stating that there were no cases relating to sexual harassment in the college for the academic year 2021-22.

Item No. 2 - To organize the workshop on the occasion of International Women's day.

As per the discussion of all the committee members it was decided that Guest lecture on "DHEERA", has organized on 14th march 2022. It has been decided unanimously.

Since there were no other points to discuss the meeting ended.

1. Dr. Kavita Kakade 
2. Dr. Swapnil Tinkhede 
3. Mr. Vinod Marodkar 
4. Ad. Pravin Thakre 
5. Sneha Vanzari 
6. Vaibhav Dhandhare 
7. Suchita Khodke 


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati


Dr. Suchita Khodke
Coordinator of ICC
विनायक विज्ञान महाविद्यालय
नांदगाव खंडेखर जि. अमरावती

Poster Competition on gender Equality

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

Internal Complaints Committee

Session 2017-18

Janivancha Jagar Abhiyan-

Theme-Poster Competition on Gender Equality

Date: 25th August 2017

No. of participants: 22

Place: Nandgaon Khandeshwar

The concept of Gender Equality. According to the today's condition the list of legislations as well as types of discriminations or inequalities may go on but the real change will only come when the mentality of men will change; when the male species of human beings would start treating women as equal and not subordinate or weaker to them.

A total of 22 entries were received for the competition. The drawings—made using color pencils, pens, crayons, or oil pastels—highlighted the importance of cooperation amongst men and women in global development. Students pointed out the need to create a progressive and safe future for the next generation and that gender equality is not a women's issue but a human issue.

This activity kept the student engaged and it was organized to explore and encourage creativity in students and offer them a platform to showcase their skills. It inspired them to think and work creatively in order to promote artistic excellence. Previously students list was given by all departments. All selected students participated earnestly in the competition. They came up with amazing creativity. Their efforts and initiative were appreciated by one and all.

The competition hall was inaugurated by Prof. Lina Ikhar and Dr. Suchita Khodke.


Judges:


1-Prof. Lina Ikhar

2-Ms. Kalpana Deshmukh

Judging Criteria for Competition [total 15 points]

- Creativity and originality of the depicted theme.- 5 points
- Overall impression of the art. 5 points
- Message clarification 5 points


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati


Dr. Suchita Khodke
Internal Complaint committee
विनायक विज्ञान महाविद्यालय
नंदगाव खंडेश्वर जि. अमरावती

Guest lecture on Gender Equality in the Society

Report

Session 2018-19

Guest lecture on Gender Equality in the Society: Need of the Hour by Dr. Minal Deshmukh

Date: 08-03-2019

No. of participants: 124

Place: Nandgaon Khandeshwar

On the occasion of International Women Day Women Cell of Vinayak Vidnyan Mahavidyalaya Nandgaon Khandeshwar organized a guest lecture on "**Gender Equality in the Society: Need of the Hour**" for all girls students. The speaker for the event was Dr. Minal Deshmukh who is eminent personality in her profession.

The guest was florally welcome by Dr. Suchita Khodke , Inchrge of Women Cell. The session was started with the introductory speech by Dr. Suchita Khodke .

In this session Dr. Minal Deshmukh talked about Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. **Gender inequality** has been a social issue in India for centuries. That in many parts of India, the birth of a girl child is not welcomed is a known fact. It is a known fact too, that discrimination starts from even before the girl child is born and sometimes she is killed as a foetus, and if she manages to see the light of day, she is killed as an infant, which makes up the highly skewed child sex ratio where for every 1000 boys in India, there are only 908 girls. In such a scenario, it is but obvious that for myriad reasons, many girls across the country are forced to drop out of school. A girl child is considered a burden and is often not even allowed to see the light of the world. It is hard to imagine this state of affairs in the 21st Century when women have proved to be strong leaders in every field possible. From wrestling to business, the world has been revolutionised by exceptional women leaders in fields that were until recently completely dominated by men.

But in spite of such progress, even today, the girl child is discriminated against in most Indian households. The birth of a baby boy is celebrated with great pomp and ardour, but the birth of a girl child is received with dismay. The practice of female foeticide through sex selective abortion continues to be practiced in spite of the Prenatal Diagnostic Technique Act of 1994. In India the child sex ratio is at the lowest it has ever been with just 914 girls for every 1000 boys.

She said this discrimination continues in every aspect. Be it education, health, protection or participation, the girl child is always treated unequally. Indian society still hasn't been awakened to the importance of empowering the women. The statistics still narrate a grim story of female foeticide, girl child discrimination and gender bias .

- 42% of married women in India were married as children (District Information System for Education (DISE) 3)

- 1 in every 3 child brides in the world is a girl in India (UNICEF)
- India has more than 45 lakh girls under 15 years of age who are married with children. Out of these, 70% of the girls have 2 children.

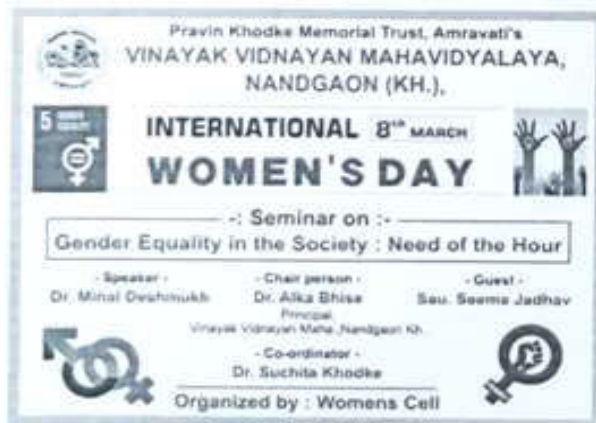
The need of the hour is to make a change in the mindset of the society and destroy the prejudices that damage the future of the girl child. What is required is a concerted effort to sensitise the society in eradicating this issue of gender inequality. It is high time that every child is treated equally and given every opportunity required to grow to his/her full potential.

Its time to create a world where the girl child is celebrated for what she is – where she has access to equal opportunities to study, to grow and to prosper as her male counterpart. A world where the birth of a girl child is celebrated with equal pomp and festivity as that of a boy child.

Our society efforts to bring about a change in this situation include:

- Education that helps create attitudinal shifts towards gender bias and activities to spread awareness
- Continuous efforts towards breaking myths and stereotypes around gender
- Institutionalising gender sensitive processes within various systems such as law and programmes
- Encouraging community ownership in preventing violations based on gender discrimination

Dr. Minal Deshmukh ended the session “ It is a time that we all see gender as a spectrum instead of two sets of opposing Ideals”. She also said that “ **Gender equality is not a women’s issue. It is human issue. It affects us all**” by quoting this Dr. Minal Deshmukh ended the guest lecture. The talk was an interactive session which provided Vote of thanks delivered by Ms. Kalpana Deshmukh.



Introductory speech by Dr. Suchita Khodke



Guidance by Dr. Minal Deshmukh

Shruti

Iec - Coordinator

विनायक विज्ञान महाविद्यालय

१०/०८ संतेश्वर जि अमरावती

Bhish

PRINCIPAL

Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist, Amravati

Workshop on Self Defense Programme for Girl Students

SELF DEFENCE WORKSHOP FOR GIRLS STUDENTS

Report

Event- Workshop on Self Defence Programme for Girl Students

Date- 8th March 2020

Students-B.Sc. , B. Com.

Faculty convener- Dr. Suchita Khodke, Incharge, Woman Cell

On the occasion of Woman Day Woman cell in collaboration with Zashi Rani Foundation organised workshop on self-defence for girl students on 8th March 2020.

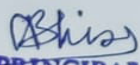
The event was blessed by the presence of Dr Alka Bhise , Principal Vinanayk Vidnyan Mahavidyalaya, Nandgao (Kh) as President of the event. At first the guest Dr. Ranjana Pachgade was florally welcome by Dr. Alka Bhise, Principal. President of this program was florally welcome by Dr. Suchita Khodke , Incharge of Women Cell/ICC. The trainer of the program Mr. Ashish Shriwas was welcome by Dr. Shyam Dalavi, and Madhuri Sune was welcome by Dr. Pratibha Mahalle.


The session was started with the introductory speech by Dr. Suchita Khodke. She said that the main **purpose** of the program was **to make all aware of their own hidden power to fight against any kind of attack**. Now a days many roadside attacks are witnessed like **chain snatching, acid attacks or eve teasing and rape**. To **keep ourselves safe** from such attacks, **self defence techniques are very important**. Many self defence **techniques were performed by the trainer**. Some students also participated in it. All were **overwhelmed by the dexterity shown by the trainer**.

Dr. Ranjana Pachgade taught that the girls many self-defence tricks and techniques to develop confidence in them due to this training. During this program Mr. Ashish Shriwas and Madhuri Sune performed demonstration of self defence training.

At the last in presidential speech Dr. Alka Bhise was focus on the topic atrocities against women. India ranks first in atrocities against women. Indian women should be able to protect themselves. It is need of time. Women should not be limited to children only but should also develop themselves holistically.

This program anchored by Dr. Priti Deshmukh and vote of thanks delivered by Dr. Pratibha Mahalle.


-PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati


Ice Coordinator
विनायक विज्ञान महाविद्यालय
अमरावती



सकाळ



नांदगावखंडेश्वर : आत्मरक्षणाविषयी माहिती देताना मान्यवर.

महिलांसाठी आत्मरक्षणाचे धडे नांदगावच्या विनायक विज्ञान महाविद्यालयाचा उपक्रम

नांदगावखंडेश्वर , ता. ८ : महिलांवरील वाढते अत्याचार, हल्ल्याच्या घटना पाहता महिलांना स्वतःचे संरक्षण करता यावे, यासाठी विनायक विज्ञान महाविद्यालय नांदगावखंडेश्वर येथे महिला दक्षता समिती तसेच झांशी राणी महिला फाउंडेशनच्या संयुक्त विद्यमाने आत्मसंरक्षण प्रशिक्षण शिबिराचे आयोजन करण्यात आले आहे. रविवारी (ता. आठ) जागतिक महिलादिनाचे औचित्य साधून या शिबिराचे उद्घाटन करण्यात आले.

प्राचार्य डॉ. अल्का भिसे यांच्या अध्यक्षतेत पार पडलेल्या

या कार्यक्रमाला प्रमुख पाहुणे म्हणून डॉ. रंजना पचगाडे, महिला दक्षता समितीच्या समन्वयक डॉ. सुचिता खोडके, प्रशिक्षक आशीष श्रीवास , माधुरी सुदा उपस्थित होते.

डॉ. सुचिता खोडके यांनी प्रास्ताविक केले. मुंबई, दिल्ली सारख्या महानगरांप्रमाणेच लहान शहर तसेच खेड्यातील मुलीमुद्दा आजच्या काळात असुरक्षित असून त्यांना प्रशिक्षित करण्याची गरज असल्याचे त्यांनी सांगितले.

याप्रसंगी माधुरी सुदा, आशीष श्रीवास, डॉ. रंजना पचगाडे आदी मान्यवरांनीही मार्गदर्शन केले. अध्यक्ष

डॉ. अल्का भिसे या वेळी म्हणाल्या, की महिला अत्याचारात भारताचा जगात वरचा क्रमांक आहे. भारतीय स्त्रियांना अतिसुरक्षित वातावरणात राहण्याची सवय असल्याने अचानकपणे हल्ला झाल्यास स्वसंरक्षण कसे केले पाहिजे, याविषयीचे प्रशिक्षण त्यांना दिले जात नाही, मात्र अलीकडच्या काळातील घटना पाहता त्यांना अशाप्रकारच्या प्रशिक्षणाची गरज असल्याचे मत त्यांनी व्यक्त केले. कार्यक्रमाचे संचालन डॉ. प्रीती देशमुख यांनी केले. आभार डॉ. प्रतिभा महल्ले यांनी मानले. कार्यक्रमाला विद्यार्थी व पालक उपस्थित होते.

Nagpur, Amravati-Today
09/03/2020 Page No. 3

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

Women Cell and ICC

Online Certificate Course DHEERA (VAW)

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

Women Cell and ICC

FINAL DHEERA TRAINING FOR SCHOOL STUDENTS

Description

FINAL DHEERA TRAINING FOR SCHOOL STUDENTS

Time

March 14, 2022 02:00 PM

Online session was conducted on ZOOM platform.

Session-1

Speaker: Dr Meenal Deshmukh, PRESIDENT, OBGY SOCIETY, AMRAVATI

Dr. Deshmukh had delivered guidance on Introduction about DHEERA

No To Violence against Women—to stop VAW is a responsibility of each one of us. When I had become a member of FIGO working group on No to Violence Against Women in 2016, I initiated DHEERA, a campaign to stop violence against women. My theme as President FOGSI is “FOGSI FOR ALL ALWAYS,” and “DHEERA—STOP VIOLENCE IN WOMEN” aiming to reach SDG-5. Violence against women is perhaps the most disgraceful human rights violation and probably the most prevalent one, and it is sad that the incidence has increased in this COVID pandemic. Nearly 38% of Indian women face violence in the hands of their partners. What we identify is only the tip of the iceberg with many more going undetected. It knows no boundaries of geography, culture or wealth. It is the root cause of maternal morbidity, reproductive coercion, poor physical, emotional and psychological health of women.

PLEDGE:

I will stop the violence, I will protest the inequality, I will build for justice. I promise to never commit, condone, or remain silent about domestic violence, sexual assault, child abuse or other forms of violence against women, men and children.

Session-2

Speaker: Dr. Anita Bobade, JOINT SECRETARY, OBGY SOCIETY, AMRAVATI

About VAW

The term violence against women means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

Violence against women does not mean only physical violence. It is much broader and includes sexual, emotional, psychological and financial abuse. The National Plan targets two main types of violence against women – domestic and family violence, and sexual assault.

Types of violence against women

- Domestic violence.
- Family violence.
- Sexual violence and harassment.
- Non-physical forms of abuse.

Violence against women affects women everywhere. It impacts women's health, hampers their ability to participate fully in society, affects their enjoyment of sexual and reproductive health and rights, and is a source of tremendous physical and psychological suffering for both women and their families.

Session-3

Speaker: Dr. Shalaka Bari, SECRETARY, OBGY SOCIETY, AMRAVATI

About laws against VAW

She had explained an example that Sexual assault or sexual violence can include rape, sexual assault with implements, being forced to watch or engage in pornography, enforced prostitution, and being made to have sex with friends of the perpetrator.

WOMEN-SPECIFIC LEGISLATION

- The Immoral Traffic (Prevention) Act, 1956
- The Dowry Prohibition Act, 1961 (28 of 1961) (Amended in 1986)
- The Commission of Sati (Prevention) Act, 1987 (3 of 1988)
- Protection of Women from Domestic Violence Act, 2005
- The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
- The Criminal Law (Amendment) Act, 2013
- The Indecent Representation of Women (Prohibition) Act, 1986

Dr Kavita Kakade proposed vote of thanks.

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.
Women Cell
Online Certificate Course DHEERA (VAW)
Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.
Women Cell and ICC
FINAL DHEERA TRAINING FOR SCHOOL STUDENTS
Description
FINAL DHEERA TRAINING FOR SCHOOL STUDENTS

Time
March 14, 2022 02:00 PM



THE OBSTETRICS & GYNAECOLOGICAL SOCIETY, AMRAVATI
In Association With
PRAVIN KHODKE MEMORIAL TRUST, AMRAVATI
Presents
DHEERA (VAW)
VIOLENCE AGAINST WOMEN
Online Certification Course
4th - 14th March 2022 | Time 2:00 - 4:00 pm

Speakers

DR. MEENAL DESHMUKH
President
OBGY Society, Amravati

DR. ANITA BOBADE
Joint Secretary
OBGY Society, Amravati

DR. SHALAKA BARI
Secretary
OBGY Society, Amravati

Dr. Meenal Deshmukh
President
OBGY Society, Amravati

Dr. Shalaka Bari
Secretary
OBGY Society, Amravati

Dr. Aika Bhise
Principal
Vinayak Vidnyan Mahavidyalaya
Nandgaon Khandeshwar
Dist. Amravati

Dr. Suchita Khodke
Assistant Professor,
Coordinator-Women cell
Vinayak Vidnyan Mahavidyalaya
Nandgaon Kh., Dist. Amravati

Dr. Anita Bobade
Joint Secretary
OBGY Society, Amravati

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.



Bhisi
PRINCIPAL
 Vinayak Vidnyan Mahavidyalaya,
 Nandgaon Khan, Dist. Amravati

Shruti
I.Q.A.C. Co-ordinator
 Vinayak Vidnyan Mahavidyalaya
 Nandgaon Kh.

Anti Ragging Committee

Session – 2017-18

Meeting Notice

17/10/2017


Informing to all the teaching and non-teaching staff, meeting of the Anti-ragging cell and Anti-sexual harassment cell will be held on 19 October 2017 on 1:30 pm at principal cabin. Request to all please remain present on time.






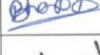



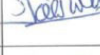



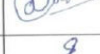






Following agenda will be discussed in meeting

Agenda 1: To form Anti-ragging committee and appoint members for session 2017-18

Agenda 2: To read and understand the guideline of Maharashtra government anti-ragging act

Agenda 3: To determine the working protocol of anti-ragging committee


 Principal
PRINCIPAL
 Vinayak Vidnyan Mahavidyalaya,
 Nandgaon Khan, Dist. Amravati

Sr. No.	Name of Teacher	Sign	Sr. No.	Name of Teacher	Sign
1	DR SUCHITA PRAVIN KHODKE		26	VAISHALI PRAKASHRAO MILKHE	
2	SHAILESH SURENDRA SONUNE		27	SWETA BHIMRAOJI BAMBAL	
3	SMITA RAMRAO THAKARE		28	BHARTI BALASAHEB RANE	
4	RAJENDRA MAHADEV SHAMBHARKAR		29	SHRIKANT SHARADRAO JOSHI	
5	JYOTI WISHWANATH WANKHADE		30	NISHANT JAINARAYAN JAISWAL	
6	PRAFUL RAMESHRAO TADAM		31	RAJESH SATISH BAJAJ	
7	NAMITA RAMESHRAO SONTAKKE		32	DINESH LAXMAN KSHIRSAGAR	
8	PRATIKSHA RAJENDRA PATIL		33	PRAFULLKUMAR NANASAHEB TAYADE	
9	SNEHAL MADHUKAR TALE		34	ASHWINI BABURAOJI KHONDE	
10	PRIYA SURESHSING CHANDEL		35	RAVI ASHOK MOTWANI	

11	ROSHANI RAMESHRAO BELSARE	<i>R. Behara</i>	36	DIPALI SANJAYRAO TAYWADE	<i>D. Taywade</i>
12	ANUJA YASHWANTRAO PETKAR	<i>P. Petkar</i>	37	RITESH VIRENDRA JAISWAL	<i>R. Jaiswal</i>
13	POOJA JAGDISH DONGARE	<i>P. Dongare</i>	38	MANGALA SUBHASHRAO RAUT	<i>M. Raut</i>
14	VANDANA BHAURAO BADWAIK	<i>V.B.</i>	39	RUPESH VIRENDRA JAISWAL	<i>R.V. Jaiswal</i>
15	SONAL DINESHJI BOOB	<i>S. Boob</i>	40	VIKRAM DIGAMBARRAO BUTE	<i>V. Bute</i>
16	PRITESH VITTHALRAO KOTHEKAR	<i>P. Kothekar</i>	41	ROSHANI SUNILSING BAIS	<i>R. Bais</i>
17	PRATIBHA SUDHAKAR MAHALLE	<i>P.M.</i>	42	SHRI MANOJ G KAE	<i>M. Kae</i>
18	GAJENDRASING SURAJPALSING PACHLORE	<i>G. Pachlore</i>	43	SHRI VIND V MARODKAR	<i>V. Marodkar</i>
19	SAMPADA VIKAS CHIKHALAKAR	<i>S. Chikhalakar</i>	44	SHRI RAHUL V INGALE	<i>R. Ingale</i>
20	TEJAS DILIPRAO KAJALE	<i>T. Kajale</i>	45	SHRI PRAVIN M METEKAR	<i>P. Metekar</i>
21	KALPANA VIJAYRAO DESHMUKH	<i>K. Deshmukh</i>	46	SHRI NITIN S SAKHARE	<i>N. Sakhare</i>
22	HITESH GHANSHYAM PANDE	<i>H. Pande</i>	47	SHRI ANIL U DHANORKAR	<i>A. Dhankar</i>
23	NIKITA RAJENDRA AGRAWAL	<i>N. Agrawal</i>	48	SHRI SURESH D DESHMUKH	<i>S. Deshmukh</i>
24	ANIKET GAJANANRAO MATHANE	<i>A. Mathane</i>	49	SHRI RAVINDRA S DANGE	<i>R. Dange</i>
25	AJAY MANOHARRAO SONARKAR	<i>A. Sonarkar</i>			

Session – 2017-18

Minutes of the meeting

19/10/2017

For the formation of Anti-ragging committee and Anti- sexual harassment committee for session 2017-18 meeting was called by the principal on Date 19 October 2017 in principal's cabin. Dr. V. K. Pokale was a President of the meeting. Following agenda discussed and confirm with permission of president.

Agenda 1: To form the Anti-ragging and Anti- sexual harassment committee for session 2017-18

As per guideline of SGBAU, Amravati, institute is decided that, Anti-ragging cell become establish in college for session 2017-18. All the teaching staff agrees for the decision and agenda is granted by president.

Agenda 2: To appoint the teacher's representative in Anti-ragging committee Anti-sexual harassment committee

For the regular session 2017-18 teacher representative in Anti-ragging committee and Anti-ragging committee are appointed. All the staff agrees with the names of the members. President of the meeting confirm the names of the teacher's representative as follows-

1. Dr. Suchita P. Khodke
2. Dr. Prafullkumar Tayade
3. Mr. S. S. Joshi
4. Miss. Lata Petale
5. Mr. Manoj Kale (Non-teaching staff)

Agenda 3: To appoint the Legal Advisor as a member in Anti-ragging committee and Anti- sexual harassment committee

Suggested by: Dr. Suchita Khodke

To appoint the Legal advisor in Anti-ragging committee, name of local practitioner **Advocate Pravin Thakare** has been suggested and confirmed by the all staff present for meeting. President gives the permission for name.

Agenda 4: To appoint the Media Representative as a member in Anti-ragging committee and Anti- sexual harassment committee

Suggested by: Dr. Suchita Khodke

To appoint the Media representative as a member in Anti-ragging committee, Anti-sexual harassment committee name of local media reporter **Mr. Suresh Dhawale** (Taluka reporter, Deshonmati) has been suggested by Dr. Suchita Khodke and the name is confirmed by the all staff present for meeting. President gives the permission for appointing the name.

Agenda 5: To appoint the Parent's Representative as a member in Anti-ragging committee and Anti- sexual harassment committee

Suggested by: Dr. Suchita Khodke

As per guideline parent representative is important in both the committee. Those students who are enrolled as fresher in session 2017-18 their parents appointed as a member of committee. **Mr. Gajanan Dhawale** name of the parents is confirmed by president with the permission of staff.

Agenda 6: To appoint the Student's Representative as a member in Anti-ragging committee/Anti- sexual harassment committee

Suggested by: Dr. Suchita Khodke


Fresher student of the session 2017-218 from the Science and commerce streams are appointed as Student's Representative. Names are suggested by the Mr. Nishant Jaiswal, names confirmed by the president.

Name as follows-

1. **Mr. Arpit Belsare** (B.Sc. I)

The president of the meeting gives the guideline and suggestions to all the members and representatives for further proceeding.

As appointed member Mr. Subodh Bansod expressed the vote of thanks and with the permission of president meeting was concluded.


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Session – 2018-19

Notice

04/10/2018

Informing to all the members of Anti-ragging/ Anti-sexual harassment cell, meeting regarding to the Anti-ragging cell and Anti- sexual harassment cell will be held on 05 October 2018 on 1:30 pm at principal cabin. Request to all please remain present on time.


Following agenda will be discussed in meeting

Agenda 1: To continue committee and appoint new members for session 2018-19

Agenda 2: To form Anti-sexual harassment committee and appoint members for session 2018-19


Agenda 3: To read and understand the guideline of Maharashtra government anti-ragging act and Anti-sexual harassment.


Agenda 4: To determine the working protocol of anti-ragging committee and Anti-sexual harassment


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Adv. Pravin Thakare 

Shri. Suresh Dhawale 

Prof. Prafullkumar Tayade 

Miss. Kalpana Deshmukh 

Mr. S. S. Joshi 

Session – 2018-19

Notice

04/10/2018

Informing to all the members of Anti-ragging/ Anti-sexual harassment cell, meeting regarding to the Anti-ragging cell and Anti- sexual harassment cell will be held on 05 October 2018 on 1:30 pm at principal cabin. Request to all please remain present on time.

Following agenda will be discussed in meeting

Agenda 1: To continue committee and appoint new members for session 2018-19

Agenda 2: To form Anti-sexual harassment committee and appoint members for session 2018-19

Agenda 3: To read and understand the guideline of Maharashtra government anti-ragging act and Anti-sexual harassment.

Agenda 4: To determine the working protocol of anti-ragging committee and Anti-sexual harassment

S. S. Joshi
Principal

PRINCIPAL

Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Adv. Pravin Thakare *P. Thakare*

Shri. Suresh Dhawale *S. Dhawale*

Prof. Prafullkumar Tayade *P. Tayade*

Miss. Kalpana Deshmukh *K. Deshmukh*

Mr. S. S. Joshi *S. S. Joshi*

**Agenda 6: To appoint the Student's Representative as a member in Anti-ragging committee
Suggested by: Dr. Suchita Khodke**

Fresher student of the session 2018-219 from the Science and commerce streams are appointed as Student's Representative. Names are suggested by the Mr. Nishant Jaiswal, names confirmed by the president.

Name as follows-

1. Miss. Rozina Rahman Abdul (B.Com. I)
2. Mr. Mohammad Ismail Mohd Noman (B.Sc. I)

The president of the meeting gives the guideline and suggestions to all the members and representatives for further proceeding.

As appointed member Mr. Subodh Bansod expressed the vote of thanks and with the permission of president meeting was concluded.



Principal

PRINCIPAL

**Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati**

Session – 2019-20

Meeting

17/10/2019


Informing to all the members of the Anti-ragging cell/ Anti-sexual harassment cell, meeting regarding to the Anti-ragging cell / Anti-sexual harassment cell will be held on 19 October 2019 on 1:30 pm at principal cabin. Request to all please remain present on time.


Following agenda will be discussed in meeting


Agenda 1: To form Anti-ragging/ Anti-sexual harassment cell committee and appoint members for session 2019-20


Agenda 2: To read and understand the guideline of Maharashtra government anti-ragging/ Anti-sexual harassment cell act

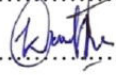
Agenda 3: To determine the working protocol of anti-ragging/ Anti-sexual harassment committee

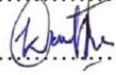

Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

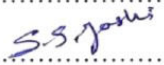
Dr. Suchita Khodke 


Adv. Pravin Thakare 


Prof. Prafullkumar Tayade 

~~Miss. Kalpana Deshmukh~~ 

Miss. Kalpana Deshmukh 

Mr. S. S. Joshi 

Mr. Rutwik Gajanan Gawande (B.Com. I) 

Miss. Sanika Mohan Darwhatkar (B.Sc. I) 

Session – 2019-20

Minutes of the meeting

19/10/2019

For the formation of Anti-ragging committee for session 2019-20 meeting was called by the principal on Date 19 October 2019 in principal's cabin. Dr. Alka A. Bhise was a President of the meeting. Following agenda discussed and confirm with permission of president.

Agenda 1: To form the Anti-ragging committee for session 2019 -20

Suggested by: Dr. Alka A. Bhise

As per guideline of SGBAU, Amravati, institute is decided that, Anti-ragging cell become establish in college for session 2019-20. All the teaching staff agrees for the decision and agenda is granted by president.

Agenda 2: To appoint the teacher's representative in Anti-ragging committee

Suggested by: Dr. Alka A. Bhise

For the regular session 2019-20 teacher representative in Anti-ragging committee are appointed. All the staff agrees with the names of the members. President of the meeting confirm the names of the teacher's representative as follows-

1. Dr. Suchita Khodke
2. Mr. S. S. Joshi
3. Dr. Prafullkumar Tayade

Agenda 3: To appoint the Legal Advisor as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

To appoint the Legal advisor in Anti-ragging committee, name of local practitioner **Advocate Pravin Thakare** has been suggested and confirmed by the all staff present for meeting. President gives the permission for name.

Agenda 4: To appoint the Media Representative as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

To appoint the Media representative as a member in Anti-ragging committee, name of local media reporter **Mr. Suresh Dhawale** (Taluka reporter, Deshonnati) has been suggested by Dr. Suchita Khodke and the name is confirmed by the all staff present for meeting. President gives the permission for appointing the name.

Agenda 5: To appoint the Parent's Representative as a member in Anti-ragging committee

Suggested by: Dr. Alka A. Bhise

As per guideline parent representative is important in the committee. Those students who are enrolled as fresher in session 2019-20 their parents appointed as a member of committee. **Shri. Suresh Rao Izate** name of the parents is confirmed by president with the permission of staff.

Agenda 6: To appoint the Student's Representative as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

Fresher student of the session 2019-20 from the Science and commerce streams are appointed as Student's Representative. Names are suggested by the Mr. S.S. Joshi, names confirmed by the president.

Name as follows-

1. Mr. Rutwik Gajanan Gawande (B.Com. I)
2. Miss. Sanika Mohan Darwhatkar (B.Sc. I)

The president of the meeting gives the guideline and suggestions to all the members and representatives for further proceeding.

As appointed member Mr. Subodh Bansod expressed the vote of thanks and with the permission of president meeting was concluded.



PRINCIPAL

**Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati**

Session – 2020-21

Meeting

05/08/2020


Informing to all the members of the Anti-ragging cell/ Anti-sexual harassment cell, meeting regarding to the Anti-ragging cell / Anti-sexual harassment cell will be held on 07 August 2020 online on 1:30 pm. Link of the meeting will be share on what's app group. Request to all please remain present on time.

Following agenda will be discussed in meeting

Agenda 1: To form Anti-ragging/ Anti-sexual harassment cell committee and appoint members for session 2020-21

Agenda 2: To read and understand the guideline of Maharashtra government anti-ragging/ Anti-sexual harassment cell act

Agenda 3: To determine the working protocol of anti-ragging/ Anti-sexual harassment committee


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Session – 2020-21

Minutes of the meeting

07/08/2020

For the formation of Anti-ragging/ Anti-Sexual harassment committee for session 2020-21 meeting was called by the principal on Date 07 August 2020 in principal's cabin. Dr. Alka A. Bhise was a President of the meeting. Following agenda discussed and confirm with permission of president.

Agenda 1: To form the Anti-ragging committee for session 2020 -21

Suggested by: Dr. Suchita Khodke IQAC Cordinator

As per guideline of SGBAU, Amravati, institute is decided that, Anti-ragging cell become establish in college for session 2020-21. All the teaching staff agrees for the decision and agenda is granted by president.

Agenda 2: To appoint the teacher's representative in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

For the regular session 2020-21 teacher representative in Anti-ragging committee are appointed. All the staff agrees with the names of the members. President of the meeting confirm the names of the teacher's representative as follows-

1. Mr. Subodh Bansod
2. Dr. Priti Deshmukh
3. Dr. Yogesh Gawai
4. Mr. Manoj Kale (Non-teaching staff)

Agenda 3: To appoint the Legal Advisor as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

To appoint the Legal advisor in Anti-ragging committee, name of local practitioner **Advocate Pravin Thakare** has been suggested and confirmed by the all staff present for meeting. President gives the permission for name.

Agenda 4: To appoint the Media Representative as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

To appoint the Media representative as a member in Anti-ragging committee, name of local media reporter **Mr. Suresh Dhawale** (Taluka reporter, Deshonnati) has been suggested by Dr. Suchita Khodke and the name is confirmed by the all staff present for meeting. President gives the permission for appointing the name.

Agenda 5: To appoint the Parent's Representative as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

As per guideline parent representative is important in the committee. Those students who are enrolled as fresher in session 2020-21 their parents appointed as a member of committee. Shri. Suresh Izate name of the parents is confirmed by president with the permission of staff.

Agenda 6: To appoint the Student's Representative as a member in Anti-ragging committee
Suggested by: Dr. Suchita Khodke

Fresher student of the session 2020-21 from the Science and commerce streams are appointed as Student's Representative. Names are suggested by the Mr. Nishant Jaiswal, names confirmed by the president.

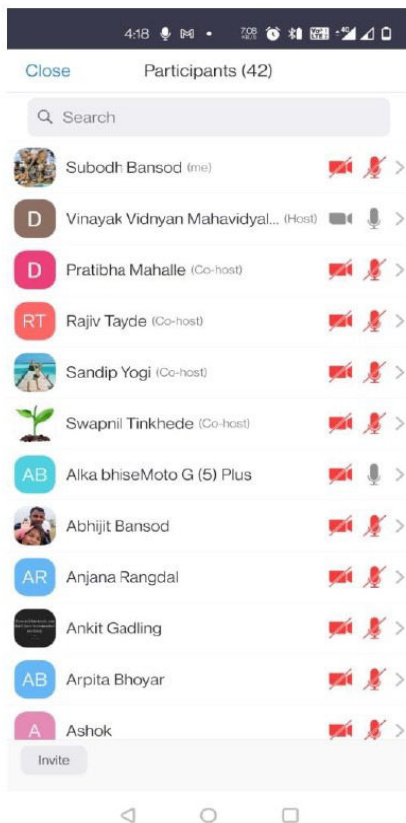
Name as follows-


1. Mr. Sagar Sudhakar Dange (B.Com. I)
2. Miss. Shreya Gajanan Dhoke (B.Sc. I)

The president of the meeting gives the guideline and suggestions to all the members and representatives for further proceeding.

As appointed member Mr. Subodh Bansod expressed the vote of thanks and with the permission of president meeting was concluded.

Following Staff Attending the meeting




PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Session – 2021-22

Meeting

16/10/2021

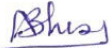
Informing to all the members of the Anti-ragging cell/ Anti-sexual harassment cell, meeting regarding to the Anti-ragging cell / Anti-sexual harassment cell will be held on 17 September 2021 online on 1:30 pm. Request to all please remain present on time.

Following agenda will be discussed in meeting




Agenda 1: To form Anti-ragging/ Anti-sexual harassment cell committee and appoint members for session 2020-21

Agenda 2: To read and understand the guideline of Maharashtra government anti-ragging/ Anti-sexual harassment cell act
















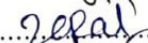






Agenda 3: To determine the working protocol of anti-ragging/ Anti-sexual harassment committee


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Copy to the members

1. Adv. Pravin Thakare 
2. Mr. Suresh Dhawale 
3. Mr. Subodh Bansod 
4. Dr. Priti Deshmukh 
5. Dr. Yogesh Gawali 

Teaching and Non-teaching Staff

- | | | | |
|-------------------------------|---|----------------------------|---|
| 6. Dr. Suchita Khodke |  | 19. Mr. Nishant Jayaswal | |
| 7. Dr. Pratibha Mahalle |  | 20. Dr. Dasharath Kale |  |
| 8. Dr. Gajendrasingh Pachlore |  | 21. Dr. Shyam Dalavi |  |
| 9. Dr. Swapnil Tinkhede |  | 22. Dr. Nitesh Chore |  |
| 10. Mr. Shilanand Hiwrale |  | 23. Dr. Rajiv Tayade |  |
| 11. Dr. Nilesh Padole |  | 24. Mr. Rupesh Fuke |  |
| 12. Dr. Vinod Sherekar |  | 25. Miss. Ashwini Ambatkar | |
| 13. Dr. Kavita Kakade |  | 26. Mr. Sanjay Bhoyar |  |
| 14. Dr. Anant Wadatkar |  | 27. Vikram Khodke | |
| 15. Dr. Prashant Kharat |  | 28. Mr. Vinod Marotkar |  |
| 16. Mr. Ajay Ambhore |  | 29. Mr. Ravi Dange |  |
| 17. Dr. Abhijit Bansod |  | 23. Mr. Anil Dhanorkar |  |
| 18. Dr. Prafullkumar Tayade |  | | |

Session – 2021-22

Minutes of the Meeting

17/10/2021

For the formation of Anti-ragging committee for session 2021-22 meeting was called by the principal on Date 17 October 2021 in principal's cabin. Principal Dr. Alka A. Bhise was a President of the meeting. Following agenda discussed and confirm with permission of president.

Agenda 1: To form the Anti-ragging committee for session 2021 -22

Suggested by: Dr. Suchita Khodke

As per guideline of SGBAU, Amravati, institute is decided that, Anti-ragging cell become establish in college for session 2021-22. All the teaching staff agrees for the decision and agenda is granted by president.

Agenda 2: To appoint the teacher's representative in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

For the regular session 2021-22 teacher representative in Anti-ragging committee are appointed. All the staff agrees with the names of the members. President of the meeting confirm the names of the teacher's representative as follows-

1. Mr. Subodh Bansod
2. Dr. Priti Deshmukh
3. Dr. Yogesh Gawai
4. Mr. Manoj Kale (Non-teaching staff)

Agenda 3: To appoint the Legal Advisor as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

To appoint the Legal advisor in Anti-ragging committee, name of local practitioner **Advocate Pravin Thakare** has been suggested and confirmed by the all staff present for meeting. President gives the permission for name.

Agenda 4: To appoint the Media Representative as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

To appoint the Media representative as a member in Anti-ragging committee, name of local media reporter **Mr. Suresh Dhawale** (Taluka reporter, Deshonnati) has been suggested by Dr. Suchita Khodke and the name is confirmed by the all staff present for meeting. President gives the permission for appointing the name.

Agenda 5: To appoint the Parent's Representative as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke

As per guideline parent representative is important in the committee. Those students who are enrolled as fresher in session 2021-22 their parents appointed as a member of committee. **Mr. Anis Khan** name of the parents is confirm by president with the permission of staff.

Agenda 6: To appoint the Student's Representative as a member in Anti-ragging committee

Suggested by: Dr. Suchita Khodke


Fresher student of the session 2021-22 from the Science and commerce streams are appointed as Student's Representative. Names are suggested by the Mr. Nishant Jaiswal, names confirmed by the president.

Name as follows-

1. Mr. Vinay Lashkare (B.Com. I)
2. Miss. Vaishnavi Ghawat (B.Sc. I)

The president of the meeting gives the guideline and suggestions to all the members and representatives for further proceeding.

As appointed member Mr. Subodh Bansod expressed the vote of thanks and with the permission of president meeting was concluded.


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Vinayak Vidnyan Mahavidyalaya, Nandgaon Khandeshwar, Dist. Amravati

Anti-ragging /anti-sexual harassment cell

One Day National Webinar on

'Women's Safety at Workplace and Management of Stress In Life'

In collaboration with

Rajarshi Shahu Science College, Chandur Rly

Activity Report

The Parliament of India Passed the Act in the year 2013 for Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act. The Act provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matter connected there with or incidental there to. Educational institutions are also bound by the supreme court's directive and Act. Adhering to this direction the Rajarshi Shahu Science College Chandur Rly committed to creating and maintaining an environment which is free of all forms of gender violence, sexual harassment and discrimination on the basis of sex/ gender. Atul Vidya Mandirs, Rajarshi Shahu Science College is only Science College at taluka level who is committed to offer the quality education in science to the students. Institution also runs the Junior Science stream with the higher secondary and Convent school. Fortunately the entire stream is having the majority of the girl's students with female staff members.

Considering this the institution is committed to uphold the constitutional mandate ensuring the above mentioned human rights of all those who fall within its jurisdiction.

Objectives:

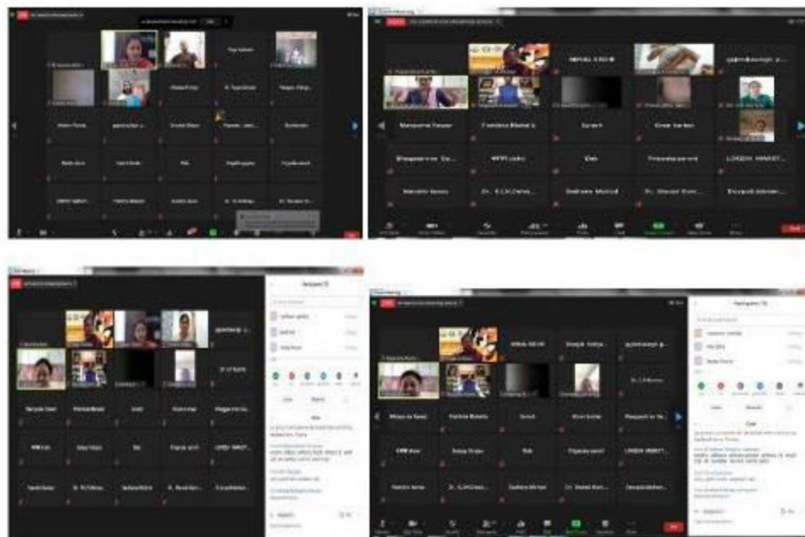
The objectives of the Internal Complaint Committee are to prevent Sexual Harassment of Women at workplace are as follows:

- 1) To develop a policy against sexual harassment of women's at the institute.
- 2) To develop a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.
- 3) To ensure the implementation of policy in letter and spirit through proper reporting of the complaint and their follow -up procedures.
- 4) To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- 5) To create a secure physical and social environment to deter any act of sexual harassment.
- 6) To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

With this aim an objective committee works to maintain the good environment in the institute. Committee consists of one senior female faculty, two faculty members from teaching faculty, two staff members from non teaching, two students members, One member from NGO, one external member as Lawyer.

Various measures were also taken by the committee to inform the students and female staff about this right. In order to get legal protection to the female students and ladies staff and to assure the stress free environment in campus one day national webinar was organized by the committee on “*Women’s Safety at Workplace and Management of stress in life*” in collaboration with the IQAC of the Institute. Webinar was conducted jointly by three Colleges Rajarshree Shahu Science College Chandur Rly, Vinyaka Vidnyan Mahavidyalaya Nadagaon Khandeshawr, and G.S Topme College of Arts Commerce and Science College, Chandur Bazar. Main objective of the workshop is to make people aware of Women’s rights”. As we know that Women’s are successfully making their carrier in very field and taking up leadership and position on other hands unfortunately they are facing sexual harassment in many workplace or any other place. Reporting against the sexual harassment is not an easy task .It may due to lack of legal knowledge about women’s right, gender biases and fear is also one of the factors. To overcome this situation the first session of webinar was designed .In this session of webinar guest speaker Adv. Urvi Keche Yawalikar a Legal Consultant delivered a lecture on the Role of ICC committee, their function, and their components.

Beside this in today’s life environment, work life balance and stress management in life is also a new challenge for working women. There are various roles performed by women at times such as family obligation, upbringing of children or elder persons and work responsibility and other roles. While fulfilling this role women are feeling overburdened with time pressure and unmet obligation. Keeping this view in mind the second session of webinar is conducted by Mrs. Vrushali M Biware madam Psychotherapist, child counselor. She emphasizes on how to manage stress and how to increase the efficiency of work with good mental health. Webinar benefited all students and ladies staff.



PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Student Grievance & Redressal Cell


Notice


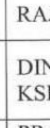

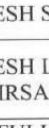


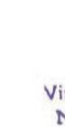
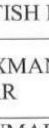
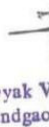



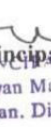

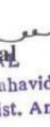





Date: 06/08/2017

All teaching and non-teaching staff hereby informs that on dated 07/08/2017 Time: 02:30 pm meeting has been organized at physics lab. The subject of the meeting is to establish Grievance cell in the college.

Agenda 1 –The Formation of Grievance Cell in the college

Agenda 2 – The selection of committee members


Principal
Vineyak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Sr. No.	Name of Teacher	Sign	Sr. No.	Name of Teacher	Sign
1	DR SUCHITA PRAVIN KHODKE		26	VAISHALI PRAKASHRAO MILKHE	
2	SHAILESH SURENDRA SONUNE		27	SWETA BHIMRAOJI BAMBAL	
3	SMITA RAMRAO THAKARE		28	BHARTI BALASAHEB RANE	
4	RAJENDRA MAHADEV SHAMBHARKAR		29	SHRIKANT SHARADRAO JOSHI	
5	JYOTI WISHWANATH WANKHADE		30	NISHANT JAINARAYAN JAISWAL	
6	PRAFUL RAMESHRAO TADAM		31	RAJESH SATISH BAJAJ	
7	NAMITA RAMESHRAO SONTAKKE		32	DINESH LAXMAN KSHIRSAGAR	
8	PRATIKSHA RAJENDRA PATIL		33	PRAFULLKUMAR NANASAHEB TAYADE	
9	SNEHAL MADHUKAR TALE		34	ASHWINI BABURAOJI KHONDE	
10	PRIYA SUREHSING CHANDEL		35	RAVI ASHOK MOTWANI	

11	ROSHANI RAMESHRAO BELSARE	<i>R. Belsare</i>	36	DIPALI SANJAYRAO TAYWADE	<i>D. Taywade</i>
12	ANUJA YASHWANTRAO PETKAR	<i>P. Petkar</i>	37	RITESH VIRENDRA JAISWAL	<i>R. Jaiswal</i>
13	POOJA JAGDISH DONGARE	<i>P. Dongare</i>	38	MANGALA SUBHASHRAO RAUT	<i>M. Raut</i>
14	VANDANA BHAURAO BADWAIK	<i>V. Badwaik</i>	39	RUPESH VIRENDRA JAISWAL	<i>R.V. Jaiswal</i>
15	SONAL DINESHJI BOOB	<i>S. Boob</i>	40	VIKRAM DIGAMBARRAO BUTE	<i>V. Bute</i>
16	PRITESH VITTHALRAO KOTHEKAR	<i>P. Kothekar</i>	41	ROSHANI SUNILSING BAIS	<i>R. Bais</i>
17	PRATIBHA SUDHAKAR MAHALLE	<i>P. Mahalle</i>	42	SHRI MANOJ G KAE	<i>M. Kae</i>
18	GAJENDRASING SURAJPALSING PACHLORE	<i>G. Pachlore</i>	43	SHRI VIND V MARODKAR	<i>V. Marodkar</i>
19	SAMPADA VIKAS CHIKHALAKAR	<i>S. Chikhalakar</i>	44	SHRI RAHUL V INGALE	<i>R. Ingale</i>
20	TEJAS DILIPRAO KAJALE	<i>T. Kajale</i>	45	SHRI PRAVIN M METEKAR	<i>P. Metekar</i>
21	KALPANA VIJAYRAO DESHMUKH	<i>K. Deshmukh</i>	46	SHRI NITIN S SAKHARE	<i>N. Sakhare</i>
22	HITESH GHANSHYAM PANDE	<i>H. Pande</i>	47	SHRI ANIL U DHANORKAR	<i>A. Dhanorkar</i>
23	NIKITA RAJENDRA AGRAWAL	<i>N. Agrawal</i>	48	SHRI SURESH D DESHMUKH	<i>S. Deshmukh</i>
24	ANIKET GAJANANRAO MATHANE	<i>A. Mathane</i>	49	SHRI RAVINDRA S DANGE	<i>R. Dange</i>
25	AJAY MANOHARRAO SONARKAR	<i>A. Sonarkar</i>			

Minutes of the Meeting

The meeting of Grievance Cell was held on 08/08/2017 in the physics lab. The meeting was chaired by Respected Dr Pokale, Principal, Vinayak Vidnyan Mahavidyalaya Nandgaon Kh. The teaching and non-teaching staffs were present for the meeting.

The issues raised in the meeting were discussed and passed.

Agenda 1 –

➤ Regarding formation of Grievance Cell in the college

Indicator - Dr. Suchita Khodke

Approved by Dr. Pratibha Mahalle

Dr. Suchita Khodke, IQAC co-ordinator an indicator of the above subject, suggested that as per the guidelines of the university there must be Internal Grievance Cell in the college to solve the problems of the students. Approval of Dr. Pratibha Mahalle, has given to set up an Internal Grievances Cell with the consent of all the employees.

Agenda 2 –

➤ Regarding selection of committee members

Indicator-Dr. Waman Pokale

Approved by Mr. Nishant Jaiswal

Dr. Waman Pokale, Principal of college an indicator of the above subject, suggested that for session 2017-2018 members of the Internal Grievance Cell should be selected. With the approval of Mr. Nishant Jaiswal, the following members were selected in internal Grievance cell with the consent of all the staff.

Sr.No.	Name	Designation
1	Dr. Waman Pokale	President/Principal
2	Dr. Pratibha Mahalle	Co-Ordinator
3	Dr. Pratiksha Patil	Member
4	Dr. Prafullakumar Tayade	Member
5	Miss. Rina Deshmukh BCom III	Student
6	Miss. Monika Parihar BSc – III	Student

Following members were present for the meeting.

Sr. No.	Name of Teacher	Sign	Sr. No.	Name of Teacher	Sign
1	DR SUCHITA PRAVIN KHODKE		26	VAISHALI PRAKASHRAO MILKHE	
2	SHAILESH SURENDRA SONUNE		27	SWETA BHIMRAOJI BAMBAL	
3	SMITA RAMRAO THAKARE		28	BHARTI BALASAHEB RANE	
4	RAJENDRA MAHADEV SHAMBHARKAR		29	SHRIKANT SHARADRAO JOSHI	
5	JYOTI WISHWANATH WANKHADE		30	NISHANT JAINARAYAN JAISWAL	
6	PRAFUL RAMESHRAO TADAM		31	RAJESH SATISH BAJAJ	
7	NAMITA RAMESHRAO SONTAKKE		32	DINESH LAXMAN KSHIRSAGAR	
8	PRATIKSHA RAJENDRA PATIL		33	PRAFULLKUMAR NANASAHEB TAYADE	
9	SNEHAL MADHUKAR TALE		34	ASHWINI BABURAOJI KHONDE	
10	PRIYA SURESHSING CHANDEL		35	RAVI ASHOK MOTWANI	
11	ROSHANI RAMESHRAO BELSARE		36	DIPALI SANJAYRAO TAYWADE	
12	ANUJA YASHWANTRAO PETKAR		37	RITESH VIRENDRA JAISWAL	
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14	VANDANA BHAURAO BADWAIK		39	RUPESH VIRENDRA JAISWAL	
15	SONAL DINESHJI BOOB		40	VIKRAM DIGAMBARRAO BUTE	
16	PRITESH VITTHALRAO KOTHEKAR		41	ROSHANI SUNILSING BAIS	
17	PRATIBHA SUDHAKAR MAHALLE		42	SHRI MANOJ G KAE	
18	GAJENDRASING SURAJPALSING		43	SHRI VIND V MARODKAR	

	PACHLORE				
19	SAMPADA VIKAS CHIKHALAKAR	<i>B. Bhalu</i>	44	SHRI RAHUL V INGALE	<i>SHRI</i>
20	TEJAS DILIPRAO KAJALE	<i>TK</i>	45	SHRI PRAVIN M METEKAR	<i>metekar</i>
21	KALPANA VIJAYRAO DESHMUKH	<i>B. Bhalu</i>	46	SHRI NITIN S SAKHARE	<i>Sakhare</i>
22	HITESH GHANSHYAM PANDE	<i>HP</i>	47	SHRI ANIL U DHANORKAR	<i>ANIL U</i>
23	NIKITA RAJENDRA AGRAWAL	<i>NP Agrawal</i>	48	SHRI SURESH D DESHMUKH	<i>Suresh D</i>
24	ANIKET GAJANANRAO MATHANE	<i>Agmathane</i>	49	SHRI RAVINDRA S DANGE	<i>R. S. Dange</i>
25	AJAY MANOHARRAO SONARKAR	<i>A. S. Sonarkar</i>			

B. Bhalu
Coordinator
Internal Grievance Cell

P. S. Dange
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Notice

Date: 12/12/2017

The members of Internal Grievance cell are hereby to inform that the meeting has been schedule on Date – 14/12/2017 at 2.30 pm in Principal cabin. All are requested to present within time

Agenda 01:-

To confirm the minutes of last meeting

Agenda - 02


Discussion on the application received from the students.







Agenda - 03

To discuss and evaluate the nature of the grievances

Agenda – 04

All other subjects put in the meeting with the prior permission of the chairman.


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Kh. Dist. Amravati

Sr.No.	Name	Designation	Sign
1	Dr. Waman Pokale	President/Principal	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Dr. Pratiksha Patil	Member	
4	Dr. Prafullakumar Tayade	Member	
5	Miss. Rina Deshmukh BCom III	Student	
6	Miss. Monika Parihar BSc – III	Student	

Minutes of the meeting

The meeting of Internal Grievance cell was held on date 14/12/2017 at 2.30 pm in Principal cabin. The meeting was chaired by Principal

Co-ordinator of Internal Grievance cell read the agenda of meeting.

The following subjects were discussed.

Agenda 01:-

- To confirm the minutes of the last meeting.

Dr Pratibha Mahalle read the minutes of last meeting and confirms it by the members.

Agenda – 02

- Discussion on the application received. from the students

One application received from the BSc- II student regarding to Non-functional fans.

Agenda – 03

- To discuss and evaluate the nature of the grievances

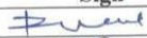
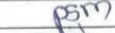




There are no any complaints against any individual and against the facility.

Agenda-04


- All other subjects put in the meeting with the prior permission of the chairman.

No issues were raised apart from the agenda and hence meeting was concluded by the permission of President of meeting

The following members were present for the meeting.

Sr.No.	Name	Designation	Sign
1	Dr. Waman Popkale	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Dr. Pratiksha Patil	Member	
4	Dr. Prafullakumar Tayade	Member	
5	Miss. Rina Deshmukh BCom III	Student	
6	Miss. Monika Parihar BSc – III	Student	


Coordinator
Internal Grievance Cell


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Notice

Date: 07/08/2018

The members of Internal Grievance cell are hereby to inform that the meeting has been schedule on Date – 10/08/2018 at 2.30 pm in Principal cabin.

Agenda 01:-

To confirm the minutes of last meeting

Agenda - 02

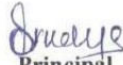
To inform the Internal Grievance Cell to the new admitted students

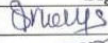
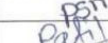

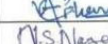
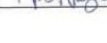

Agenda – 03

To inform the students How to work Internal Grievance Cell work.

Agenda – 04

All other subjects put in the meeting with the prior permission of the chairman.


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Sr.No.	Name	Designation	Sign
1	Dr. Suchita Khodke	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Dr. Pratiksha Patil	Member	
4	Dr. Prafullakumar Tayade	Member	
5	Mr. Vaibhav Agham	Student	
6	Miss. Nishigandha Nagalkar	Student	

Minutes of the meeting

The meeting of Internal Grievance cell was held on date 10/08/2018 at 2.30 pm in Principal cabin. The meeting was chaired by Principal

Co-ordinator of Internal Grievance cell read the agenda of meeting.

The following subjects were discussed.

Agenda 01:-

- To confirm the minutes of the last meeting.

Dr Pratibha Mahalle read the minutes of last meeting and confirms it by the members

Agenda - 02

- To discuss about to inform the Internal Grievance Cell to the new admitted students

Dr Suchita Khodke , Principal told the committee members to give the information about Internal Grievance Cell to the students .

Agenda – 03

- To inform the students How the Internal Grievance Cell work.

Dr Suchita Khodke , Principal told the committee members to inform the students Why Grievance Cell was established in College and How to work Grievance Cell.

Agenda – 04

- All other subjects put in the meeting with the prior permission of the chairman

No issues were raised apart from the agenda and hence meeting was concluded by the permission of President of meeting

The following members were present for the meeting.

Sr.No.	Name	Designation	Sign
1	Dr. Suchita Khodke	President	<i>[Signature]</i>
2	Dr. Pratibha Mahalle	Co-Ordinator	<i>[Signature]</i>
3	Dr. Pratiksha Patil	Member	<i>[Signature]</i>
4	Dr. Prafullakumar Tayade	Member	<i>[Signature]</i>
5	Mr. Vaibhav Agham	Student	<i>[Signature]</i>
6	Miss. Nishigandha Nagalkar	Student	<i>[Signature]</i>

[Signature]
Coordinator
Internal Grievance Cell

[Signature]
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Notice

Date: 21/12/2018

The members of Internal Grievance cell are hereby to inform that the meeting has been schedule on Date – 23/12/2018 at 2.30 pm in Principal cabin.

Agenda 01:-

To confirm the minutes of last meeting

Agenda - 02


Discussion on the application received from the students.

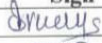



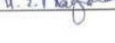

Agenda – 03

To discuss and evaluate the nature of the grievances

Agenda – 04

All other subjects put in the meeting with the prior permission of the chairman


Principal
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Sr.No.	Name	Designation	Sign
1	Dr. Suchita Khodke	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Dr. Pratiksha Patil	Member	
4	Dr. Prafullakumar Tayade	Member	
5	Mr. Vaibhav Agham	Student	
6	Miss. Nishigandha Nagalkar	Student	

Minutes of the meeting

The meeting of Internal Grievance cell was held on date 23/12/2018 at 2.30 pm in Principal cabin. The meeting was chaired by Principal

Co-ordinator of Internal Grievance cell read the agenda of meeting.

The following subjects were discussed.

Agenda 01:-

- To confirm the minutes of the last meeting.

Dr Pratibha Mahalle read the minutes of last meeting and confirms it by the members

Agenda – 02

- Discussion on the application received. from the students

One application received from the BSc- III student regarding to facility - to install new tubelights in classrooms.

Agenda – 03

- To discuss and evaluate the nature of the grievances

There are no any complaints against any individual and against the facility.

Agenda-04

- All other subjects put in the meeting with the prior permission of the chairman.

No issues were raised apart from the agenda and hence meeting was concluded by the permission of President of meeting

The following members were present for the meeting.

Sr.No.	Name	Designation	Sign
1	Dr. Suchita Khodke	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Dr. Pratiksha Patil	Member	
4	Dr. Prafullakumar Tayade	Member	
5	Mr. Vaibhav Agham	Student	
6	Miss. Nishigandha Nagalkar	Student	

Coordinator
Internal Grievance Cell

PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Notice

Date: 01/01/2020

To all teachers and non-teaching staff are hereby informed that on dated 02/01/2020 Time: 4:30 pm the meeting has been organized at physics lab. The subject of the meeting is about setting up a Grievance cell in the college.

Agenda 01:-


To confirm the minutes of last meeting

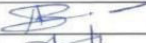
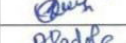


Agenda 02 –

Regarding setting up of Grievance Cell in the college

Agenda 03 –

Regarding selection of committee members


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Sr. No	NAME	SIGNATURE	Sr. No.	NAME	SIGNATURE
1	Dr. Suchita P. Khodke		16	Dr. Priti B. Deshmukh	
2	Shri. Nishant J. Jaiswal		17	Dr. Abhijeet S. Bansod	
3	Dr. Yogesh S. Gawali		18	Shri. Shilananad V. Hiwarale	
4	Dr. Dashrath V. Kale		19	Dr. Anant S. Wadkar	
5	Dr. Prafullkumar N. Tayade		20	Dr. Gajendrasing S. Pachlore	
6	Dr. Nitesh V. Chore		21	Dr. Pratibha S. Mahalle	
7	Dr. Shyam S. Dalvi		22	Shri. Manoj G. Kale	
8	Shri. Nilesh S. Padole		23		
9	Dr. Vinod M. Sherekar		24	Shri. Vinod V. Marodkar	
10	Ku. Kavita P. Kakade		25	Shri. Rahul V. Ingle	
11	Dr. Prashant B. Kharat		26	Shri. Pravin M. Metekar	
12	Shri. Ajay V. Ambhore		27	Shri. Nitin S. Sakhare	
13	Shri. Rajiv J. Tayde		28	Shri. Anil U. Dhanorkar	
14	Dr. Swapnil P. Tinkhede		29	Shri. Suresh D. Deshmukh	
15	Shri. Subodh N. Bansod		30	Shri. Ravindra S. Dange	

Minutes of the Meeting

A meeting of Grievance Cell was held today on 02/01/2020 in physics lab at 4.30 pm. The meeting was chaired by the principal of the college Dr. Alka Anant Bhise and Dr. Suchita Khodke was present as the chief guest. The meeting was attended by the teachers and nonteaching staff.

The issues raised in the meeting were discussed and passed

Agenda 01:-

- To confirm the minutes of the last meeting.

Dr Pratibha Mahalle read the minutes of last meeting and confirms it by the members

Agenda 02 –

- Regarding setting up of Grievance Cell in the college

Indicator - Dr. Suchita Khodke

Approved by Dr. Pratibha Mahalle

Dr. Suchita Khodke, an indicator of the above subject, suggested that the session 2019-20 in the college with the approval of Dr. Pratibha Mahalle, a resolution was passed to set up an Internal Grievances Cell with the consent of all the employees.

Agenda 03 –

- Regarding selection of committee members

Indicator-Dr. Alka Bhise

Approved by Dr. Anant Wadkar

Dr. Alka Bhise, an indicator of the above subject, suggested that for session 2019-20 members of the Internal Grievances Cell should be selected for the post. With the approval of Dr. Anant Wadkar, the following members were selected with the consent of all the staff.

Sr.No.	Name	Designation
1	Dr. Alka Anant Bhise	President
2	Dr. Pratibha Mahalle	Co-Ordinator
3	Mr. Subodh Bansod	Member
4	Dr. Vinod M. Sherekar	Member
5	Miss Nikita Chawat	Student
6	Miss. Mamata Marotkar	Student

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

The following members were present for the meeting.

Sr. No	NAME	SIGNATURE	Sr. No.	NAME	SIGNATURE
1	Dr.Suchita P. Khodke		16	Dr. Priti B. Deshmukh	
2	Shri.NishantJ. Jaiswal		17	Dr. Abhijeet S. Bansod	
3	Dr. Yogesh S. Gawali		18	Shri. Shilananad V. Hiwarale	
4	Dr. Dashrath V. Kale		19	Dr. Anant S. Wadatkar	
5	Dr. Prafullkumar N. Tayade		20	Dr.Gajendrasing S. Pachlore	
6	Dr. Nitesh V. Chore		21	Dr. Pratibha S. Mahalle	
7	Dr. Shyam S. Dalvi		22	Shri. Manoj G. Kale	
8	Shri. Nilesh S. Padole		23		
9	Dr. Vinod M. Sherekar		24	Shri. Vinod V. Marodkar	
10	Ku. Kavita P. Kakade		25	Shri. Rahul V. Ingle	
11	Dr. Prashant B. Kharat		26	Shri. Pravin M. Metekar	
12	Shri. Ajay V. Ambhore		27	Shri. Nitin S. Sakhare	
13	Shri. Rajiv J. Tayde		28	Shri. Anil U. Dhanorkar	
14	Dr. Swapnil P. Tinkhede		29	Shri. Suresh D. Deshmukh	
15	Shri. Subodh N. Bansod		30	Shri. Ravindra S. Dange	

P. Mahalle
 Coordinator
 Internal Grievance Cell

Bhusi
 PRINCIPAL
 Vinayak Vidnyan Mahavidyalaya,
 Nandgaon Khan. Dist. Amravati

Notice

Date: 21/09/2020

The members of Internal Grievance cell are hereby to inform that the meeting has been schedule on Date – 24/09/2020 at 4.30 pm in Principal cabin.

Agenda 01:-

To confirm the minutes of last meeting

Agenda - 02

Discussion on the application received from the students:

Agenda – 03

To discuss and evaluate the nature of the grievances

Agenda – 04

All other subjects put in the meeting with the prior permission of the chairman

Bhise

Principal

PRINCIPAL

Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Sr.No.	Name	Designation	Sign
1	Dr. Alka Bhise	President	<i>Bhise</i>
2	Dr. Pratibha Mahalle	Co-Ordinator	<i>P.M.</i>
3	Dr. Subodh Bansod	Member	<i>S.B.</i>
4	Dr. Yogesh Gawali	Member	<i>Y.Gawali</i>
5	Miss. Samrudhi Kanetkar	Student	<i>Samrudhi</i>
6	Miss. Shivani Jaiswal	Student	<i>Shivani</i>

Minutes of the meeting

The meeting of Internal Grievance cell was held on date – 24/09/2020 at 4.30 pm in Principal cabin. The meeting was chaired by Principal

Co-ordinator of Internal Grievance cell read the agenda of meeting.

The following subjects were discussed.

Agenda 01:-

- To confirm the minutes of the last meeting.

Dr Pratibha Mahalle read the minutes of last meeting and confirms it by the members

Agenda – 02 and Agenda – 03

- Discussion on the application received from the students:
- To discuss and evaluate the nature of the grievances.

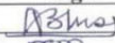


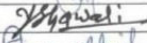
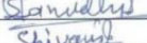
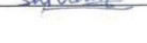
Due to Covid-19 pandemic situation and the lockdown there have been no instances of complaints or grievances registered by the students in the time period prior to the meeting date.

Agenda-04

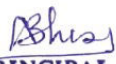
- All other subjects put in the meeting with the prior permission of the chairman.

No issues were raised apart from the agenda and hence meeting was concluded by the permission of President of meeting

The following members were present for the meeting.

Sr.No.	Name	Designation	Sign
1	Dr. Alka Bhise	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Mr. Subodh Bansod	Member	
4	Dr. Yogesh Gawali	Member	
5	Miss. Samrudhi Kanetkar	Student	
6	Miss. Shivani Jaiswal	Student	


Coordinator
Internal Grievance Cell


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Notice

Date: 21/08/2021

The members of Internal Grievance cell are hereby to inform that the meeting has been schedule on Date – 25/08/2021 at 4.30 pm in Principal cabin.

Agenda 01:-

To confirm the minutes of last meeting

Agenda - 02


Discussion on the application received from the students:

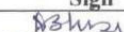


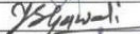
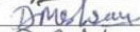
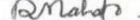
Agenda – 03

To discuss and evaluate the nature of the grievances

Agenda – 04

All other subjects put in the meeting with the prior permission of the chairman


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. ...

Sr.No.	Name	Designation	Sign
1	Dr. Alka Bhise	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Dr. Subodh Bansod	Member	
4	Dr. Yogesh Gawali	Member	
5	Miss Dipali Meshram	Student	
6	Miss. Rupali Mahato	Student	

Minutes of the meeting

The meeting of Internal Grievance cell was held on date – 24/08/2021 at 4.30 pm in Principal cabin. The meeting was chaired by Principal

Co-ordinator of Internal Grievance cell read the agenda of meeting.

The following subjects were discussed.

Agenda 01:-

- To confirm the minutes of the last meeting.

Dr Pratibha Mahalle read the minutes of last meeting and confirms it by the members

Agenda – 02 and Agenda – 03

- Discussion on the application received from the students:
- To discuss and evaluate the nature of the grievances.

Due to Covid-19 pandemic situation and the lockdown there have been no instances of complaints or grievances registered by the students related to faculty and facility in the time period prior to the meeting date.

Students registered their grievances related to exam.

The details of exam related grievances as follows -

Sr. No	Name of Student	Class	Roll No.	Date of Application	Grievance	Action Taken	Remark
1	Akash Khandalkar	BCOM –II SEM – IV	20717	11/06/2021	Related to Theory Exam	Letter sending to SGBAU	Resolved
2	Samrudhhi Kanetkar	BCOM –II SEM – III	919780	31/07/2021	Related to Theory Exam	Letter sending to SGBAU	Resolved
3	Divya Rajkule	BCOM –II SEM – III	919781	31/07/2021	Related to Theory Exam	Letter sending to SGBAU	Resolved
4	Gauri Bangade	BCOM –II SEM – III	919784	31/07/2021	Related to Theory Exam	Letter sending to SGBAU	Resolved

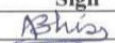


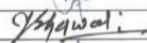
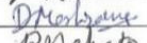
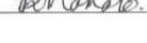
5	Nandkishor Kaje	BSc – I SEM – I	919702	17/08/20 21	Related to Theory Exam	Letter sending to SGBAU	Resolved
6	Sharada Ramavant	BCOM –II SEM – IV	919787	17/08/20 21	Related to Theory Exam	Letter sending to SGBAU	Resolved
7	Dipali Meshram	BCOM – I SEM – I	4138	23/08/20 21	Result W T	Letter sending to SGBAU	Resolved
8	Akshay Dhokane	BCOM – I SEM – I	4107	23/08/20 21	Result W T	Letter sending to SGBAU	Resolved
9	Tejas Sahade	BSc – II SEM – IV	919749	25/08/20 21	Wrong roll number	Letter sending to SGBAU	Resolved

Agenda-04


- All other subjects put in the meeting with the prior permission of the chairman.

No issues were raised apart from the agenda and hence meeting was concluded by the permission of President of meeting

The following members were present for the meeting.

Sr.No.	Name	Designation	Sign
1	Dr. Alka Bhise	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Mr. Subodh Bansod	Member	
4	Dr. Yogesh Gawali	Member	
5	Miss Dipali Meshram	Student	
6	Miss. Rupali Mahato	Student	


Coordinator
Internal Grievance Cell


PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Notice

Date: 28/03/2022

The members of Internal Grievance cell are hereby to inform that the meeting has been schedule on Date – 30/03/2022 at 4.30 pm in Principal cabin.

Agenda 01:-

To confirm the minutes of last meeting

Agenda - 02

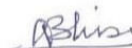
Discussion on the application received from the students:

Agenda – 03

To discuss and evaluate the nature of the grievances

Agenda – 04

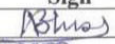


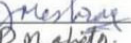
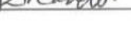

All other subjects put in the meeting with the prior permission of the chairman



Principal

PRINCIPAL

Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Sr.No.	Name	Designation	Sign
1	Dr. Alka Bhise	President	
2	Dr. Pratibha Mahalle	Co-Ordinator	
3	Dr. Subodh Bansod	Member	
4	Dr. Yogesh Gawali	Member	
5	Miss Dipali Meshram	Student	
6	Miss. Rupali Mahato	Student	

Minutes of the meeting

The meeting of Internal Grievance cell was held on date – 30/03/2022 at 4.30 pm in Principal cabin. The meeting was chaired by Principal

Co-ordinator of Internal Grievance cell read the agenda of meeting.

The following subjects were discussed.

Agenda 01:-

- To confirm the minutes of the last meeting.

Dr Pratibha Mahalle read the minutes of last meeting and confirms it by the members

Agenda – 02 and Agenda – 03

- Discussion on the application received from the students:
- To discuss and evaluate the nature of the grievances.

There have been no instances of complaints or grievances registered by the students related to faculty and facility in the time period prior to the meeting date.

Students registered their grievances related to exam.

The details of exam related grievances as follows -

Sr. No	Name of Student	Class	Roll No.	Date of Application	Grievance	Action Taken	Remark
1	Prajwal Dhawale	BSc – II SEM - III	23492	31/08/2021	Related to Internal Marks	Letter sending to SGBAU	Resolved
2	Abhinav Parade	BSc – II SEM - III	919727	12/11/2021	Related to Internal Marks	Letter sending to SGBAU	Resolved
3	Abhinav Parade	BSc – II SEM - IV	919754	12/11/2021	Related to Theory Exam	Letter sending to SGBAU	Resolved
4	Sapana Wankhade	BSc – II SEM -V	919752	24/01/2022	Related to Theory Exam	Letter sending to SGBAU	Resolved
5	Pratik Kaje	BSc – I	919711	12/11/2021	Related to	Letter	Resolved

		SEM – II		21	Internal Marks	sending to SGBAU	
6	Anand Nanhe	BCOM - II	919768	28/03/2022	Related to Theory Exam	Letter sending to SGBAU	Resolved
7	Ranjali Ingole	BSc – I SEM - III	20165	04/02/2022	Subject Change	Letter sending to SGBAU	Resolved
8	Mohd Amran Shaikh Rajjak	BCOM – II SEM - III	919792	05/10/2021	Related to Theory Exam	Letter sending to SGBAU	Resolved

Agenda-04

- All other subjects put in the meeting with the prior permission of the chairman.

No issues were raised apart from the agenda and hence meeting was concluded by the permission of President of meeting

The following members were present for the meeting.

Sr.No.	Name	Designation	Sign
1	Dr. Alka Bhise	President	<i>Alka Bhise</i>
2	Dr. Pratibha Mahalle	Co-Ordinator	<i>Pratibha Mahalle</i>
3	Mr. Subodh Bansod	Member	<i>Subodh Bansod</i>
4	Dr. Yogesh Gawali	Member	<i>Yogesh Gawali</i>
5	Miss Dipali Meshram	Student	<i>Dipali Meshram</i>
6	Miss. Rupali Mahato	Student	<i>Rupali Mahato</i>

Pratibha Mahalle
Coordinator
Internal Grievance Cell

Alka Bhise
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Report on 'Women Empowerment and Gender Equality' Program

Date: 15 January 2020

Internal Grievance Cell of Vinayak Vidnyan Mahavidyalaya, Nandgaon Khandeshwar organized the talk on 'Women Empowerment and Gender Equality' Program' on 15 January 2020. Resource person Poonam S. Jakhotiya 'Taradut' Chhatrapati Shahu Maharaj Sanshodhan va Prashikshan Manav Vikas Sanstha (SARATHI) Pune delivered the lecture on topic and Sneha R. Ganvir assist her.

Chhatrapati Shahu Maharaj Sanshodhan va Prashikshan Manav Vikas Sanstha (SARATHI) Pune.

Subject: Women empowerment and gender equality.

'Taradut' Poonam S. Jakhotiya (9673548036)

Sneha R. Ganvir (9373762747)

Women's empowerment in India is heavily dependent on many different variables that include geographical location (urban/rural), educational status, social status (caste and class), and age. Policies on women's empowerment exist at the national, state, and local (Panchayat) levels in many sectors, including health, education, economic opportunities, gender-based violence, and political participation. However, there are significant gaps between policy advancements and actual practice at the community level.

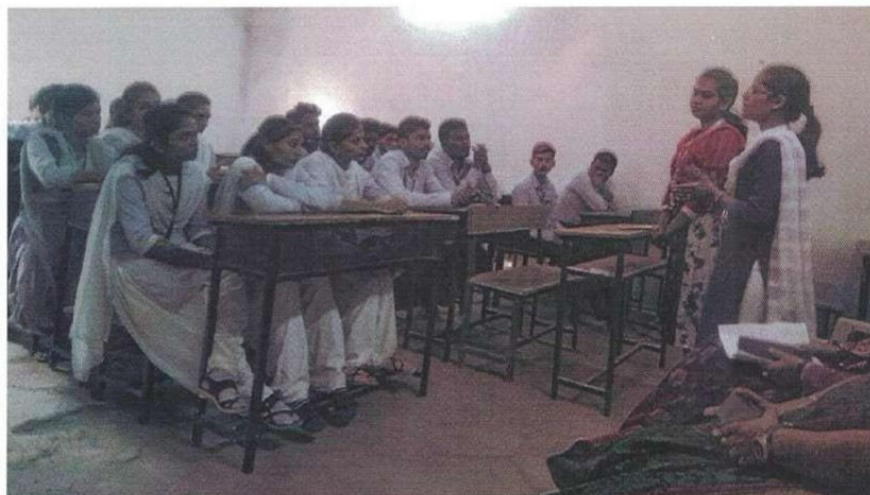
One key factor for the gap in implementation of laws and policies to address discrimination, economic disadvantages, and violence against women at the community level is the largely patriarchal structure that governs the community and households in much of India. As such, women and girls have restricted mobility, access to education, access to health facilities, and lower decision-making power, and experience higher rates of violence. Political participation is also hindered at the Panchayat (local governing bodies) level and at the state and national levels, despite existing reservations for women.

State government takes good initiative along with the NGOs and local HEI to sensitize and empower the women. Various programs and talks are arranged.

Grievance cell of Vinayak Vidnyan Mahavidyalaya, Nandgaon (Kh), organized the talk on women's empowerment and gender equality on 15 January 2020. There was 'Taradut' Poonam S. Jakhotiya, Chhatrapati Shahu Maharaj Sanshodhan va Prashikshan Manav Vikas Sanstha (SARATHI) Pune as spoke person. Sneha R. Ganvir was assist her.

Dr. Alka A. Bhise, principal of Vinayak Vidnyan Mahavidyalaya, Nandgaon (Kh) was the president of program. Dr. Suchita khodke, IQAC coordinator, HOD of Botany was the guest. Dr. Pratibha S. Mahalle, Grievance cell Incharge takes initiative for program and Dr. Preeti Deshmukh Dept. of Mathematics anchored the program. So many students from the science and commerce stream was attend the program. Mr. Subodh N. Bansod, Dr. Vinod Sherekar gives valuable support for successful of the program.

Grievance cell
Vinayak Vidnyan Mahavidyalaya, Nandgaon (Kh), Dist. Amravati.



Miss. Poonam Jakhotiya's interactive talk with students.





P. Mahalle
Coordinator
Internal Grievance Cell

Bhise
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

5.1.4 (c)

**Proof related to Mechanisms for submission
of online/offline students' grievances**

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

CONTENT	Page No.
Proof related to Mechanisms for submission of online/offline students' grievances	
 Mechanism of Internal Complaint Committee	4
 Mechanism of Anti Ragging Committee	5
 Mechanism of Student Grievance & Redressal Cell	7
 Grievance Redressal form/ online link	10

**Proof related to Mechanisms for submission
of online/offline students' grievances**

Mechanism of Internal Complaints Committee



VINAYAK VIDNYAN MAHAVIDYALAYA

Nandgaon Khandeshwar, Dist. Amravati

(An Institute run by Pravln Khodke Memorial Trust, Amravati)

Sau. Sulabha Sanjay Khodke
(MLA, Amravati)
President, P.K.M. Trust, Amt

College Code : 197 | Ph. No. 07221-222245
Email : vvm197@srbau.ac.in

Dr. Alka Anant Bhise
Principal
Mob. 98235 26341

Ref. No. PKMT/VVM/0720/Q

Date:

Mechanism of submission of online/offline students Grievous

1. A complaint received in ICC is processed if it is a matter of sexual harassment of women at work place and comes under the preview of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
2. The members of the Internal Complaints Committee are the members of the Enquiry Committee and the whole process of enquiry is to be completed within the stipulated time of 90 days.
3. Complaint Can be received online (botany15@rssc.edu.in) or offline. It is mandatory to take action within 7 days of receipt of the complaint.
4. The Complainant is requested by the Enquiry Committee to appear before the Committee in a given date to present her case.
5. A letter is sent to the respondent with the remark to provide the clarification within 10 days of the receipt of the intimation sent by the Enquiry Committee.
6. After receipt of the response of the Respondent in ICC, the Respondent is requested by the Enquiry Committee to appear before the Committee in a given date to defend his case.
7. If the Enquiry Committee is of the opinion that the matter is sensitive then immediate interim relief under Chapter V, Clause 12 (1) (a) of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is provided to the Complainant.
8. The interim relief to the Complainant is also given in the shape of leave/ transfer of the Complainant to any other department for the time being until the case is resolved.
9. The Enquiry Committee also request the Complainant through a letter to provide the list of names of witness/es, documents if any, to the Enquiry Committee within 3 days time.
10. The concerned department is also requested to provide CCTV Camera footage of the incident if any through the Proctor RSSC to the Enquiry Committee of ICC.
11. The Enquiry Committee also request the Respondent through a letter to provide the list of names of witness/es, documents if any, to the Enquiry Committee within 3 days time.
12. The witness/es are requested by the Enquiry Committee to appear before the Committee in a given date to present the case.
13. The Enquiry Committee after hearing the witness/es again request the Complainant as well as the respondent to appear before the Committee in different dates for further clarification in the case.
14. After going through all the documents and witness the Enquiry Committee submits the report and recommends the same to the higher institutional authority.
15. The complainant as well as the respondent is also intimated through a later regarding the submission of the report to the higher institutional authority.
16. All the files and the reports are tip confidential in the office of the intenal complaint committee and the key are kept in the custody of the presiding officer ICC

Snelke

I.Q.A.C. Co-ordinator
Vinayak Vidnyan Mahavidyalaya
Nandgaon Kh.



Bhise
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khas, Dist. Amravati

Mechanism of Anti Ragging Committee

Anti-ragging Cell

Anti-Ragging Cell should be one of the important parts of Educational Institution's mechanism. As per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in higher Educational Institutions 2009 establishment of Anti-Ragging Cell is very compulsory.

Any student found indulging in any form of ragging or harassment to fellow boarders is liable for expulsion from the College. In this regard the guardian will have to sign an undertaking at the time of admission/renewal as per the recent verdict of the Honorable Supreme Court of India. Any boarder found guilty of violating any of the hostel rules will be expelled from the hostel and it will invoke expulsion from the college.

• Objectives of Anti Ragging Committee

Anti-Ragging Committee will be the supervisory and advisory committee in preserving a Culture of Ragging Free Environment in the college Campus. The main objectives of this cell are as follows:

- To aware the students of dehumanizing effect of ragging inherent in its perversity.
- To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
- To promptly and stringently deal with the incidents of ragging brought to our notice.
- To generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.

• Punishment to those found guilty

1. Cancellation of admission
2. Suspension from attending classes and academic privileges
3. Withholding /withdrawing scholarship /free studentship and other benefits
4. Debarring from appearing examinations or tests
5. Withholding results
6. Expulsion from the Institution and consequently debarring from admission to other Institution
7. Rustication from the institution for period ranging from 1 to 2 years
8. Fine ranging between Rs. 20,000/- to Rs. 75,000/-

9. Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the authority will resort to collective punishment

Punishment against ragging:

As per notification dated 25.03.2009 of AICTE (Prevention and prohibition of Ragging in Technical Institutes, Universities imparting Technical Education Regulation, 2009), the punishment of raggers shall be one or any combination of the above.



Coordinator
Anti-ragging Cell
Vinayak Vidnyan Mahavidyalaya
Nandgaon (Kh.), Dist. Amravati



PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Mechanism of Students Grievance and Redressal Cell

About Grievance Cell

- The cell emerges in the year 2013 as stated by the University Grants Commission regulations 2012 (The Gazette of India, March 23-29, 2013).
- The function of the cell is to look into the complaints raised by any stake holders like student, faculty, and resolve the complaints in accordance with the rules and regulations of the College.
- The Problems students faced in academic and in administrative and at the same time problems faced by staff was combat by the **Grievance Cell**
- The cell took eye on the matters of harassment in college premises.
- The suggestions of staff & Students on matters related to their welfare, academics and entertainment are always taken in consideration by cell.
- Anyone with a genuine grievance may approach the department members in person. In case the person is unwilling to appear in self, grievances may be dropped in writing either with the Grievance Cell members or they can emailed on the cell email id i.e. vvm.grievancecell@gmail.com

OBJECTIVES

The objective of the Grievance Cell is to develop an approachable and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institute. The Cell has been constituted for the redressal of the problems reported by the Staff & Students of the College with the following objectives:

- ✓ To instigate the Staff & Students to express their grievances / problems without any fear of being victimized.

- ✓ To sway the staff & students to share their Suggestions and express and ask help for any issues or complaints on the email id i.e.
vvm.grievancecell@gmail.com
- ✓ To create an atmosphere where students of the College to maintain dignity of one another
- ✓ Advising all staffs to be affectionate to the Students and not behave in a resentful manner.
- ✓ To create a pool between students, teachers & administration to redress the grievances.
- ✓ To guide ways and means to the staff & students in order to redress their problems.
- ✓ It shall be the endeavor of the Grievance Redressal cell to ensure redressal/disposal of every grievance within a period of one months of the receipt of application/grievance complaint.

Policy

- The College has a Students Internal Grievance Committee.
- The Grievance Committee is to hear, investigate, and resolve a student complaint, grievance, or conflict.
- To look into the complaints lodged by any student, and judge its merit. The Internal Grievance Committee is also empowered to look into matters of harassment. Anyone with a genuine grievance may approach the Grievance Redressal Committee members in person.
- To listen, record and scrutinize the grievances submitted to them by the Staff and Students and take necessary steps immediately

- The grievance procedure is to encourage consistency, transparency and fairness in the handling of workplace problems or complaints.

Internal Grievance Committee

According to the rules and regulations addressed by the UGC for student or other stake holders, "Internal Grievance Committee" of Vinayak Vidnyan Mahavidyalaya has been constituted with following Staff to enquire the nature and extent of grievance.

- ❖ Dr Alka Bhise – Chairperson
- ❖ Dr Pratibha Mahalle – Co-Ordinator
- ❖ Mr Subodh Bansod – Member
- ❖ Dr Yogesh Gawali - Member



Pratibha Mahalle
Coordinator
Internal Grievance Cell

Subodh Bansod
I.Q.A.C. Co-ordinator
Vinayak Vidnyan Mahavidyalaya
Nandgaon Kh.



Alka Bhise
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya
Nandgaon Khan, Dist. Amravati

Vinayak Vidnyan Mahavidyalaya, Nandgaon (Kh)

Anti-Ragging Cell


Online Complaint Form

For Complaint Click here

<https://forms.gle/5iZ6gvb6KC4ap8io8>


I.Q.A.C. Co-ordinator
Vinayak Vidnyan Mahavidyalaya
Nandgaon Kh.







PRINCIPAL
Vinayak Vidnyan Mahavidyalaya
Nandgaon Khan. Dist. Amravati

5.1.4 (d)

**Timely redressal of the grievances
through appropriate committees**

Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh.

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 Internal Complaint Committee	4
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**Timely redressal of the grievances
through appropriate committees**

**VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.
INTERNAL COMPLAINT COMMITTEE**

Action Taken Report 2017-18

The following action take report of ICC was submitted to IQAC.

1. The members discussed about the healthy and congenial environment in the college as there were no complaints on sexual Harassment received in the year 2017-18.
2. One workshop was organized on sexual Harassment for the students and faculty members.


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Nandgaon Khan, Dist. Amravati

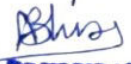

Dr. Suchita Khodke
(ICC CO-ORDINATOR)
वेनायक विज्ञान महावेद्यालय
अमरावती जिल्हा अमरावती


**VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.
INTERNAL COMPLAINT COMMITTEE**

Action Taken Report 2018-19

The following action take report of ICC was submitted to IQAC.

1. Concerned notices and flyer was displayed on the board regarding Anti-sexual harassment committee.
2. No any complaint of sexual Harassment received in the year 2017-18.
3. One workshop was organized on Gender Equality for the students and faculty members.


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Nandgaon Khan. Dist. Amravati


ICC CO-ORDINATOR
Dr. Suchita P. Khodke
विनायक विज्ञान महाविद्यालय
हनुमंत संतरेकर जि अमरावती


VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.

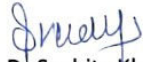
INTERNAL COMPLAINT COMMITTEE

Action Taken Report 2019-20

The following action take report of ICC was submitted to IQAC.

1. No any complaint of sexual Harassment received in the year 2019-20.
2. One workshop was organized on sexual Harassment by the students and faculty members.
3. Gender Audit format prepared.


PRINCIPAL
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Nandgaon Khan, Dist. Amravati


Dr. Suchita Khodke
ICC COORDINATOR
विनायक विज्ञान महाविद्यालय
कसबा संतोजर जि अमरावती

**VINAYAK VIDNYAN MAHAVIDYALAYA , NANDGAO KH.
ICC ACTION TAKEN REPORT 2020-21**

SN	Subject	No. of cases
1.	No. of complaints of sexual harassment in the year	Nil
2.	No. of workshop organized during year	Nil
3.	No. any cases pended	Nil

Suchita
Dr. Suchita Khodke
ICC CO-ORDINATOR
विनायक विज्ञान महाविद्यालय
नंदगाव खंडेकर, जि. अमरावती.

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Nandgaon Khan, Dist. Amravati

VINAYAK VIDNYAN MAHAVIDYALAYA, NANDGAON KH.

INTERNAL COMPLAINT COMMITTEE

Action Taken Report 2021-22

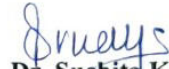
The following action take report of ICC was submitted to IQAC.

1. No any complaint of sexual Harassment received in the year 2021-22.
2. One workshop was organized on sexual Harassment by the students and faculty members.



PRINCIPAL

**Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati**



Dr. Suchita Khodke

Coordinator of ICC

**विनायक विज्ञान महाविद्यालय
अहमदनगर जिल्हा अहमदनगर**

Action Taken Report


Session 2017-18

Date: 10/03/2018

A meet called by the principal in principal's cabin about yearly review of anti-ragging cell and action taken.

Committee coordinator gives the detailed about yearly action taken. In the academic year 2017-18, there are no complaints received by the anti-ragging committee. Regulation of act against ragging is strictly followed in the campus. It is observed that, students of the first year (Fresher students) become friendlier with the senior students. Even senior students are helpful for the fresher students.

Principal appreciate the work of the committee and gives wishes to all.


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Action Taken Report

Session 2018-19

Date: 22/04/2019

A meet called by the principal in principal's cabin about yearly review of anti-ragging cell and action taken.

Committee coordinator gives the detailed about yearly action taken. In the academic year 2018-19, there are no complaints received by the anti-ragging committee. Regulation of act against ragging is strictly followed in the campus. It is observed that, students of the first year (Fresher students) become friendlier with the senior students. Even senior students are helpful for the fresher students.

Principal appreciate the work of the committee and gives wishes to all.



Principal
PRINCIPAL

**Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati**

Action Taken Report

Session 2019-20

Date: 08/06/2020

A meet called by the principal in principal's cabin about yearly review of anti-ragging cell and action taken.

Committee coordinator gives the detailed about yearly action taken. In the academic year 2019-20, there are no complaints received by the anti-ragging committee. Regulation of act against ragging is strictly followed in the campus. It is observed that, students of the first year (Fresher students) become friendlier with the senior students. Senior students are helpful for the fresher students.

Principal appreciate the work of the committee and gives wishes to all.



Principal

PRINCIPAL

**Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati**

Action Taken Report

Session 2020-21

Date: 09/10/2021

A meet called by the principal in principal's cabin about yearly review of anti-ragging cell and action taken.

Committee coordinator gives the detailed about yearly action taken. In the academic year 2020-21, there are no complaints received by the anti-ragging committee. Regulation of act against ragging is strictly followed in the campus. It is observed that, students of the first year (Fresher students) become friendlier with the senior students.

Principal appreciate the work of the committee and gives wishes to all.



Principal

PRINCIPAL

**Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati**

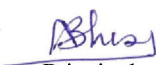
Action Taken Report

Session 2021-22

Date: 29/04/2022


A meet called by the principal in principal's cabin about yearly review of anti-ragging cell and action taken.

Committee coordinator gives the detailed about yearly action taken. In the academic year 2021-22, there are no complaints received by the anti-ragging committee. Regulation of act against ragging is strictly followed in the campus. It is observed that, students of the first year (Fresher students) become friendlier with the senior students. Even senior students are helpful for the fresher students.


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Action Taken Report 2017 – 2018

The meeting of the grievance cell on discussion on the application received from BSC-II student against the facility for non-functional fans. The problem is resolved by directing electrician to rectify and to repair and reinstall fans in the classrooms wherever required.


PRINCIPAL
Vineyak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Action taken Report 2018 - 2019

The meeting of the grievance cell on discussion on the application received from BSC-III student against the facility of new tube light. The problem is resolved by directing electrician to rectify and to install new tube lights in the classrooms wherever required.



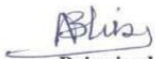
PRINCIPAL

Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Notice

Date: 10/01/2020

All teachers, non-teaching staff and students are hereby informed that on 15/01/2020 Internal Grievance Cell organize Women Empowerment and Gender Equality program. All are requested to attend the program.


Principal
PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Action Taken Report

The committee resolved all issues and complaints registered by the students regarding theory marks, internal marks, Result WT, Wrong roll number. The committee of Grievance Cell sent letter to SGBAU to resolve the issues. The issues have been resolved. Total 09 issues resolved by committee.

ABhis

PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati

Action Taken Report

The committee resolved all issues and complaints registered by the students regarding theory marks, internal marks, Subject change, Wrong roll number. The committee of Grievance Cell sent letter to SGBAU to resolve the issues. The issues have been resolved. Total 08 issues resolved by committee.

Abhis

PRINCIPAL

**Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan, Dist. Amravati**

Important Links
Internal Complaint Committee https://vinayakmahankh.in/pages/icc_committee.php
Anti Ragging Committee https://vinayakmahankh.in/pages/anti_ragging.php
Student Grievance Redressal Cell https://vinayakmahankh.in/pages/Grievance_committee.php