



SHIKSHAN MANDAL BHAGUR'S,  
AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,

**Shri. Eknathrao sahadu shete Arts,  
Commerce & Science College, Deolali Camp,  
Nashik**

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal &  
Dist Nashik-422401.



## **CRITERION – V**

### **Student Support and Progression**

#### **5.1 Student Support**

**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**



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Dist Nashik-422401.

**DECLARATION**

This is to declare that the information, reports, true copies of the supporting documents, numerical data etc. submitted/presented in the files is verified by Internal Quality Assurance Cell (IQAC) and it is correct as per the record.


This declaration is for the purpose of NAAC accreditation of HEI for the 1<sup>st</sup> cycle period 2019-20 to 2023-24.

Date: 18/01/2025

Place: Deolali Camp

  
**Co-Ordinator**  
**IQAC**  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci.Senior College  
Deolali Camp, Nashik



  
**Principal**  
Shikshan Mandal Bhagur  
Arts, Comm. & Sci.College,  
Deolali Camp, Nashik.

Sr. No.	Particulars
<b>2023-24</b>	
1.	Anti-Ragging Committee
2.	Women Welfare Cell Meeting
3.	College Grievance Redressal Meeting
4.	SC/ST Committee
5.	Internal Complaints Committee
<b>2022-23</b>	
1.	Anti-Ragging Committee
2.	Women Welfare Cell Meeting
3.	College Grievance Redressal Meeting
4.	SC/ST Committee
5.	Internal Complaints Committee
<b>2021-22</b>	
1.	Anti-Ragging Committee
2.	Women Welfare Committee
3.	College Grievance Redressal Meeting
4.	Internal Complaints Committee
<b>2020-21</b>	
1.	Internal Complaints Committee





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**ANTI - RAGGING COMMITTEE**

**Introduction:-**

The College Has Constituted the Anti Ragging Committee in The year 2021-22. The following instructions are framed to prevent the menace of ragging and foster healthy interpersonal relations among students in the campus of Shri Eknathrao Sahadu Shete Arts, Commerce & Science Senior Collage Deolali camp . Ragging is strictly forbidden in or outside the college campus. All students shall familiarize themselves with rules/regulations/guidelines on code of conduct, anti-ragging measures and discipline College. All 'new comers' should attend counseling sessions organized for them from time to time by the college staff.

**Objectives**

1. To aware the students of dehumanizing effect of ragging inherent in its perversity.
2. To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
- 3 To promptly and stringently deal with the incidents of ragging brought to our notice.

**Functions of Committee**

1. To consider the complaints received from the students and conduct enquiry and submit report to the Anti- Ragging Committee along with punishment recommended for the offenders;
2. Oversee the procedure of obtaining undertaking from the students in accordance with the provisions;

  
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**Anti-Ragging Committee  
NOTICE**

All the committee members are hereby informed that the meeting regarding the students grievances will be held on 10/08/2023 Wednesday. Attendance for the meeting is compulsory.

Date: 10/08/2023

Venue: Staff Room

**Agenda:**

1. Awareness regarding presentation of Anti Raging Committee.
2. To check the proper working of the CCTV in campus.
3. To check the complaint boxes at college campus.

**Anti ragging cell of the collage has the following members.**

Sr.no	Name of the Teacher	Designation	Signature
1	Mr. Bharat S. Sapkale	principal	
2.	Mr. Sandip Ghedmal	Chairman	
3.	Ms. Poonam Magar	Member	
4.	Ms .Prajkta Joshi	Member	
5.	Ms .Ashwini Thakare	Member	
6.	Mr.Mrityunjay D. Kapse	SDO	
7.	Vaishnavi Harak	Student representative	
8.	Abhishek Talpade	Student representative	
9	Deolali Camp Police Station		

वरिष्ठ पोलिस निरीक्षक  
देवळाली कॅम्प पोलिस ठाणे  
नाशिक शहर

Chairman  
Anti-Ragging Committee

**Co-Ordinator  
IQAC**

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Deolali Camp, Nashik**



Principal

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Nashik-422401

DATE:

## Anti-Ragging Committee Meeting

### Minutes of the meeting (2023-24)

Date: 10/08/2023

Time: 11:00 am

Venue: Staff Room

The meeting of the anti-ragging committee was held on 10-08-2022 Wednesday

Chairman of committee welcomed all the member.

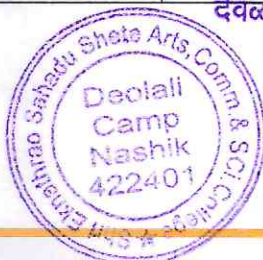
Following members were present for the meeting.

#### Attendance of the Anti-ragging cell of the members.

Sr.no	Name of the Teacher	Designation	Signature
1	Mr. Bharat S. Sapkale	principal	
2.	Mr. Sandip Ghegadmal	Chairman	
3.	Ms. Poonam Magar	Member	
4.	Ms .Prajkta Joshi	Member	
5.	Ms .Ashwini Thakare	Member	
6.	Mr.Mrityunjay D. Kapse	SDO	
7.	Vaishnavi Harak	Student representative	
8.	Abhishek Talpade	Student representative	
9	Deolali Camp Police Station	वरिष्ठ पोलिस निरीक्षक देवळाली कॅम्प पोलिस ठाणे नाशिक शहर	

Co-Ordinator  
IQAC

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Principal

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Following agenda were discussed and resolution were made by the members

**Agenda :**

**1.Awareness regarding prevention of Anti raging Committee.**

**Resolution :**

It is decided to display the board regarding rules and regulations of the institute and Anti Raging Norms decided by SPPU.

**2. To check the proper working of the CCTV in the campus.**

**Resolution :**

Prof. Prajakta Joshi took the charge of the proper working of the CCTV cameras in the campus.

**3. To check the complaint boxes at college campus**


**Resolution :**

All the complaint boxes were checked and there were to complaints in any of the complaint boxes.

Meeting conclude with vote of thanks.



Chairman  
Anti-Ragging Committee



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




The Institute has established a confidential feedback system, allowing students to share suggestions, complaints, or grievances. A designated suggestion box is available for students to deposit their concerns, ensuring their identity remains confidential.

This mechanism provides a safe and supportive environment for students to express their thoughts and concerns, promoting transparency and open communication.

  
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2023-24

**Under IQAC & NAAC  
NOTICE  
Women Welfare Cell Meeting**

All the members of the women welfare cell are hereby informed that, the first meeting regarding the protection and prevention of person from sexual harassment in college will be 12/09/2023 (Monday) attendance of the meeting is compulsory.

Date: 12/09/2023

Time: 11:00 am

Venue: Principal Cabin

**Agenda**

1. To assure secured and protected ambience of female students.
2. To look into the complaints and grievances of female students and female employees.
3. To provide orientation about the laws for women.
4. To arrange special lectures on female issues.
5. To promote women by helping in their total personality development.
6. To create awareness about gender equality.

**Women welfare cell committee members**

Sr.no	Name of the Teacher	Designation	Signature
1.	Bharat S. Sapkale	Principal	
2.	Supriya Handore	Chairperson	
3.	Mrityunjay D. Kapse	Male Representative	
4.	Megha Kale	Member	
5.	Poonam Magar	Member	
6.	Prerna Kulkarni	Member	
7.	Adv. Meena B. Wagh	Advocate	
8.	Rutuja Harale	Student representative	
9.	Shubham Shinde	Student representative	

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**Women Welfare Cell Committee**

**Minutes of the meeting**

Date 12/09/2023

Time: 11:00 am

Venue: Principal Cabin

**Resolution**

1. Resolved that the college will ensure a safe and secure environment for female students by implementing measures such as CCTV surveillance, adequate lighting, and security personnel.
2. Resolved that the college will organize regular orientation programs for female students and employees on laws related to women's rights, such as the Sexual Harassment of Women at Workplace Act, Domestic Violence Act, and other relevant legislation.
3. Resolved that the college will organize awareness programs and campaigns to promote gender equality and sensitize students and employees about the importance of equal opportunities and treatment for women.

Rohini Jagtap proposed vote of Thanks.

**Attendance of the Women Welfare Cell Committee members.**

Sr.no	Name of the Teacher	Designation	Signature
1.	Bharat S. Sapkale	Principal	
2.	Supriya Handore	Chairperson	
3.	Mrityunjay D. Kapse	Male Representative	
4.	Megha Kale	Member	
5.	Poonam Magar	Member	
6.	Prerna Kulkarni	Member	
7.	Adv. Meena B. Wagh	Advocate	
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**2023-24**

**Collage Grievance Redressal Meeting**

**NOTICE**

All the faculty members of Grievance Redressal Cell are hereby informed that the meeting has been scheduled for 27/09/2023(Friday)

**Date: 27/09/2023**

**Venue: Principal Cabin**

**Time :11:30 am**

**Agenda:**

1. Confirmation of Minutes of the earlier meeting
2. Students Exam result grievance.
3. Students Exam form related grievance
4. other Suggestions

**Grievance Redressal Member**

Sr.No.	Name of the Faculty	Designation
1.	Bharat Sapkale	Chairperson
2.	Rohini R. Jagtap	Member
3.	Rahul Nirmal	Member
4.	Santosh Bodake	Member

  
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**2023-24**

**Minutes of Meeting**

The Grievance Committee Meeting was conducted on

**Minutes**

The Grievance Committee Meeting was conducted on 27 Sep. 2023 at 11:30 am.

**Agenda 1:**

Confirmation of Minutes of the Meeting held on 27/09/2023 The previous Minutes of were sent to the members earlier and the same were confirmed.

**Agenda 2:**


Same Students Exam result had been not show as a qualified in Examination therefore, college administration decided to forward the grievance to SPPU University Pune

**Agenda 3:**

Students Exam forms related grievance for till online examination forms. Its decided to forward the grievance to SPPU University Pune

  
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**Principal**  
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**Shri Eknathrao Sahadu Shete**  
**Art's Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**



## **University Grants Commission (Redressal of Grievance of Students) Regulations, 2023**

### **Definition: -**

“University” means a University so defined in clause(f) of section 2 of the Act or, where the context may be, an institution deemed to be University declared as such under section 3 thereof.

“Student” Means a person enrolled, or seeking admission to be enrolled, in any institution, to which these regulations apply, through any mode i.e., Formal/Open and Distance Learning (ODL)/ Online.

- a) “Act” means the University Grants Commission Act, 1956 (3 of 1956)
- b) “aggrieved student” means a student, who has any complaint in the matters relating to or connected with the grievance defined under these regulations
- c) “college” means any institution, so defined in clause (b) of sub-section (1) of section 12A of the Act
- d) “Commission” means the University Grants Commission established under section 4 of the UGC Act, 1956
- e) “declared admission policy” means such policy, including the process there under, for admission to a course or program of study as may be offered by the institution by publication in the prospectus of the institution
- f) “grievance” means and includes complaint(s) made by an aggrieved student in respect of the following

“Students” Grievance Redressal Committee (SGRC) means a committee constituted under these regulations at the level of an institution.

### **Student Grievance Redressal Committee (SGRC)**

SRMIST has constituted a Committee for handling and solving the grievance to express constructive & genuine concerns/grievances. To promote and maintain a sustainable, unbiased & Positive Educational Environment. It involves a process of investigation in which ‘Students Grievance Redressal Committee’ enquires and analyses the nature and pattern of the grievances in a strictly confidential manner.

### **Team of SGRC: -**

#### **College/Faculty/Intuition at Kattankulathur campus**

1. College of Engineering & Technology
2. College of Science & Humanities
3. Medical college and Research Centre / School of Public Health
4. Dental College
5. College of Pharmacy
6. College of Nursing
7. College of P.T
8. College of O.T
9. School of Law
10. College of Management

  
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11. College of Agricultural Sciences
12. Institute of Hotel Management
13. Directorate of Distance Education /Online Education

**Other Campuses**

1. Ramapuram - [E&T] and other  
Faculties  
Dental College
2. Vadapalani - [E&T] and other  
Faculties
3. Trichy - [E&T] and other  
Faculties
4. NCR, Delhi. - for all Faculties

**Ombudsperson:-**

There shall be one or more part-time functionaries designated as Ombudspersons to hear and decide on, appeals preferred against the decisions of the USGRCs. Provided that there shall not be more than one ombudsperson for a State in respect of all the State universities (Public as well as Private) in that State who shall be appointed by the State Government, provided further that there shall not be more than one Ombudsperson for a region in respect of the Central universities and institutions deemed to be universities in that region who shall be appointed by the Central Government. The Ombudsperson shall be appointed for a period of three years or until he attains the age of 70 Years. The Ombudsperson shall hear appeals from an aggrieved student, only after the student has availed all other remedies provided under these regulations. The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the aggrieved student(s).

Ombudsperson person: - Dr.VM Ponniah, Online and Distance Education.  
- [ombudsperson@srmist.edu.in](mailto:ombudsperson@srmist.edu.in)

**List of Student Grievances: -**

**a) Grievance related to Admission**

- i. Admission contrary to merit determined
- ii. Irregularity in the process
- iii. Refusal to admit in accordance
- iv. Demand of money in excess
- v. Violation of any law in regard to reservation of seats
- vi. Delay in payment of scholarships

**b) Grievances that are Academic in nature**

- i. Academic Quality
- ii. Academic Integrity dispute



- iii. Course material
- iv. Class time table
- v. Inadequate learning resources (IT, Library, Labs / Equipment, etc.)
- vi. Attendance/directed reading
- vii. Internal Assessment
- viii. Co-curricular activities
- ix. Grade Dispute
- x. Non-publication of a prospectus
- xi. Publishing false or misleading information and not based on facts
- xii. Withholding of or refusal to return any of the documents
- xiii. Non-transparent or unfair practices adopted
- xiv. Denial of quality of education

**c) Against Faculty and staff**

- i. Academic delivery & quality
- ii. Classroom conduct
- iii. Regularity & punctuality
- iv. Any discrimination / victimization of students

**d) Grievance related to examination**

- i. Registration / Re-registration / Student Records
- ii. Mid-Semester / End-Semester / Supplementary exam scheduling / date sheet
- iii. Evaluation of answer books Grading / results
- iv. Re-checking/ Re- evaluation
- v. De-barred / Year back cases
- vi. Discrepancy in Diplomas / Degrees
- vii. Delay in conducting examinations
- viii. Delay in the declaration of results

**e) Grievance related to Summer Internship & Placements**

- i. Discrimination in summer Internship selection
- ii. Discrimination or non-adherence of placement procedures /rules

**f) Grievance related to Amenities & Services**

- i. Common services (Transportation / Canteen / Medical, etc.)
- ii. Extra-curricular facilities
- iii. Student Financial Aid
- iv. Travel Concession
- v. Identity Cards

**g) Grievance related to stay at hostel**

- i. Quality of Food and Hygiene
- ii. Hostel amenities

**h) Grievance related to finance**

- i. Fees and Dues
- ii. Fee Concessions

**I) Grievance related to student conflicts**

- i. Conflict between students of same Program
- ii. Intra-School conflicts



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### Student Grievance Form

*This Student Grievance Form provides guidance for students in following the grievance process for academic and non-academic grievances, and complaints of unlawful discrimination or unfair treatment. Use this form to document your grievance.*

Today's Date: \_\_\_\_\_

Date : \_\_\_\_\_

1) Student Name: \_\_\_\_\_

2) Class: \_\_\_\_\_

3) Address: \_\_\_\_\_  
\_\_\_\_\_

4) Mobile No.: \_\_\_\_\_

5) E-mail: \_\_\_\_\_

6) Please indicate the type of grievance (Mark that apply): ☐ Non-academic ☐ Academic ☐ Discrimination

7) If your Concern/Complaint/Grievance is regarding something other than a Class, please list the Department or Office: \_\_\_\_\_ Staff Member Name(s): \_\_\_\_\_

8) Description of the Problem / Incident: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9) Cause of Dissatisfaction and Description of Appeal: \_\_\_\_\_  
\_\_\_\_\_

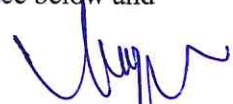
10) If you have attached any documents to this form, please list them in the space below and indicate how they support your grievance.



**Co-Ordinator**  
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**Deolali Camp Nashik**





**Principal**  
**Shri Eknathrao Sahadu Shete**  
**Arts Comm. & Sci. Senior College**  
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Student Name and Signature

  
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### **SC & ST Committee Equal Opportunity Cell**

#### **❖ Introduction:**

The two most impoverished groups in Indian society have been termed as Scheduled Castes (SC) and Scheduled Tribes (ST). They encompass all castes, races, or tribes that have suffered from social, economic, or educational gaps. The cell was founded to help integrate pupils from these communities into mainstream education. The college has established a committee for the SC/ST cell that serves as the right framework for resolving issues for the students of Arts, Science, and Commerce College, Shirsondi. As per AICTE guidelines, a committee is formed for the prevention of atrocities against SC/ST students under Act No. 33 of the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989. In the event of any grievance in this regard, students can approach the committee for redress. The committee will suggest measures to prevent atrocities, if any, against any of the SC/ST students in the institute and to ensure a feeling of security amongst them as per the provisions in the said act.

#### **❖ Aim:**

"To provide equal opportunity and a healthy atmosphere to students, teaching staff, and non-teaching staff coming from different social backgrounds, as well as ensure there is no caste-based discrimination in the college".

#### **❖ Objectives:**

**The main objectives of the SC/ST cell are as follows:**

1. To mentor SC/ST students in order to help them properly manage the academic and personal challenges of college life.
2. To make sure that there are provisions for a setting where all of these pupils feel safe and comfortable.

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AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,  
**Shri. Eknathrao Sahadu Shete Arts,  
Commerce & Science Senior College, Deolali  
Camp, Nashik**

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal & Dist  
Nashik-422401.

## SC/ST Committee

### Notice

All members of the SC/ST Committee of the college are hereby informed that the First meeting of the committee is scheduled on 27/06/2023 at 10.30 a.m. in the Principal cabin. All are requested to attend the meeting as per the schedule.

#### Agenda:-

1. Discussion about various scholarships benefits given to the SC/ST students.
2. Information was taken about seats available and actual admission of SC and ST students.
3. The planning for number of activities conduction for SC and ST students.

#### Member of Committee

Sr No.	Name of Member	Designation
1	Mr.Mrityunjay Kapse	Chairman
2	Mr. Sandip Ghegdalmal	Coordinator
3	Ms.Rohini Jagtap	Member
4	Ms.Baby Sangle	Member
5	Mr.Bharat Sapkale	Member
6	Mr. Arjun Bile	Non-Teaching Staff

**Co-Ordinator**  
IQAC

Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci.Senior College  
Deolali Camp, Nashik



**Principal**

Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



SHIKSHAN MANDAL BHAGUR'S,  
AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,

## **Shri. Eknathrao Sahadu Shete Arts, Commerce & Science Senior College, Deolali Camp, Nashik**

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal & Dist  
Nashik-422401.

### **SC/ST Committee**

### **Minutes of Meeting**

The First Meeting of SC/ST Committee of the college was held on 27/06/2023 at 10.30 a.m. in the meeting room. Following issues were discussed and decisions were taken. The meeting was chaired by the Principal.

Meeting Minutes:-

It was resolved that:-

1. The chairman put forth the aims and objectives and action taken for the students from SC and ST category.
2. Discussion about seats available and actual admission of SC and ST students.
3. Discussion on display a list of various website links of Government and Non-Government scholarships on notice board.
4. Discussion about arrange introduction programme for SC and ST students.
5. Conveyed the matter of conducting coaching classes for SC/ST students through Sunday classes by com...



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Deolali Camp, Nashik





**Principal**  
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Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik





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Nashik-422401.

### **Action Taken Report**

1. Display a list of various website links of Government and Non-Government scholarships on notice board.
2. Decided to collect the data from the office and analyze seats available and actual admission of SC and ST students.
3. Discussion on the benefits availed by SC/ST Students.
4. Permission granted for arrange induction programme for SC and ST students in the academic year 2023-24.

**Co-Ordinator**  
IQAC

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Nashik-422401

**Internal Complaints Committee Annual Report 2023-24**

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and in partial modification of Office Order No. 449 dated 05.08.2016, Internal Complaints Committee (ICC) is constituted to deal with the complaints regarding to Sexual harassment at work place.

**Office Order**

The ICC comprises of the following members:

**Internal Complaints Committee**

**Structure of the committee**

Sr. No	Name OF The Member	Designation	Post	Signature
1	Presiding Officer	Mr Bharat Sapkale	Chairperson	
2	Two faculty members	Mrs. Supriya Dhongade Mr.Suraj Gangavane	Member Member	
3	Two non-teaching employees	Shri Arjun Bile Shri Milind Kokate	Member Member	
4	A member from NGO or a person familiar with sexual harassment issues	Adv. Mina Wagh	Member	
5	Two Student nominees (if the matter involves students)	Ms. Sanika Gadekar Kshitij Patole	Member Member	 

**Co-Ordinator**  
**IQAC**  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci.Senior College  
Deolali Camp, Nashik



**Principal**  
Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deolali Camp, Nashik



## Objectives

1. To prevent and address incidents of sexual harassment within the college.
2. To create an environment where individuals feel safe to report incidents of sexual harassment without fear of victimization.
3. To ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
4. To promote gender equality, dignity, and respect for all members of the college community.
5. To provide support and assistance to victims of sexual harassment

## Mechanism for Submission of complaints

An aggrieved person who is experiencing sexual harassment may follow the steps given below for redressal

- Directly communicate to the harasser that he/she considers the behaviour inappropriate and that the conduct is unwelcome and wants it to stop. This must be stated very firmly and clearly.
- If the harassment persists, the aggrieved may report the situation to his/her Programme Coordinator/HoD/Principal respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

## Action Taken Report: 2023-24

❖ For the session 2023-24, the internal complaints committee, led by prof. Supriya Dhongade proactively took steps to inform both staff and student representatives about the procedures available for reporting and addressing instances of sexual harassment and ensured that the campus is free from sexual harassment.

❖ No cases of sexual harassment were reported in this session.

  
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Deolali Camp, Nashik



  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
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❖ The committee has taken initiative and collaborated with Women's Cell of Shri Eknathrao Sahadu Shete Arts Commerce & Science Senior Collage to conduct programs related to women's rights and women empower



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# Shri Eknathrao Sahadu Shete Arts, Commerce & Science Senior College, Deolali Camp, Nashik

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal & Dist Nashik-422401.



Date: 04 / 07 / 2022

## Notice

All the members of the Anti-ragging committee are informed that the first meeting of ARC for the academic year 2022-23 is scheduled on 08/07/2022 at 11:30 am in the staff room. You are requested to kindly make it convenient to attend the meeting.

## Agenda of Meeting

- To review the case of ragging if any.
- To Organized anti-ragging Awareness programmes.
- To guide the day scholar students about anti-ragging.
- Any other relevant subject at the time of meeting.

## Committee

Committee members	Designation	Sign
Prof. Sameer Dharmaraj Mahale	(Principal)	
Prof. Sandip Ashok Ghegadmal	(Coordinator)	
Prof. Bharat Suresh Sapakale	(Member)	
Prof. Mrutyunjay Dinesh Kapse	(Member)	
Prof. Miss. Madhuri Arun Handore	(Member)	
Prof. Miss. Rani Tanaji Zankar	(Member)	



प्राचार्य  
श्री ए.क.न.सा.स.स. शेटे  
कला, वाणिज्य व विज्ञान  
वरिष्ठ महाविद्यालय, दे.कॅम्प (नाशिक)



SHIKSHAN MANDAL BHAGUR'S,  
AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,

# **Shri Eknathrao Sahadu Shete Arts, Commerce & Science Senior College, Deolali Camp, Nashik**



## **Anti Ragging Cell**

### **Minutes of Meeting I (2022-23)**

**08 July. 2022**

The meeting of anti-ragging committee was held today in the office of Principal under the chairmanship of Prof. Sameer Dharmraj Mahale. The following members were present for the meeting.

1. Prof. Sameer Dharmaraj Mahale (Principal)
2. Prof. Sandip Ashok Ghegadmal (Coordinator)
3. Prof. Bharat Suresh Sapakale (Member)
4. Prof. Mrutyunjay Dinesh Kapse (Member)
5. Prof. Miss. Madhuri Arun Handore (Member)
6. Prof. Miss. Rani Tanaji Zankar (Member)

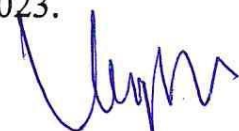
### **Agenda of Meeting**

- To review the case of ragging if any.
- To Organized anti-ragging Awareness programmes.
- To guide the day scholar students about anti-ragging.
- Any other relevant subject at the time of meeting.

### **Minutes of Meeting**

1. Minutes of earlier meeting were read by Prof. Bharat Sapkale and approved by Honorable chairman Prof. Sameer D. Mahale.
2. There is a no case regarding ragging of student.
3. All the members of committee visited to all college campus and guided students regarding the issue.
4. Subject to last meeting of notice was displayed on notice board and was circulated to students to fill online anti-ragging form within the time limit.
5. It was decided to take an anti-ragging awareness on 10 January 2023.

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

  
**Principal**  
Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deolali Camp, Nashik



### Action Taken Report :-

1. There is no case regarding ragging of student.
2. All the members of committee visited to all collage campus and guided students regarding the issue.

  
**Co-Ordinator**  
**IQAC**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**

  
**P. R. Chaudhary**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**

SHIKSHAN MANDAL BHAGUR'S,

AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,

## **Shikshan Mandal Bhagur Arts, Commerce & Science College, Deolali Camp, Nashik**

Matoshri Yamunabai Karandikar Sankul, Sv.No. 306/1A/4B/2, Barnes School Road, Deolali camp,  
Tal & Dist.  
Nashik-422401

**About the Sexual harassment cell: Vishakha 2022-2023**

### **Meeting Notice**


The meeting of the Vishakha Committee will be held on 11 August 2022 at 8:30 am on. Therefore all members hereby informed to be actively present on time for the meeting to discuss various topics and issues of the committee.

### **Agenda of the Meeting**

- To create an environment of gender justice where men and women work together with a sense of personal security and dignity
- To create awareness amongst girl students about the issues related to the youth.
- To disseminate knowledge about rights and laws related to women.
- To create awareness amongst students about the problems faced by women due to gender issues.

  
**Co-Ordinator**  
IQAC  
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Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



  
**Principal**  
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AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,

## Shikshan Mandal Bhagur Arts, Commerce & Science College, Deolali Camp, Nashik

Matoshri Yamunabai Karandikar Sankul, Sv.No. 306/1A/4B/2, Barnes School Road, Deolali camp,  
Tal & Dist.  
Nashik-422401

### Structure of the committee 2022-2023

Sr. No	Name OF The Member	Designation	Post	Signature
1	Mr. B.s.Sapkale	Principal	Chairman	
2	Mrs. prajkta joshi	Asst. Professor	Secretary	
3	Mrs. M.D.Kapse	Asst. Professor	Member	
4	Mr.R.R.Nirmal	Asst. Professor	Member	
5	Adv.vidya karanjkar	Advocate	Member	
6	Mrs. gaytri veer	Students	Member	

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



  
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# Shri Eknathrao Sahadu Shete Arts, Commerce & Science Senior College, Deolali Camp, Nashik

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal & Dist Nashik-422401.



Date: 25 / 07 / 2021

## Notice

All the members of the Anti-ragging committee are informed that the first meeting of ARC for the academic year 2021-22 is scheduled on 28/07/2021 at 11:30 am in the staff room. You are requested to kindly make it convenient to attend the meeting.

## Agenda of Meeting

- To review the case of ragging if any.
- To Organized anti-ragging Awareness programmes.
- To guide the day scholar students about anti-ragging.
- Any other relevant subject at the time of meeting.

## Committee

Committee members	Designation	Sign
Prof. Sameer Dharmaraj Mahale	(Principal)	
Prof. Sandip Ashok Ghegadmal	(Coordinator)	
Prof. Bharat Suresh Sapakale	(Member)	
Prof. Mrutyunjay Dinesh Kapse	(Member)	
Prof. Miss. Madhuri Arun Handore	(Member)	
Prof. Miss. Rani Tanaji Zankar	(Member)	

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# **Shri Eknathrao Sahadu Shete Arts, Commerce & Science Senior College, Deolali Camp, Nashik**



## **Anti Ragging Cell**

### **Minutes of Meeting I (2021-22)**

**28 July. 2021**

The meeting of anti-ragging committee was held today in the office of Principal under the chairmanship of Prof. Sameer Dharmraj Mahale. The following members were present for the meeting.

1. Prof. Sameer Dharmaraj Mahale (Principal)
2. Prof. Sandip Ashok Ghegadmal (Coordinator)
3. Prof. Bharat Suresh Sapakale (Member)
4. Prof. Mrutyunjay Dinesh Kapse (Member)
5. Prof. Miss. Madhuri Arun Handore (Member)
6. Prof. Miss. Rani Tanaji Zankar (Member)

### **Agenda of Meeting**

- To review the case of ragging if any.
- To Organized anti-ragging Awareness programmes.
- To guide the day scholar students about anti-ragging.
- Any other relevant subject at the time of meeting.

### **Minutes of Meeting**

1. Minutes of earlier meeting were read by Prof. Bharat Sapkale and approved by Honorable chairman Prof. Sameer D. Mahale.
2. There is a no case regarding ragging of student.
3. All the members of committee visited to all college campus and guided students regarding the issue.
4. Subject to last meeting of notice was displayed on notice board and was circulated to students to fill online anti-ragging form within the time limit.
5. It was decided to take an anti-ragging awareness on 10 January 2022.

**Co-Ordinator**  
**IQAC**

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Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



**Principal**

Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik

### **Action Taken Report :-**

1. There is no case regarding ragging of student.
2. All the members of committee visited to all collage campus and guided students regarding the issue.

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



**DRAFT**

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

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

**April, 2009**

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

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

**1. Title, commencement and applicability:-**

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

**2. Objective:-**

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

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

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

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

**4. Punishable ingredients of Ragging:-**

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



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

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

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

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

### **6.1 Before admissions:-**

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

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



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

#### **6.2 On admission:-**

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

#### **6.3 At the end of the academic year:-**

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

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

#### **6.4 Setting up of Committees and their functions:-**

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

#### **6.5 Other measures:-**

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



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

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

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

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



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

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

**7.1 Regulatory measures:-**

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

**7.2 Incentives for curbing ragging:-**

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

**7.3 Monitoring mechanism to ensure compliance:-**

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

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

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

## **8 Punishments:-**

### **8.1 At the institution level:-**

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

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

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

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



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

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

### **8.3 At the appointing authority level:-**

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

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

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

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

-:0:-

**ANNEXURE I, Part I**

**UNDERTAKING BY THE CANDIDATE/STUDENT**

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



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

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year

Signature

Name:

Address:

#### **ANNEXURE I, Part II**

#### **UNDERTAKING BY PARENT/GUARDIAN**

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

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

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

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ Year

Signature

Name:

Address:





University Grants Commission

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

The following were present:-

**UGC:**

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

In Chair .

**Members of the UGC Committee for preparation of Regulations:-**

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

**Representatives of the Statutory Councils:**

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

**Representative of the State Governments:-**

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

Following decisions were taken:-

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

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13/04/09

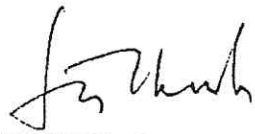
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13/4/09



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

  
(R. K. CHAUHAN)  
13.11.2009

  
(SUKHADEO THORAT)



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

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

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

Members UGC Expert Committee

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

Special invitee

Mr.Raj Kachroo  
Aman Movement

Present (UGC)

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

### Professional Councils

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



7. Sh. S.K.Mitra  
Deputy Secretary (Education)  
Indian Council of Agricultural Research, Krishi Bhavan  
Dr. Rajendra Prasad Road, New Delhi-110114  
Phone 25848033, [Sujitkmitra@gmail.com](mailto:Sujitkmitra@gmail.com)
8. Dr. S.S.Bisht  
CSO  
Indira Gandhi National Open University  
New Delhi-110068  
Phone: 9868106047, 29533237, 29572121 (O)
9. Sh. D .Singh  
Director  
Edcil , India Ltd., Noida  
Phone- 0120-2512008, 9971409065

State Council of Higher Education

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

State Education Secretary

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

College

4. Dr. Vijay Shanker  
Principal  
Govt. P.G.College, Badalpur  
GB Nagar, U.P.  
Phone: 9873885480  
[Shankerfiji@yahoo.co.in](mailto:Shankerfiji@yahoo.co.in)



SHIKSHAN MANDAL BHAGUR'S,  
AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,  
**Shri. Eknathrao Sahadu Shete Arts,  
Commerce & Science Senior College,  
Deolali Camp, Nashik**

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal & Dist  
Nashik-422401

## NOTICE

### Women Welfare Cell Meeting

**Goal:** To protect the dignity of women and prevent exploitation.

**Aims and Objectives:**

- To assure secured and protected ambience of female students.
- To look into the complaints and grievances of female students and female employees.
- To provide orientation about the laws for women.
- To arrange special lectures on female issues.
- To promote women by helping in their total personality development.
- To create awareness about gender equality

All the members of the women welfare cell are hereby informed that, the first meeting regarding the protection and prevention of person from sexual harassment in college will be 19/09/2022 (Monday) attendance of the meeting is compulsory.


Date: 19/09/2022

Time: 11:30 am

Venue: Staff Room

  
**Co-Ordinator**  
**IQAC**  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



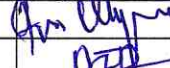
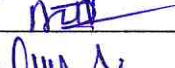


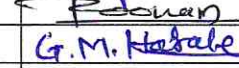
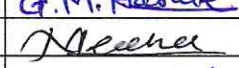
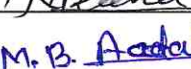
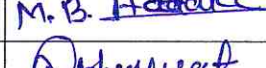
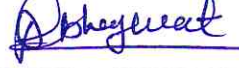
  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



### Agenda


1. To discuss the gazette of India "the sexual harassment of women at work place act 2013.
2. To display the board about act of protection of person from sexual harassment in college campus.
3. CCTV surveillance at college.
4. To discuss about yearly action plan for the working of women welfare cell.
5. To aware students and ladies staff of the college regarding various programs organised by the college as per as the guidance SPPU.

### Women welfare cell committee members

Sr.no	Name of the Teacher	Designation	Signature
1.	Sameer D.Mahale	Principal	
2.	Prajakta Joshi	Chairperson	
3.	Mrityunjay D. Kapse	Male Representative	
4.	Ashwini Thakare	Member	
5.	Poonam Magar	Member	
6.	Gayatri Harale	Member	
7.	Adv. Meena B.Wagh	Advocate	
8.	Madhuri Adake	Student representative	
9.	Akshay Bhagwat	Student representative	

  
**Co-Ordinator**  
**IQAC**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**



  
**Principal**  
**Principal**  
**Shri Eknathrao Sahadu Shete**  
**Art's Comm. & Sci. Senior College,**  
**Deolali Camp, Nashik**



**Savitribai Phule Pune University**  
**Shikshan Mandal Bhagur's**  
**Shri Eknathrao Sahadu Shete Arts, Commerce and Science**  
**Senior College**  
**Deolali Camp – 422401**

**2022-23**

**College Grievance Redressal Committee (CGRC)**

**Notice**

Following members of College Grievance Redressal committee (CGRC) are hereby informed that a meeting has been scheduled on 11/02/2022 at 11.00 am. in principal cabin.

**Grievance Redressal Member**


Sr.No.	Name of the Faculty	Designation
1.	Bharat Sapkale	Chairperson
2.	Rohini R. Jagtap	Member
3.	Rahul Nirmal	Member
4.	Poonam Magar	Member

**Agenda**

1. Action taken report
2. Examination matters
3. Grievances Regarding Course Complete Issue

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik





**Savitribai Phule Pune University**  
**Shikshan Mandal Bhagur's**  
**Shri Eknathrao Sahadu Shete Arts, Commerce and Science**  
**Senior College**  
**Deolali Camp – 422401**

**2022-23**

**College Grievance Redressal Cell (CGRC)**

Meeting of members of College Grievance Redressal Cell (CGRC) was called to order on 11/02/2022 at 11.00 am. under the Principal Mr. Bharat Sapkale

**Venue: Principal cabin**

The agenda for the discussion were as follows:

**1. Action taken report**

Regarding examinations, for change in the marksheet, new marksheet has been handed over to the student

**2. Examination matters**

Controller of the Examinations reported that complaints from UG students submitted against the evaluation in the examinations held in April-May this year. No complaints were submitted against other matters of examinations


**3. Grievances Regarding Subject Correction in Exam Form**

It was reported that one students of SYBcom class faculty have requested to Subject Correction In Exam form, it was decided Request send to the SPPU Pune University

  
**Co-Ordinator**

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**Deolali Camp, Nashik**



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AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,

**Shri. Eknathrao Sahadu Shete Arts,  
Commerce & Science Senior College, Deolali  
Camp, Nashik**

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal & Dist  
Nashik-422401.

2022-23

**SC/ST Committee**

**Notice**

All members of the SC/ST Committee of the college are hereby informed that the First meeting of the committee is scheduled on 08/08/2022 at 10.30 a.m. in the Principal cabin. All are requested to attend the meeting as per the schedule.

**Agenda:-**

1. Discussion about various scholarships benefits given to the SC/ST students.
2. Information was taken about seats available and actual admission of SC and ST students.
3. The planning for number of activities conduction for SC and ST students.

**Member of Committee**

Sr No.	Name of Member	Designation
1	Mr.Mrityunjay Kapse	Chairman
2	Mr. Sandip Ghegdalmal	Coordinator
3	Ms.Rohini Jagtap	Member
4	Ms.Baby Sangle	Member
5	Mr.Bharat Sapkale	Member
6	Mr. Arjun Bile	Non-Teaching Staff

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Deolali Camp, Nashik



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Camp, Nashik**

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Nashik-422401.

**SC/ST Committee**

**Minutes of Meeting**

The First Meeting of SC/ST Committee of the college was held on 08/08/2022 at 10.30 a.m. in the meeting room. Following issues were discussed and decisions were taken. The meeting was chaired by the Principal.


**Meeting Minutes:-**

It was resolved that:-

1. The chairman put forth the aims and objectives and action taken for the students from SC and ST category.
2. Discussion about seats available and actual admission of SC and ST students.
3. Discussion on display a list of various website links of Government and Non-Government scholarships on notice board.
4. Discussion about arrange introduction programme for SC and ST students.
5. Conveyed the matter of conducting coaching classes for SC/ST students through Sunday classes by com...

  
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Nashik-422401.

### Action Taken Report

1. Display a list of various website links of Government and Non-Government scholarships on notice board.
2. Decided to collect the data from the office and analyze seats available and actual admission of SC and ST students.
3. Discussion on the benefits availed by SC/ST Students.
4. Permission granted for arrange induction programme for SC and ST students in the academic year 2022-23.



**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



*ESTABLISHMENT OF SPECIAL CELLS FOR SCHEDULED CASTES AND SCHEDULED TRIBES IN  
UNIVERSITIES AND INSTITUTIONS DEEMED TO BE UNIVERSITIES*

**1. Introduction**

Scheduled Castes and Scheduled Tribes have been identified as the two most backward groups of Indian Society. They include all such castes, races or tribes, which have been declared as scheduled castes and scheduled tribes by the Constitution of India under the provisions of Article 341 and 342 of the Constitution of India. Scheduled Castes generally represent those communities, which have suffered from the stigma of untouchability in one form or the other. Scheduled Tribes are generally those who have been living in seclusion in hills and forests, more or less untouched by modern civilization and development.

Scheduled Castes constitute about 15 per cent of the total population of the country while Scheduled Tribes constitute about 7.5 per cent of the total Indian Population. Thus, together, these groups constitute a little more than one fifth of the total population of the country.

When India became independent, it committed itself to a socially just and equal social order. The Constitution of the country, promulgated in 1950, recognizes the scheduled castes and the scheduled tribes as the two most backward groups needing special protection. A number of provisions have been made in the Constitution with a view to abolish all forms of discrimination and put these groups at par with others.

Specific provisions for the reservation in services, in favour of the members of the scheduled castes and scheduled tribes, have been made in the Constitution of India are as follows:

**Article 16(4)** - Equality of opportunity in matters of public employment - Nothing in this Article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class or citizens, which, in the opinion of the State, is not adequately represented in the services under the State.

As per article 335, the claims of the members of the Scheduled Castes and the Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or State.

The main objective of providing reservation for Scheduled Castes and Scheduled Tribes in Government services is not just to give jobs to some persons belonging to these communities, and thereby increase their representations in the services, but to improve the status of these people socially and educationally so that they can take their rightful place in the mainstream of society.

  
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**Principal**  
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SHIKSHAN MANDAL BHAGUR'S,

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Matoshri Yamunabai Karandikar Sankul, Sv.No. 306/1A/4B/2, Barnes School Road, Deolali camp,  
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Nashik-422401

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### Meeting Notice

The Online meeting of the Vishakha Committee will be held on 15 September 2021 at 7:30 a.m on Zoom app. Therefore all members hereby informed to be actively present on time for the online meeting to discuss various topics and issues of the committee.

### Agenda of the Meeting

1. Confirmation of minutes of last meeting.
2. Duty allotment regarding Vishakha Committee activities.
3. New Boards are to be made.
4. Frequent visits and resolutions.
5. Any other matter with permission of Chairman

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
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Savitribai Phule Pune University  
Shikshan Mandal Bhagur's

**Shikshan Mandal Bhagur Arts, Commerce and Science Senior  
College  
Deolali Camp – 422401**

**2021-2022  
Under IQAC & NAAC**

**NOTICE  
Women Welfare Cell Meeting**

**Meeting Notice**

The online meeting of the Women Grievance Redressal cell will be held on 12 September 2021 at 11:30 am. Therefore, all members hereby informed to be actively present on time for the meeting to discuss various topics and issues of the committee.

**Goal:** To protect the dignity of women and prevent exploitation.


**Objectives:**

- To assure secured and protected ambience of female students.
- To look into the complaints and grievances of female students and female employees.
- To provide orientation about the laws for women.
- To arrange special lectures on female issues.
- To promote women by helping in their total personality development.
- To create awareness about gender equality.

  
**Co-Ordinator**


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Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



  
**Principal**  
Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deolali Camp, Nashik

### Structure of the committee 2021-2022

Sr. No	Name OF The Member	Designation	Signature
1	Mr. Sameer D. Mahale	Principal	
2	Mrs. Vidisha Kapse	Chairperson	
3	Mrs. Rajashri Prajapati	Member	
4	Mrs. Baby Sangale	Member	
5	Mr. Mrityunjay D. Kapse	Male Representative	
6	Adv. Mina Wagh	Advocate	
7	Rani Zankar	Member	
8	Anjali Kote	Student representative	



**Co-Ordinator**  
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**Shikshan Mandal Bhagur Arts, Commerce and Science Senior  
College**

**Deolali Camp – 422401**

**Women Welfare Cell Committee**

**Minutes of the meeting**

**Date:** 12/09/2021

**Time:** 11:30 am

**Venue:** Principal Cabin

**Complaint and Redressal Mechanism:**

Encouragement of the students to express their grievance /problems freely and frankly without any fear of being victimized.

- Suggestion or complaint box is installed in which the students, who want to remain anonymous, put in writing their grievances and their suggestions.
- After knowing grievance of students, member discusses it with the chairman and then an appropriate solution is found out. If not solved at this level then grievance is taken up to the Principal and legal advisor.
- The complainant shall be summoned to hear complaints (if necessary).
- After hearing of complaints, the committee shall take appropriate decision.

**Attendance of the Women Welfare Cell Committee members.**

Sr. No	Name of The Member	Designation	Signature
1	Mr. Sameer D. Mahale	Principal	
2	Mrs. Vidisha Kapse	Chairperson	
3	Mrs. Rajashri Prajapati	Member	
4	Mrs. Baby Sangale	Member	
5	Mr. Mrityunjay D. Kapse	Male Representative	
6	Adv. Mina Wagh	Advocate	
7	Rani Zankar	Member	
8	Anjali Kote	Student representative	

**Co-Ordinator  
IQAC**

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Deolali Camp, Nashik**



**Principal**

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## **Shikshan Mandal Bhagur Arts, Commerce & Science College, Deolali Camp, Nashik**

Matoshri Yamunabai Karandikar Sankul, Sv.No. 306/1A/4B/2, Barnes School Road, Deolali camp,  
Tal & Dist.  
Nashik-422401

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### **Vishakha Committee 2020-2021**

#### **Meeting Notice**

The meeting of the Vishakha Committee will be held on 3 August 2020 at 8:30 Am on. Therefore all members hereby informed to be actively present on time for the meeting to discuss various topics and issues of the committee.

#### **Agenda of the Meeting**

- 1) To create an environment of gender justice where men and women work together with a sense of personal security and dignity.
- 2) To create awareness amongst girl students about the issues related to the youth.
- 3) To disseminate knowledge about rights and laws related to women.
- 4) To create awareness amongst students about the problems faced by women due to gender issues.

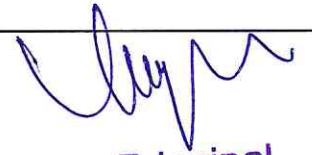
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**Co-Ordinator**  
IQAC  
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Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



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**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
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SHIKSHAN MANDAL BHAGUR'S,


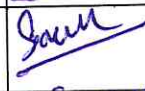
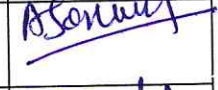
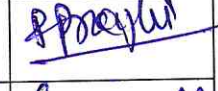
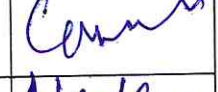

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## Shikshan Mandal Bhagur Arts, Commerce & Science College, Deolali Camp, Nashik

Matoshri Yamunabai Karandikar Sankul, Sv.No. 306/1A/4B/2, Barnes School Road, Deolali camp,  
Tal & Dist.  
Nashik-422401

### Structure of the committee

2020-2021

Sr. No	Name OF The Member	Designation	Post	Signature
1	Mr. Samir Mahale	Principal	Chairman	
2	Mrs. Sachin musale	Asst. Professor	Secretary	
3	Mrs. arun sonwane	Asst. Professor	Member	
4	Mrs.R.P .prajapati	Asst. Professor	Member	
5	Mr.S.S.Kapse	Advocate	Member	
6	Anjali kote	Students	Member	

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci.Senior College  
Deolali Camp, Nashik



  
**Principal**  
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Tal & Dist.  
Nashik-422401

### Meeting Notice

The Online meeting of the Vishakha Committee will be held on 25 September 2020 at 8.30 a.m on Zoom App. Therefore all members hereby informed to be actively present on time for the online meeting to discuss various topics and issues of the committee.

### Agenda of the Meeting

1. Confirmation of minutes of last meeting.
2. Duty allotment regarding Vishakha Committee activities.
3. New Boards are to be made.
4. Frequent visits and resolutions.
5. Any other matter with permission of Chairman

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



  
**Principal**  
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Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



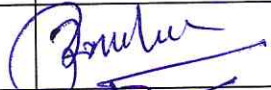

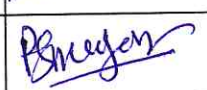
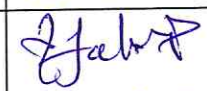
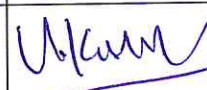
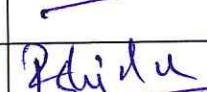
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Tal & Dist.  
Nashik-422401

### Structure of the committee 2020-2021

Sr. No	Name OF The Member	Designation	Post	Signature
1	Mr.samir mahale	Principal	Chairman	
2	Mrs. Prajkta joshi	Asst. Professor	Secretary	
3	Mrs.P.s.Magar	Asst. Professor	Member	
4	Mrs. R.R.jatap	Asst. Professor	Member	
5	Adv.Vidya karanjkar	Advocate	Member	
6	Rahul shinde	Students	Member	



**Co-Ordinator**  
**IQAC**

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Deolali Camp, Nashik



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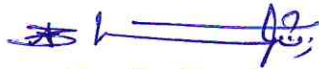
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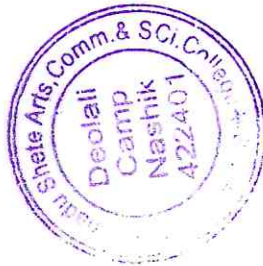
## Shikshan Mandal Bhagur Arts, Commerce & Science College, Deolali Camp, Nashik

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Tal & Dist.  
Nashik-422401

Shikan Mandal bhangur Arts,commerce& science college bhagur , Affiliated to Savitribai Phule Pune University Pune organised a program under Vishakha committee on 8 august 2019 According to the rules and regulation of Visakha committee sexual harassment of women's at working place and College Nashik Road has organised programme seminar on 3 august 2019 Savitribai Phule Pune University on "How women protect themselves from sexual harassment at working place, If we are alert at the working place may be school class, office, workplaces then we can avoid many harmful things. She also explained all the rules and regulation of women according to the constitution. If we use our rights nobody will harm us the coordinator of the program professor Prof. Prajкта.A.Joshi had introduced the meeting of agenda Prof.R.R.Nirmal had given Vote of thanks, principal Samir mahale Prof.sapkale , Prof. jagtap , Prof.prajapti , all the teaching non-teaching staff and all the students were present to the program.



**Co-Ordinator**  
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Arts, Comm. & Sci. Senior College,  
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Tal & Dist.  
Nashik-422401

### Vishakha Committee 2020-2021

Shikshan Mandal Bhagur arts,commerce & Science college,bhagur Affiliated to Savitribai Phule Pune University Pune organised a program under Vishakha committee on 15 september 2020 According to the rules and regulation of Visakha committee sexual harassment of women's at working place and College Nashik Road.

Savitribai Phule Pune University on "How women protect themselves from sexual harassment at working place" well known Adv.viya karanjkar Miss. Pradnya Deshmukh was also present to the program. all the women's should aware about their own rights given by our constitution. If we are alert at the working place may be school class, office, workplaces then we can avoid many harmful things. She also explained all the rules and regulation of women according to the constitution. If we use our rights nobody will harm us the co-ordinator of the program Smt Prajapti .R. had introduced the chief guest of the program. Prof. P.S.Magar, Prof. Nirmal had given Vote of thanks, Principal Samir mahale all the teaching non-teaching staff and all the students were present to the program.

  
**Co-Ordinator**  
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Principal  
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### **About the Sexual harassment cell: Vishakha 2019-2020**

Sexual harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourage women's participation in work, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth. With this idea the legislature formulated the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

Similarly UGC, to protect the independence of employees, came up with the Saksham report in which sexual harassment at Universities or Higher Education Institutes (HEI) is discussed extensively and clear guidelines are issued. Universities/HEIs are primarily the spaces for students and their wellbeing should be treated as a priority. Sexual or any harassment generally arises through power relations. Patriarchy normalises sexual harassment of women. But it needs to be looked as human rights violation and should be treated sensitively. Not just female students, male students may also face sexual harassment owing to the power relations especially in case of research students where their supervisors have the power. Considering this, UGC has directed that students of all genders can complain if they face sexual harassment at their college/university. UGC guidelines to this particular law of sexual harassment at workplace have made the redressal available to students of all genders.

Along with students; women faculty and women staff members can make complaint of sexual harassment. This law is not gender neutral; it recognizes the patriarchal bias and power imbalance among men and women. It specially came into force to deal with sexual harassment of women at workplace as women are more vulnerable to sexual violence than men. Understanding the spirit and purpose of this law, universities/HEIs should treat it as a priority.

In this context, the sexual harassment cell named "Vishakha" of Sonamukhi college has been established and it aims to protect the dignity of students and staffs from all spheres.



SHIKSHAN MANDAL BHAGUR'S,

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## **BRIEF ANALYSIS OF THE POSH ACT AND RULES**

*Vishakha guidelines*, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 ("the Act") was enacted with the objective to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental thereto.

The Act defines sexual harassment as unwelcome acts or behaviour (whether directly or by implication) namely, physical contact and advances, a demand or request for sexual favours, making sexually colored remarks, showing pornography, any other unwelcome physical, verbal or non-verbal conduct of sexual nature. Any act of unwelcome and sexual nature shall be considered as sexual harassment. The Act also provides the circumstances under which an act may amount to sexual harassment. These are:

- (i) Implied or explicit promise of preferential treatment in her employment; or
- (ii) Implied or explicit threat of detrimental treatment in her employment; or
- (iii) Implied or explicit threat about her present or future employment status; or
- (iv) Interference with her work or creating an intimidating or offensive or hostile work Environment for her; or
- (v) Humiliating treatment likely to affect her health or safety.

### **Working procedure**

1) The important feature of the Act is that it envisages the setting up of Internal Complaints Committee at every organisation or institution, having more than 10 employees, to hear and redress complaints pertaining to sexual harassment. Where the number of employees are less than 10, the Act provide for setting up of Local Committee in every district by the District Officer. The committee while inquiring into such complaint shall have the same power as vested in a civil court. An aggrieved woman can file a

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written complaint to ICC/LC from three months from the date of the incident and in case of series of such incidents within three months from the last such incident. However, any delay in filing the complaint can be condoned by the committee upto further three months. In case of physical or mental incapability of the aggrieved woman, her legal heirs or such other person as described in Rule 6 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 ("the Rules") may make a complaint.

2) On receiving the complaint the committee, before initiating an inquiry, may take steps to settle the matter between her and the respondent through conciliation and when a settlement is arrived no further inquiry is conducted. If the conciliation fails or any term of the settlement arrived at has not been complied with by the respondent, the committee shall proceed further with the inquiry.

3) In case of a domestic worker, the Local Committee shall, if prima facie case exists, forward the complaint to the police, within a period of seven days for registering the case under Section 509 of Indian Penal Code or any other relevant provisions of the said Code where applicable.

4) Where both the parties are employees, the principle of natural justice is followed and both the parties are heard and opportunity is given to make representations against the findings of the committee. For the purpose of making an inquiry, the committee shall have the same powers as are vested in a civil court. The committee has to complete the inquiry within a period of 90 days. The committee can give certain interim reliefs to the aggrieved woman during the pendency of the inquiry.

5) The committee within 10 days after completion of the inquiry shall provide the report of its findings to the employer/District Officer and the concerned parties. When the allegation against the respondent has been proved the committee shall recommend the employer/District Officer to take action for sexual harassment as misconduct in accordance with provisions of service rules or where no such rules have been made, as prescribed in Rule 9 of the Rules and to pay such sum to the aggrieved woman as it consider appropriate, in accordance with the provisions of section 15, from the salary of the respondent. The employer/District Officer shall act upon the recommendations within 60 days.



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6) In case of filing of false or malicious complaint or false evidence the committee may recommend to the employer or District Officer to take action in accordance with the provisions of service rules or where no such service rules exist, in such manner as prescribed in Rule 10 of the Rules.

7) An appeal can be filed against the recommendations made by the committee before the court or tribunal, within 90 days from the recommendations, in accordance with service rules and in absence of service rules, to the Appellate Authority under Section 2 of the Industrial Employment (Standing Orders) Act, 1946.

There is a prohibition on publication of identity of the aggrieved woman, respondent, witnesses, contents of the complaint, inquiry proceedings or recommendations of the committee, except information regarding the justice secured to any victim of sexual harassment. In contravention of Section 16 of the Act, such person shall be liable for penalty in accordance with service rules and in absence of service rules, in accordance with Rule 12.

The non compliance of the provisions of the Act by the employer may result in fine which may extend to fifty thousand rupees and can also lead to cancellation of his license or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be



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### **Vishakha Committee 2019-2020**

#### **Meeting Notice**

The meeting of the Vishakha Committee will be held on 5 September 2019 at 11.30pm on. Therefore all members hereby informed to be actively present on time for the meeting to discuss various topics and issues of the committee.

#### **Agenda of the Meeting**

- 1) **To create an environment of gender justice where men and women work together with a sense of personal security and dignity.**
- 2) **To create awareness amongst girl students about the issues related to the youth.**
- 3) **To disseminate knowledge about rights and laws related to women.**
- 4) **To create awareness amongst students about the problems faced by women due to gender issues.**



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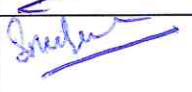

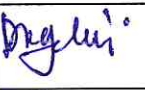
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### Structure of the committee

2019-2020

Sr. No	Name OF The Member	Designation	Post	Signature
1	Mr. B.S.deshmukh	Principal	Chairman	
2	Mrs.Sachin musale	Asst. Professor	Secretary	
3	Mrs. arun sonwane	Asst. Professor	Member	
4	Mrs. R.P.Prajapati	Asst. Professor	Member	
5	Mrs.S.s kapse	Advocate	Member	

  
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### Report Vishakha Committee 2019-20

Shikan Mandal Bhagur arts,commerce science college ,Affiliated to Savitribai Phule Pune University Pune organised a program under Vishakha committee on 8 September 2019 According to the rules and regulation of Visakha committee sexual harassment of women's at working place College Nashik Road has organized meeting "How women protect themselves from sexual harassment at working place" well known Principal Ashok Bodake and Adv. S.S.Kapse was also present to the meeting . Adv. S.s.kapse guided all the student about our Security at working place; all the women's should aware about their own rights given by our constitution. If we are alert at the working place may be school class, office, workplaces then we can avoid many harmful things. She also explained all the rules and regulation of women according to the constitution. If we use our rights nobody will harm us the co-ordinator of the program professor Prof. Jitendra Bhavsar as the chief guest of the program. Prof. Smt.B.S Deshmukh had given Vote of thanks, all the teaching non-teaching staff and all the students were present to the program.

  
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