

Detail of statutory/regulatory Committees

Detail of statutory/regulatory Committees AY 2021-2022

Grievance Redressal Committee

Sr. No.	Name of Teacher	Designation
1.	Prin. Dr .P.V. Rasal	Chairperson
2.	Vice Principal Mr R. V. Pawar	Coordinator
3.	Dr D. M. Jadhav	Member
4.	Mrs S. S. Gholap	Member
5.	Mr P. A. Aher	Member
6.	Mr D. S. Sanap	Member
7.	Mr D. P. Dagale	Member
8.	Mrs S. R. More	Member

Anti-Ragging Committee

Sr No	Name of Teacher	Designation
1.	Prin. Dr .P.V. Rasal	Chairperson
2.	Vice Principal Mr R. V. Pawar	Coordinator
3.	Dr D. M. Jadhav	Member
4.	Mrs G. B. Shahane	Member
5.	Mr N. D. Sontakke	Member
6.	Mr D. S. Sanap	Member
7.	Mrs M. R. Sonawane	Member
8.	Mrs S. R. More	Member
9.	Mr D. P. Dagale	Member
10.	Mr A. A. Pote	Member

Prevention of Sexual Harassment Committee

Sr No	Name of Teacher	Designation
1.	Mrs P. D. Garud	Chairperson
2.	Mrs S. M. Chatur	Member
3.	Mrs A. R. Pagar	Member
4.	Mrs P. B. Gadakh	Member
5.	Mrs S. S. Kardel	Member
6.	Mrs K. S. Shete	Member
7.	Mrs B. D. Patil	Member


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Detail of statutory/regulatory Committees AY 2020-2021

Grievance Redressal Committee (2020-21)

Sr. No.	Name of Teacher	Designation
1	Prin. Dr P. V. Rasal	Chairperson
2	Smt. S. K. Gaikwad.	Member
3	Mr R. V. Pawar	Member
4	Dr D. M. Jadhav	Member
5	Dr (Mrs) S. H. Jadhav	Member
6	Mr S. L. Tidake	Member
7	Mrs S. S. Gholap	Member

Anti-Ragging Committee (2020-21)

Sr No	Name of Teacher	Designation
1	Prin. Dr.P.V.Rasal	Chairperson
2	Smt. S. K. Gaikwad.	Member
3	Mr R. V. Pawar	Member
4	Dr D. M. Jadhav	Member
5	Mrs J. J. Bhangare	Member
6	Mr S. L. Tidake	Member
7	Dr P. J. Tambade	Member

Prevention of Sexual Harassment Committee (2020-21)

Sr No	Name of Teacher	Designation
1	Smt. P. D. Garud	Chaiman
2	Smt. S. S. Gholap	Member
3	Mrs K. R. Wagh	Member
4	Mrs P. B. Gadakh	Member
5	Mrs J. S. Shinde	Member


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Detail of statutory/regulatory Committees AY 2019-2020

Grievance Redressal Committee (2019-20)

Sr. No.	Name of Teacher	Designation
1	Prin. Dr .D.B. Shinde	Prin. Dr .D.B. Shinde
2	Smt. S. K. Gaikwad.	Smt. S. K. Gaikwad.
3	Mr R. V. Pawar	Mr.R.V.Pawar
4	Dr D. M. Jadhav	Dr. D.M.Jadhav
5	Dr (Mrs) S. H. Jadhav	Dr.(Mrs) S.H.Jadhav
6	Mr S. L. Tidake	Mr.S.L.Tidake
7	Mrs S. S. Gholap	Mrs.S.S.Gholap

Anti-Ragging Committee (2019-20)

Sr No	Name of Teacher	Designation
1	Prin. Dr .D.B. Shinde	Chairperson
2	Smt. S. K. Gaikwad.	Member
3	Mr R. V. Pawar	Member
4	Dr D. M. Jadhav	Member
5	Mrs J. J. Bhangare	Member
6	Mr S. L. Tidake	Member

Prevention of Sexual Harassment Committee (2019-20)

Sr No	Name of Teacher	Designation
1	Smt. P. D. Garud	Chaiman
2	Smt. S.Y. Gite	Member
3	Smt. V. P. Shelke	Member
4	Smt. S. S. Wadaje	Member
5	Smt. S. S. Jadhav	Member


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Detail of statutory/regulatory Committees AY 2018-2019

Grievance Redressal Committee (2018-19)

Sr. No.	Name of Teacher	Designation
1	Prin. Dr .D.B. Shinde	Chairperson
2	Smt. S. K. Gaikwad.	Member
3	Mr.R. V.Pawar	Member
4	Dr. D.M.Jadhav	Member
5	Dr.(Mrs) S.H.Jadhav	Member
6	Mr.S.L.Tidake	Member

Anti-Ragging Committee (2018-19)

Sr No	Name of Teacher	Designation
1	Prin. Dr .D. B. Shinde	Chairperson
2	Smt. S. K. Gaikwad.	Member
3	Mr R. V. Pawar	Member
4	Dr D. M. Jadhav	Member
5	Mrs J. J. Bhangare	Member
6	Mr K. K. Mate	Member

Prevention of Sexual Harassment Committee (2018-19)

Sr No	Name of Teacher	Designation
1	Smt. P. D. Garud	Chairman
2	Smt. S.Y Gite	Member
3	Smt. V. P. Shelke	Member
4	Smt. S. S. Wadaje	Member
5	Smt. S. S. Jadhav	Member


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Detail of statutory/regulatory Committees AY 2017-2018

Grievance Redressal Committee (2017-18)

Sr. No.	Name of Teacher	Designation
1	Prin. Dr .Smt. J. D .Sonkhaskar	Chairperson
2	Mr. T. B.Khalkar	Coordinator
3	Mr A.S.Gurule	Member
4	Mr. R.V. Pawar	Member
5	Smt. S. K. Gaikwad.	Member
6	Smt.D.S.Suryavanshi	Member

Anti-Ragging Committee (2017-18)

Sr No	Name of Teacher	Designation
1	Prin. Dr .Smt. J. D .Sonkhaskar	Chairperson
2	Smt. S. K. Gaikwad.	Member
3	Mr C. D. Khairnar	Member
4	Smt. R. S. Rahane	Member

Prevention of Sexual Harassment Committee (2017-18)

Sr No	Name of Teacher	Designation
1	Smt. S. K. Gaikwad.	Convenor
2	Smtn S. R. Shinde	Member
3	Smt. J.R. Bagul	Member
4	Smt. M. S .Pote	Member
5	Smt. M.R. Sonavane	Member
6	Mr S.B. Tambe	Member
7	Miss. Bhagyashri. A vhad	Girl Representative
8	Miss. Pritam Raut	Girl Representative
9	Mr. Vikram Paradhi	Boys Representative


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POLICY DOCUMENT FOR STUDENT GRIEVANCE REDRESSAL CELL

Aims

The college has a student Grievance and Redressal Cell which desires to promote and maintain a Conducive and unprejudiced environment for its stakeholders as per directive of UGC, New Delhi and the affiliating university Savitribai Phule Pune University.

The student Grievance and Redressal Cell enables the students to express their grievances by initiating and following the grievance procedure in accordance with the rules and regulations of the college. The cell meets periodically, examines the nature and pattern of the grievances and redresses it accordingly. The student approaches the cell to voice their grievance regarding academic matter, health service and other services. A student may send his/her grievance to put the note in the Grievance box in at administrative block. The Cell redresses the grievance by using a fair approach. The Grievances received were forwarded to the Coordinator for immediate redressal. In all such cases prompt action were taken and the matter sorted out. In all cases the aggrieved student was informed of the measures taken and checks in the system were introduced to ensure there was no repetition of the same.

Objectives

The objectives of grievance redressal cell are to redress the grievances of its stakeholders by sorting out the problems promptly and judiciously that will result in pleasant, ambient atmosphere and good work culture with an in-built goodwill and mutual understanding among its stakeholders.

A grievance cell should be constituted for the redressal of the problem reported by the student of the college with the following objectives:

- To support those student who have been deprived of services offered by the College, for which he /she is entitled.
- Encouraging the student to express their grievance freely and frankly, without any fear of being victimised.



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- To make officials of the college responsive, accountable and courteous in dealing with the students.
- To advise all the students to refrain from inciting students against other students, teacher and college administration.
- To advise students of the college to respect the right and dignity of one another and show utmost restraint and patience whenever any occasion of rift arises.
- To put in place a monitoring mechanism to oversee the functioning of the grievance handling policy.
- To ensure effective solution to the students grievance with an impartial and fair approach.

Scope

The scope of the GRC includes:

- Facilitating a fair and just evaluation of student-complaints
- Developing a student support system based on feedback/grievance/complaint
- Encouraging a student-friendly, learner-centric system

Functions

- Redressal of students Grievance to solve their academic and administrative problem
- To co-ordinate between students and Departments/section to redress the grievance
- To guide ways and means to students to redress their problems.

Procedure for Lodging Complaint:

- An aggrieved student shall first submit his complaint in writing to coordinator who shall resolved the grievance.
- Upon identifying the nature/corresponding area of complaint and the policy violated, the Committee will invite the concerned Coordinator to initiate and help conduct its preliminary investigation to verify the facts of complaint.
- In case the coordinator is not able to resolve the grievance he shall forward it to the principal of the college.
- Discuss the best outcome to the complaint/grievance.



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- It will also simultaneously involve collecting and verifying evidence, if any
- The entire process of screening and establishing validity of the complaint is confidential and should be completed within 10 working days.
- If the complaint is invalid or untrue, the Coordinator shall declare it null and void.

Grievance Redressal Cell For Students:-

G.M.D Arts, B.W.Commerce and Science College sinnar-422103 has constituted the following Cell to enquire the nature and extent of grievance. (2021-22)

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1.	Prin. Dr .P.V. Rasal	Chairperson
2.	Vice Principal Mr.R.V.Pawar	Coordinator
3.	Dr. D.M.Jadhav	Member
4.	Mrs.S S Gholap	Member
5.	Mr P A Aher	Member
6.	Mr D S Sanap	Member
7.	Mr D P Dagale	Member
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Policy Document for Anti-Ragging Committee

1. Introduction:

Anti-ragging cell should be one of the significant part of the educational institutions mechanism. The College has an anti-ragging committee to care for a culture of ragging free environment in the campus. Anti-Ragging Committee will be the supervisory and advisory committee in preserving a culture of ragging free environment in the college campus. In view of the determination of the Supreme Court of India and as per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in higher Educational Institutions, 2009, the institute has constituted the anti-ragging Committee.

2. Objectives

1. To promote socialization of students to the academic environment of the Institute.
2. To make and maintain a high level of confidence among the newly admitted students and their Parents.
3. To discourage and prevent any negative acts like ragging by the senior students, which upsets Academic Integration of new candidates.

3. Anti-Ragging Committee (2021-22)

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1	Prin. Dr .P.V. Rasal	Chairperson
2	Vice Principal Mr. R. V .Pawar	Coordinator
3	Dr D. M. Jadhav	Member
4	Mrs G. B. Shahane	Member
5	Mr N. D. Sontakke	Member
6	Mr D. S. Sanap	Member
7	Mrs M. R. Sonawane	Member
8	Mrs S. R. More	Member
9	Mr D. P. Dagale	Member
10	Mr A. A. Pote	Member



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4. Policy of Anti-Ragging Committee:

The anti-ragging policy adopted by the institute takes care of preventive, procedural and punitive aspects of ragging based on the guidelines issued by Supreme Court of India and as per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in higher Educational Institutions, 2009. Any student or group of students found guilty of ragging in the campus or student complaint in writing or oral will be placed before the Anti-Ragging Committee. Anti-Ragging Committee will investigate and review the incident of ragging and take action according to the rules of the institute.

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POLICY & GUIDELINES FOR

PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORK PLACE

As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Committee has been established by G.M.D Arts, B.W. Commerce and Science College Sinnar to provide a healthy and congenial atmosphere to the staff and students of the College.

Objectives:

- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To work out details for the implementation of the policy to prepare a detailed plan of actions, both short and long term. To organize gender sensitization awareness programmes.
- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To advise complainants of the informal and formal means of resolution as specified by the cell.

Procedure:

The Cell deals with issues relating to sexual harassment at the G.M.D Arts, B.W. Commerce and Science College Sinnar. It is applicable to all the students, staff and faculty. A complaint of discrimination or harassment may be lodged by the victim or a third party. A written complaint may be addressed to the chairman of the Committee. If the complaint is made to the Principal or any of the Committee members, they may forward it to the chairman of the Anti- Sexual Harassment Committee. It should be noted that according to the Honourable Supreme Court guideline Sexual harassment can be defined as "unwelcome sexually determined behaviour whether directly or by implication as;

- Physical contact and advances
- Demand or request for sexual favours
- Sexually collared remarks
- Showing pornography
- Others unwelcome physical verbal or non-verbal conduct of a sexual nature (Vishakha Judgment Supreme Court)



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The following actions can also be treated as sexual harassment and are covered by the committee

- Eve-teasing, Unsavory remarks, Jokes causing or likely to cause awkwardness or embarrassment, Innuendos and taunts; Gender based insults or sexist remarks.
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and, touching or brushing against any part of the body and Displaying pornographic or other offensive or derogatory pictures, cartoons, Pamphlets or sayings, Forcible physical touch or molestation and Physical confinement against one's will and any other act likely to violate one's privacy.

What to do:

If you feel you are being sexually harassed

Know your rights:

- Sexual harassment is illegal, both the law of the land and HEI prohibit sexual harassment.
- Speak up, try telling the person to stop. State clearly and firmly that you want a particular behaviour to cease. Get information and support.
- If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the college authorities without further loss of time.
- Keep records that might be useful for pursuing the case.

What not to do:

- Do not blame yourself, Sexual harassment is not something one brings on oneself is not a consequence of certain ways of dressing or acting is a violation of an individual's right to work and live with dignity
- Do not ignore it. Ignoring sexual harassment does not make it go away. Then harasser may misinterpret a lack of response as approval of the behaviour
- Do not delay. Delay in action increases the probability that unwanted behaviour will continue or escalate
- Do not hesitate to ask for help. Speaking may be preventing others from being harmed.



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Responsibilities:

- Promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment and other acts of gender based violence.
- Organize awareness programmes and campaigns for the benefit of all members of the college on sexual harassment and gender based discrimination
- Fulfil the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment or gender based discrimination
- Receive and redress complaints received from any member of the college (including students, research scholars, staff, hostel residents and outsiders on college premises) alleging sexual harassment by another member(s) of the college
- Take so-moto cognizance of any act of sexual harassment or gender-based discrimination on the college campus and/or facilities and to take further action in this regard
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance
- Engage the services of a professional or other expert in the course of performing its functions
- Ensure that all information pertaining either to complaints registered and the proceedings and findings of any and/or investigations are kept strictly confidential.



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Prevention of Sexual Harassment Committee (2021-22)

Sr No	Name of Teacher	Designation
1.	Mrs P. D. Garud	Chairperson
2.	Mrs S. M. Chatur	Member
3.	Mrs A. R. Pagar	Member
4.	Mr P. B. Gadakh	Member
5.	Mrs S.S. Kardel	Member
6.	Mrs K. S. Shete	Member
7.	Mrs B. D. Patil	Member

Working of the Committee

- The Principal shall appoint a chairperson and a secretary from amongst the members.
- The Chairperson will be a woman. In the absence of the chairperson, Principal shall suggest acting chairperson of the particular meeting. The name of the members of the committee, along with their contact places and
- Telephone numbers, e-mail id are displayed at all times at conspicuous place of the main notice board of each of the college premises and department notice boards. The committee will meet twice in a year.
- The chairperson has the power to call a special meeting on written request of not less than 1/3rd members with the consent of the Principal.
- The quorum for any meeting shall be at least three members.


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