



Maratha Vidya Prasarak Samaj

G. M. D. Arts, B. W. Commerce and Science College, Sinnar, Dist. Nashik

Affiliated to Savitribai Phule Pune University, Pune

Id.No.PU/NS/ASC/013/1969

Best College Awarded by SPPU2012-13

AISHE:C-41292

www.gmdcollege.in

ISO 9001:2015 Certified College

sinnarcollege001@yahoo.com

INTERNAL QUALITY ASSURANCE CELL

CRITERION 5: STUDENT SUPPORT AND PROGRESSION

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



Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances



**Maratha Vidya Prasarak Samaj's
G.M.D. Arts, B.W. Commerce
& Science College, Sinnar**

Tal. Sinnar, Dist. Nashik - 422 103 (M.S.) INDIA

**Best College Award by Savitribai
Phule Pune University 2012-13**

Dr. P. V. Rasal
(M.A., LL.B., Ph.D.)

Member : B.O.S. (Psychology)
Savitribai Phule Pune University

E-mail : rasalpundlik@gmail.com

**Affiliated to Savitribai Phule Pune
University ID No. : PU/NS/ASC/013/(1969)**

Junior College No. J.13.13.001

HTE Sevaarth ID - 06220100119_AST AISHE - C - 41292

Ref. No. 537/2023-24

Date : 13/07/2023

DECLARATION

This is to declare that the information, reports, true copies of the supporting documents, numerical data, provided links, institutional data, photographs etc. submitted/presented herewith is verified by Internal Quality Assurance Cell (IQAC) of this college and is correct as per the records. This declaration is for the purpose of NAAC accreditation of HEI for the 4th Cycle during the period from 2017-2018 to 2021-2022.

Date: 13/07/2023

Place: Sinnar

Dr. C. E. Gurule
Coordinator, IQAC
Co-ordinator
IQAC

**G. M. D. Arts, B.W. Commerce & Science
College, Sinnar, Dist. Nashik 422103**



Dr. P. V. Rasal
Chairman, IQAC and Principal

PRINCIPAL
**G.M.D.Arts, B.W.Commerce and
Science College, Sinnar,Dist.Nashik**

• **Email** - sinnarcollege001@yahoo.com / iqac@gmdcollege.in • **Website** - www.gmdcollege.in

☎ **Office** : (02551) 220099 • **Fax** : (02551) 220114

Annual Report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances

Anti-Ragging, Sexual Harassment & Student Grievance Annual Reports	
Sr No	Year
1	2021-2022
2	2021-2022
3	2019-2020
4	2018-2019
5	2017-2018



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Anti-Ragging, Sexual Harassment & Student Grievance Policy Guidelines are framed by

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Annual Report Year-2021-22

- As per "The Judgement of Hon. Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009 the UGC had notified Regulations on Curbing the Menace of Ragging in Education Institutions
- As per 'Maharashtra Prohibition of Ragging Act-1999. &
- As per "The sexual harassment of women workplace (Prevention, Prohibition and Redresses) Act 2013 and SPPU Circular No. 165/2016"

Introduction-

Ragging is strictly prohibited in or outside of the college campus. All students are aware with rules, regulations and guidelines of anti-ragging and inform them to maintain the discipline in College campus. All new comers of fresher's should attend counselling sessions regarding the same. In order to maintain the learning ambience, the college has constituted an Anti-Ragging, Sexual Harassment and Student Grievance Committee. The following objectives and functions were framed to prevent the menace of ragging in the college campus.

Objectives of the Anti-Ragging Committee-

Anti-Ragging Committee will be the supervisory and advisory committee in maintaining a culture of Ragging free campus. The main objectives are -

- To aware the students of dehumanizing effect of ragging inherent in its perversity.
- To keep a continuous watch and vigilance over ragging so as to prevent its occurrence and recurrence.
- To promptly and stringently deal with the incidents of ragging brought to our notice.
- To create an atmosphere of discipline by sending a clear message, that no act of ragging shall be tolerated, and if any one try do any act of ragging will be punished and prosecuted.



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College Level Committee-

Grievance Redressal Committee (2021-22)

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 (2021-22)

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 (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.	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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Contact Us for Anti-Ragging, Sexual Harassment and Student Grievance-

Sinnar Police Station Contacts- - 02551220033, ps.sinnar.nr@mahapolice.gov.in

Online Grievances Submission Link

https://docs.google.com/forms/d/e/1FAIpQLSefKfLuWMcO1yjns9fxwb_MlyaGKM1Ewcj6pAI62BEEwR4w/viewform

Other Contacts

Mr. R. V. Pawar - 9822551845

Dr. D. M. Jadhav.-9822978325

Mrs- P. D. Garud-9970436020

Address (Email Id) – sinnarcollege001@yahoo.com,

Policy Statement-

- Discriminatory harassment of any person or group of persons on the basis of Colour, Caste and Religion, Age, Sex, Gender, National origin. Disability. Sexual Orientation. Targeted to fresher's is strictly prohibited. Any employee, student. student organization, or person privileged to work or to study at the G.M.D Arts ,B.W.Commerce and Science College Sinnar, and who violates this policy will be subject to disciplinary action: for employees, up to and including termination: and for others, up to and including permanent exclusion from the college.
- .This policy applies to every member of the college community. Faculty, Students, and Staff. At all levels whole are responsible for maintaining learning ambiance for study and work. This includes conducting themselves in a professional manner. G.M.D Arts, B.W.Commerce and Science College Sinnar. Supports the principle that harassment represents a failure in professional and ethical behaviour will not be tolerated.
- This policy and procedure is intended to facilitate an atmosphere in which, faculty staff, and students have the right to raise the issue regarding any act of ragging or discriminatory harassment without any fear.



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- No member of the G.M.D Arts, B.W.Commerce and Science College Sinnar community will be retaliated against for making a good faith report of alleged harassment or for participate in an investigation procedure.
- G.M.D Arts, B.W.Commerce and Science College Sinnar is committed to providing its staff, faculty, and students the opportunity to pursue excellence in their academic and professional endeavours.
- This opportunity can exist only when each member of our community is assured an atmosphere of mutual understanding respect. The free and open exchange of Innovative ideas is fundamental mode to uplift the College status.

Policy Terms-

- Discriminatory harassment or any act of ragging - unwelcome verbal, non-verbal, or physical conduct directed against any person or group, based upon colour, religion.sex, national origin, age, disability, sexual orientation, gender identity, veteran status or Targeted to fresher's that has the purpose or effect of creating an objectively hostile working or academic environment. A hostile environment is created when harassment is as severe, pervasive, or persistent as to unreasonably interfere with or limit an individual's employment or educational opportunities.
- Harassment must be distinguished from behaviour which, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities.
- Sexual harassment - Unwelcome sexual advances, requests for sexual favours, and other verbal, non-verbal or physical conduct of a sexual nature, when Submission to such conduct is made either implicitly or explicitly as a term or condition of an individual's employment or status in a course, program, or activity:
 - Submission or rejection of such conduct by an individual is used as a basis for condition of an individual's employment or status in a course, program, or activity; Such conduct has the purpose or effect:- of unreasonably interfering with the individual's work or education



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performance; of creating an objectively intimidating, hostile, or offensive working and/or learning environment, or, of unreasonably interfering with or limiting one's ability to participate in or benefit from an educational program or activity.

- Men and women, as well as, persons of the same gender may be either or victims of sexual harassment.

Procedures: -

Complaints of Sexual Misconduct-

Complaints of Sexual Misconduct (which includes, but is not limited to. domestic violence, dating violence, sexual assault, sexual exploitation, sexual harassment, and stalking) are addressed pursuant to the policies and procedures of the Board of Regents Sexual Misconduct Policy. Additional procedures for complaints of sexual misconduct by students are contained in the Student Sexual Misconduct Policy.

Complaints of Discriminatory Harassment

Any member of the G.M.D Arts, B.W. Commerce and Science College Sinnar, who believes that he or she has been the victim of discriminatory harassment other than sexual misconduct (the Complainant), should promptly report the matter to the appropriate college officials within the offices designated to handle such complaints. The complaint should be brought within Three Months of the most recent alleged harassing act.

For incidents involving faculty and staff, the Office of Human Resources. Performance and Talent Management team should be contacted.

The initial discussion between the Complainant and the Appropriate College Official will be handled with sensitivity and discretion. The Appropriate College Official will inquire into all reports of alleged sexual harassment brought to his or her attention. During the initial meeting with the



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Appropriate College Official, a written summary of the complaint be made and should be signed by the Complainant.

-The Appropriate College Official will inform the alleged offender ("Respondent") of the allegation and of the identity of the Complainant, will provide him or her with a written summary of the Complaint and will proceed as set forth in the following section.

Resolution of a Complaint: - -

When a complaint is submitted, the Appropriate College Official will discuss the matter with the parties promptly, will notify the Principal of the College, and may initiate whatever steps he or she deems appropriate to affect an informal resolution of the complaint acceptable to both parties within Three Months of a reported incident. If an informal resolution is reached, it will be documented in writing, approved by the Principal of the College and Students, as appropriate, and signed by the Complainant and the Respondent.

If an informal resolution satisfactory to the Parties is not reached within Three Months after an incident is reported, or if in the sole discretion of the Appropriate College Official, an informal resolution is not possible; the Appropriate College Official will proceed with a full investigation. A report of the investigation results along with a recommendation for resolution of the Complaint and/or disciplinary action will be made to the Hon. Sarchitnis of Maratha Vidya Prasarak Samaj within 60 days of the date the investigation was initiated in the College. The Hon. Sarchitnis of Maratha Vidya Prasarak Samaj will initiate prompt remedial or corrective action where warranted

Punishment to those found guilty- The following are the penalties that may be imposed on a students

Minor Penalties

1. Oral/Written warning
2. Fine
3. Suspension from the Class for a week



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Major Penalties

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- Suspension from attending classes
- Withholding/ withdrawing scholarships/fellowships and other benefits
- Debarring from appearing in any test/ examination or evaluation process
- Withholding results
- Debarring from representing in institution in any regional, national or international meet, tournament, youth festival etc.
- Suspension /expulsion from hostel.
- Rustication from the institution for a period of one to four semesters
- Expulsion from the institution and consequent debarring from admission to any other institution.
- Fine ranging between Rs. 25000 and 1 Lakh
- Collective punishment, when the person committing the crime or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

- Grievances Redressed : 13
- Anti-ragging Cases : In this academic year no Anti-ragging case was found.
- Sexual Harassment Cases : In this academic year no Sexual Harassment case was found.


CO-ORDINATOR
 IQAC
 G.M.D. Arts, B.W. Commerce
 And Science College, Sinnar




Principal
 G. M. D. Arts, B. W. Commerce and
 Science College, Sinnar, Dist. Nashik



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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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- .This policy applies to every member of the college community. Faculty, Students, and Staff. At all levels whole are responsible for maintaining learning ambiance for study and work. This includes conducting themselves in a professional manner. G.M.D Arts, B.W.Commerce and Science College Sinnar. Supports the principle that harassment represents a failure in professional and ethical behaviour will not be tolerated.
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Annual Report Year-2019-20

- As per "The Judgement of Hon. Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009 the UGC had notified Regulations on Curbing the Menace of Ragging in Education Institutions
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- To aware the students of dehumanizing effect of ragging inherent in its perversity.
- To keep a continuous watch and vigilance over ragging so as to prevent its occurrence and recurrence.
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- To create an atmosphere of discipline by sending a clear message, that no act of ragging shall be tolerated, and if any one try do any act of ragging will be punished and prosecuted.



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G. M. D. Arts, B. W. Commerce and Science College, Sinnar, Dist. Nashik

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Id.No.PU/NS/ASC/013/1969

Best College Awarded by SPPU2012-13

AISHE:C-41292

www.gmdcollege.in

ISO 9001:2015 Certified College

sinnarcollege001@yahoo.com

College Level Committee-

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	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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Online Grievances Submission Link

https://docs.google.com/forms/d/e/1FAIpQLSefKfLuWMcO1yjns9fxwb_MlyaGKMIM1Ewcj6pAI62BEEwR4w/viewform

Other Contacts

Mr. R. V. Pawar - 9822551845

Dr. D. M. Jadhav.-9822978325

Mrs- P. D. Garud-9970436020

Address (Email Id) – sinnarcollege001@yahoo.com,

Policy Statement-

- Discriminatory harassment of any person or group of persons on the basis of Colour, Caste and Religion, Age, Sex, Gender, National origin. Disability. Sexual Orientation. Targeted to fresher's is strictly prohibited. Any employee, student. student organization, or person privileged to work or to study at the G.M.D Arts ,B.W.Commerce and Science College Sinnar, and who violates this policy will be subject to disciplinary action: for employees, up to and including termination: and for others, up to and including permanent exclusion from the college.
- .This policy applies to every member of the college community. Faculty, Students, and Staff. At all levels whole are responsible for maintaining learning ambiance for study and work. This includes conducting themselves in a professional manner. G.M.D Arts, B.W.Commerce and Science College Sinnar. Supports the principle that harassment represents a failure in professional and ethical behaviour will not be tolerated.
- This policy and procedure is intended to facilitate an atmosphere in which, faculty staff, and students have the right to raise the issue regarding any act of ragging or discriminatory harassment without any fear.



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- No member of the G.M.D Arts, B.W.Commerce and Science College Sinnar community will be retaliated against for making a good faith report of alleged harassment or for participate in an investigation procedure.
- G.M.D Arts, B.W.Commerce and Science College Sinnar is committed to providing its staff, faculty, and students the opportunity to pursue excellence in their academic and professional endeavours.
- This opportunity can exist only when each member of our community is assured an atmosphere of mutual understanding respect. The free and open exchange of Innovative ideas is fundamental mode to uplift the College status.

Policy Terms-

- Discriminatory harassment or any act of ragging - unwelcome verbal, non-verbal, or physical conduct directed against any person or group, based upon colour, religion.sex, national origin, age, disability, sexual orientation, gender identity, veteran status or Targeted to fresher's that has the purpose or effect of creating an objectively hostile working or academic environment. A hostile environment is created when harassment is as severe, pervasive, or persistent as to unreasonably interfere with or limit an individual's employment or educational opportunities.
- Harassment must be distinguished from behaviour which, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities.
- Sexual harassment - Unwelcome sexual advances, requests for sexual favours, and other verbal, non-verbal or physical conduct of a sexual nature, when Submission to such conduct is made either implicitly or explicitly as a term or condition of an individual's employment or status in a course, program, or activity:
 - Submission or rejection of such conduct by an individual is used as a basis for condition of an individual's employment or status in a course, program, or activity; Such conduct has the purpose or effect:- of unreasonably interfering with the individual's work or education



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performance; of creating an objectively intimidating, hostile, or offensive working and/or learning environment, or, of unreasonably interfering with or limiting one's ability to participate in or benefit from an educational program or activity.

- Men and women, as well as, persons of the same gender may be either or victims of sexual harassment.

Procedures: -

Complaints of Sexual Misconduct-

Complaints of Sexual Misconduct (which includes, but is not limited to. domestic violence, dating violence, sexual assault, sexual exploitation, sexual harassment, and stalking) are addressed pursuant to the policies and procedures of the Board of Regents Sexual Misconduct Policy. Additional procedures for complaints of sexual misconduct by students are contained in the Student Sexual Misconduct Policy.

Complaints of Discriminatory Harassment

Any member of the G.M.D Arts, B.W. Commerce and Science College Sinnar, who believes that he or she has been the victim of discriminatory harassment other than sexual misconduct (the Complainant), should promptly report the matter to the appropriate college officials within the offices designated to handle such complaints. The complaint should be brought within Three Months of the most recent alleged harassing act.

For incidents involving faculty and staff, the Office of Human Resources. Performance and Talent Management team should be contacted.

The initial discussion between the Complainant and the Appropriate College Official will be handled with sensitivity and discretion. The Appropriate College Official will inquire into all reports of alleged sexual harassment brought to his or her attention. During the initial meeting with the



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Appropriate College Official, a written summary of the complaint be made and should be signed by the Complainant.

-The Appropriate College Official will inform the alleged offender ("Respondent") of the allegation and of the identity of the Complainant, will provide him or her with a written summary of the Complaint and will proceed as set forth in the following section.

Resolution of a Complaint: - -

When a complaint is submitted, the Appropriate College Official will discuss the matter with the parties promptly, will notify the Principal of the College, and may initiate whatever steps he or she deems appropriate to affect an informal resolution of the complaint acceptable to both parties within Three Months of a reported incident. If an informal resolution is reached, it will be documented in writing, approved by the Principal of the College and Students, as appropriate, and signed by the Complainant and the Respondent.

If an informal resolution satisfactory to the Parties is not reached within Three Months after an incident is reported, or if in the sole discretion of the Appropriate College Official, an informal resolution is not possible; the Appropriate College Official will proceed with a full investigation. A report of the investigation results along with a recommendation for resolution of the Complaint and/or disciplinary action will be made to the Hon. Sarchitnis of Maratha Vidya Prasarak Samaj within 60 days of the date the investigation was initiated in the College. The Hon. Sarchitnis of Maratha Vidya Prasarak Samaj will initiate prompt remedial or corrective action where warranted

Punishment to those found guilty- The following are the penalties that may be imposed on a students

Minor Penalties

- Oral/Written warning
- Fine
- Suspension from the Class for a week



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Major Penalties

- Cancellation of admission
- Suspension from attending classes
- Withholding/ withdrawing scholarships/fellowships and other benefits
- Debarring from appearing in any test/ examination or evaluation process
- Withholding results
- Debarring from representing in institution in any regional, national or international meet, tournament, youth festival etc.
- Suspension /expulsion from hostel.
- Rustication from the institution for a period of one to four semesters
- Expulsion from the institution and consequent debarring from admission to any other institution.
- Fine ranging between Rs. 25000 and 1 Lakh
- Collective punishment, when the person committing the crime or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

- Grievances Redressed : 11
- Anti-ragging Cases : In this academic year no Anti-ragging case was found.
- Sexual Harassment Cases : In this academic year no Sexual Harassment case was found.


CO-ORDINATOR
IQAC
G.M.D. Arts, B.W. Commerce
And Science College, Sinnar




Principal
G. M. D. Arts, B. W. Commerce and
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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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Contact Us for Anti-Ragging, Sexual Harassment and Student Grievance-

Sinnar Police Station Contacts- - 02551220033, ps.sinnar.nr@mahapolice.gov.in

Online Grievances Submission Link

https://docs.google.com/forms/d/e/1FAIpQLSefKfLuWMcOlyjns9fxwb_MlyaGKMIM1Ewcj6pAI62BEEwR4w/viewform

Other Contacts

Mr. R. V. Pawar - 9822551845

Dr. D. M. Jadhav.-9822978325

Mrs- P. D. Garud-9970436020

Address (Email Id) – sinnarcollege001@yahoo.com,

Policy Statement-

- Discriminatory harassment of any person or group of persons on the basis of Colour, Caste and Religion, Age, Sex, Gender, National origin. Disability. Sexual Orientation. Targeted to fresher's is strictly prohibited. Any employee, student. student organization, or person privileged to work or to study at the G.M.D Arts ,B.W.Commerce and Science College Sinnar, and who violates this policy will be subject to disciplinary action: for employees, up to and including termination: and for others, up to and including permanent exclusion from the college.
- .This policy applies to every member of the college community. Faculty, Students, and Staff. At all levels whole are responsible for maintaining learning ambiance for study and work. This includes conducting themselves in a professional manner. G.M.D Arts, B.W.Commerce and Science College Sinnar. Supports the principle that harassment represents a failure in professional and ethical behaviour will not be tolerated.



Maratha Vidya Prasarak Samaj

G. M. D. Arts, B. W. Commerce and Science College, Sinnar, Dist. Nashik

Affiliated to Savitribai Phule Pune University, Pune

Id.No.PU/NS/ASC/013/1969

Best College Awarded by SPPU2012-13

AISHE:C-41292

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- This policy and procedure is intended to facilitate an atmosphere in which, faculty staff, and students have the right to raise the issue regarding any act of ragging or discriminatory harassment without any fear.
- No member of the G.M.D Arts, B.W.Commerce and Science College Sinnar community will be retaliated against for making a good faith report of alleged harassment or for participate in an investigation procedure.
- G.M.D Arts, B.W.Commerce and Science College Sinnar is committed to providing its staff, faculty, and students the opportunity to pursue excellence in their academic and professional endeavours.
- This opportunity can exist only when each member of our community is assured an atmosphere of mutual understanding respect. The free and open exchange of Innovative ideas is fundamental mode to uplift the College status.

Policy Terms-

- Discriminatory harassment or any act of ragging - unwelcome verbal, non-verbal, or physical conduct directed against any person or group, based upon colour, religion.sex, national origin, age, disability, sexual orientation, gender identity, veteran status or Targeted to fresher's that has the purpose or effect of creating an objectively hostile working or academic environment. A hostile environment is created when harassment is as severe, pervasive, or persistent as to unreasonably interfere with or limit an individual's employment or educational opportunities.
- Harassment must be distinguished from behaviour which, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities.
- Sexual harassment - Unwelcome sexual advances, requests for sexual favours, and other verbal, non-verbal or physical conduct of a sexual nature, when Submission to such conduct is made either implicitly or explicitly as a term or condition of an individual's employment or status in a course, program, or activity:



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- Submission or rejection of such conduct by an individual is used as a basis for condition of an individual's employment or status in a course, program, or activity; Such conduct has the purpose or effect:- of unreasonably interfering with the individual's work or education performance; of creating an objectively intimidating, hostile, or offensive working and/or learning environment, or, of unreasonably interfering with or limiting one's ability to participate in or benefit from an educational program or activity.
- Men and women, as well as, persons of the same gender may be either or victims of sexual harassment.

Procedures: -

Complaints of Sexual Misconduct-

Complaints of Sexual Misconduct (which includes, but is not limited to. domestic violence, dating violence, sexual assault, sexual exploitation, sexual harassment, and stalking) are addressed pursuant to the policies and procedures of the Board of Regents Sexual Misconduct Policy. Additional procedures for complaints of sexual misconduct by students are contained in the Student Sexual Misconduct Policy.

Complaints of Discriminatory Harassment

Any member of the G.M.D Arts, B.W. Commerce and Science College Sinnar, who believes that he or she has been the victim of discriminatory harassment other than sexual misconduct (the Complainant), should promptly report the matter to the appropriate college officials within the offices designated to handle such complaints. The complaint should be brought within Three Months of the most recent alleged harassing act.

For incidents involving faculty and staff, the Office of Human Resources. Performance and Talent Management team should be contacted.

The initial discussion between the Complainant and the Appropriate College Official will be handled with sensitivity and discretion. The Appropriate College Official will inquire into all reports of alleged sexual harassment brought to his or her attention. During the initial meeting with the



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Appropriate College Official, a written summary of the complaint be made and should be signed by the Complainant.

-The Appropriate College Official will inform the alleged offender ("Respondent") of the allegation and of the identity of the Complainant, will provide him or her with a written summary of the Complaint and will proceed as set forth in the following section.

Resolution of a Complaint: - -

When a complaint is submitted, the Appropriate College Official will discuss the matter with the parties promptly, will notify the Principal of the College, and may initiate whatever steps he or she deems appropriate to affect an informal resolution of the complaint acceptable to both parties within Three Months of a reported incident. If an informal resolution is reached, it will be documented in writing, approved by the Principal of the College and Students, as appropriate, and signed by the Complainant and the Respondent.

If an informal resolution satisfactory to the Parties is not reached within Three Months after an incident is reported, or if in the sole discretion of the Appropriate College Official, an informal resolution is not possible; the Appropriate College Official will proceed with a full investigation. A report of the investigation results along with a recommendation for resolution of the Complaint and/or disciplinary action will be made to the Hon. Sarchitnis of Maratha Vidya Prasarak Samaj within 60 days of the date the investigation was initiated in the College. The Hon. Sarchitnis of Maratha Vidya Prasarak Samaj will initiate prompt remedial or corrective action where warranted

Punishment to those found guilty- The following are the penalties that may be imposed on a students

Minor Penalties

- Oral/Written warning
- Fine
- Suspension from the Class for a week



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Major Penalties

- Cancellation of admission
- Suspension from attending classes
- Withholding/ withdrawing scholarships/fellowships and other benefits
- Debarring from appearing in any test/ examination or evaluation process
- Withholding results
- Debarring from representing in institution in any regional, national or international meet, tournament, youth festival etc.
- Suspension /expulsion from hostel.
- Rustication from the institution for a period of one to four semesters
- Expulsion from the institution and consequent debarring from admission to any other institution.
- Fine ranging between Rs. 25000 and 1 Lakh
- Collective punishment, when the person committing the crime or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

- Grievances Redressed : 12
- Anti-ragging Cases : In this academic year no Anti-ragging case was found
- Sexual Harassment Cases : In this academic year no Sexual Harassment case was found


CO-ORDINATOR
 IQAC
 G.M.D. Arts, B.W. Commerce
 And Science College, Sinnar




Principal
 G. M. D. Arts, B. W. Commerce and
 Science College, Sinnar, Dist. Nashik