



RUN BY
PRAGATI MAHILA SAMAJ BHANDARA
PRAGATI MAHILA KALA MAHAVIDYALAYA, BHANDARA
Permanent Affiliated to R.T.M.Nagpur University Nagpur & 2F-12B of UGC Act 1956

Secretary
Mrs. Rekhatari P.Deshkar
Website- www.pmmmbhandara.org

Principal
Dr. Shyamkumar Charde
Email-pragatimahila.college@gmail.com
Mo.No. 9822941192

| Ref- | Date- |
|--------------------------------|--|
| Criteria 5.1.4 | The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases1. Implementation of guidelines of statutory/regulatory bodies2. Organisation wide awareness and undertakings on policies with zero tolerance3. Mechanisms for submission of online/offline students' grievances4. Timely redressal of the grievances through appropriate committees |
| Findings of DVV | 1. HEI has not provided any relevant data/ supporting documents for the option chosen, Thus DVV input is suggested as "None of the above" for all the AYs . Please relook and provide correct revised data.2. Please relook and provide any relevant data/supporting documents in this metric, according to SOP, if available. |
| Response/ Clarification | 1 Relevant committee reports are attached as Appendix 1 |


IQAC COORDINATOR
Pragati Mahila Kala
Mahavidyalaya, Bhandara




Principal
Pragati Mahila Kala
Mahavidyalaya, Bhandara

Appendix 1

Corrected revised data in HEI input 5.1.3.1 is as per 2

Corrected data template is as per

The college has formed the Anti-Ragging Committee. In conformity with the Supreme Court Judgements and directions, UGC Guidelines and State Government Instructions, Pragati Mahila Kala Mahavidyalaya, Bhandara is following a 'Zero Tolerance Policy' towards ragging. Any student of college accused and found guilty of ragging, will be severely dealt with, in accordance with the provisions of the Law.


Principal
Pragati Mahila Kala
Mahavidyalaya, Bhandara


प्रगती महिला कला महाविद्यालय भंडारा.

अँटी रँगिंग समिती

Anti Ragging Committee

Date _____
Page _____


| Sl. No | Name | Designation | Mobile No. |
|--------|--|------------------------------|------------|
| 1. | Dr. Shyamkumar Charde | Chairman | 9822941192 |
| 2. | Dr. Shalik Rathod | Officer In Charge | 8275398644 |
| 3. | Dr. Gajanan Kalambe | Member (IQAC) Coordinator | 9422833482 |
| 4. | Dr. Krishna Paswan | Member | 9422134001 |
| 5. | Dr. Mrs. J. S. Satokar | Member | 9420865483 |
| 6. | Adv. Kailash Bhure | Member | 9422133404 |
| 7. | Ku. Ruchita Ambildhuke | Senior Student Member | |
| 8. | Ku. Pratiksha Dhurve | Member | 9209855446 |
| 9. | Mr. Raju Mangate | Parents Member | 7262042786 |
| 10. | Mr. Daulat R. Neware (Administrative Officer) | Member | 8793079040 |
| 11. | Mrs. Sushma Wasnik | Member | |


Principal
Pragati Mahila Kala
Mahavidyalaya, Bhandara

सूचना

मंडारा
दि. १४/८/२०१९

महाविद्यालयीन सर्व विद्यार्थींंना शुचित करण्यात येते की. आपल्या महाविद्यालयात अॅटी रेंगिंग समिती स्थापित करण्यात आलेली आहे. या समितीच्या कार्याची माहिती सर्व विद्यार्थींंना अवगत व्हावी या उद्देशाने दि. १६ ऑगस्ट २०१९ ला दुपारी १२.३० वाजता मा. प्राचार्यांच्या अध्यक्षतेखाली सभेचे आयोजन करण्यात आले आहे. तरी सर्व विद्यार्थींंनी रुम नं. १ मध्ये वेळेवर उपस्थित राहवे.



Officer In charge
Dr. Shalika Rathod



Principal
Pragati Mahila kala
Mahavidyalaya, Bhandara

अहवाल

दि- २६/८/२०१९

मा. प्राचार्य डॉ. श्यामकुमार चरडे यांच्या अध्यक्षतेखाली
अंटी रेंगिंग समितीची सभा दुपारी ठिक १२:३० वाजता
दि- २६/८/२०१९ रोजी घेण्यात आली. सभेत खालील
विषयावर चर्चा करण्यात आली.


① अंटी रेंगिंग समितीची रुपरेषा

मा. अध्यक्षांच्या स्वागतानंतर सर्व विद्यार्थीनींंना
अंटी रेंगिंग समितीचे उद्देश आणि रुपरेषा समजावून
सांगण्यात आले. समितीमध्ये अंतर्भूत सर्व
उपस्थांची ओळख करून देण्यात आले.

② कॅम्पसमध्ये रेंगिंगवर पूर्णपणे बंदी आहे आणि कोणतीही रेंगिंग
आणी / किंवा रेंगिंगला मदत करण्यासाठी कोणी शत्रुत्वाने
कोणीही गुन्हा केल्याने शिक्षा होण्याचा पात्र आहे. असे
समज देण्यात आले.

③ विद्यार्थीनींंशी संवादित दुष्ट्यः. लोकशाही मूल्ये, एहिष्णुता
सहानुभूती आणि संवेदनशीलता ही तत्वे सज्वन रेंगिंगमुक्त
पाताळ निमज वरून जेणेकरून विद्यार्थीनींं गलाबदार
नागरीक बनतील असे संवाद साधले.

④ याप्रसंगी अंटी रेंगिंग समितीच्या उदर्यांनी आपली
भूमिका मांडली. मा. प्राचार्यांनी अध्यक्षीय मार्गदर्शित
महविद्यालय पाठ्यात रेंगिंगचे कृत्य करू नये. असा
स्पष्ट संदेश देवून शिस्तिये वातावरण ~~कर~~ निमज
करावे असे स्पष्ट सांगितले. शेवटी आभार पदशानि
सभेची सांगता करण्यात आली.

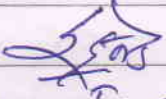

Officer Incharge



Principal

सूचना

अंजाल
दि. १०/८/२०२२

महाविद्यालयीन सर्व विद्यार्थीनांन बुध्ति कल्यात
येते की दि. १२/८/२०२२ रोजी ठिक्. १२.०० वाजता
मा. प्राचार्याचा अध्यक्षतेखाकी अंटी रेंगिंग समितीची
बँठक आयोजित केने आहे. तशी सर्व सभासद आणि
विद्यार्थीनांन वेळेवर सभेला उपस्थित राहावे.


Officer Incharge
Dr. Shalik Rathod


Principal
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मा-प्राचार्यांच्या अध्यक्षतेखाली अॅटी रॅमिंग समितीची सभा दि. ३२/८/२०२२ रोजी दिव्य ३२:०० वाजता घेण्यात आली. सभेत पुढील विषयांवर चर्चा करण्यात आली.

① कोणत्याही विद्यार्थ्यांनी बोललेल्या किंवा लिहिलेल्या शब्दांसार किंवा एखाद्या नवीन विद्यार्थ्यांक किंवा इतर कोणत्याही विद्यार्थ्यांच्या हेतूसाठी करणे. वागवून देणे किंवा अस्वस्थतेने घाताकृत धाड्याखाली कुठेतरी कोणतेही वर्तन प्रतिक्रियात आहे. लगेच रॅमिंग मुळे होणाऱ्या पुष्परोगांमांडात विद्यार्थ्यांमध्ये जागृती आणणे हा उद्देश आहे.

② या सभेत सर्व संस्थांनी रॅमिंगमुळे होणाऱ्या परिणाम आपण पुष्कळ ठिकाणी पाहतो आणी पेपरमध्ये वाच्यता मिळते बरेच विद्यार्थी या शाळेत आत्महत्या घडवून देतात त्यामुळे ह्या घटनेची पुनरावृत्ती होऊ नये अशा कोणत्याही विद्यार्थ्यांनी ह्याला बघी पडू नये म्हणून ही समिती सभेत वारण्यात आली असे सर्वांचे मत होते.

③ अॅटी रॅमिंगच्या समिती एकेत सर्व विद्यार्थ्यांनी आपली मत मांडण्यास सज्ज असेल अशा गोष्टीची शक्यतः चर्चा वेली.

मा. अध्यक्षांनी समिती संस्थान्त आणी विद्यार्थ्यांना रॅमिंगची कोणत्याही सगल्या लवकर कोडवले आणि समितीच्या संस्थानुसार कारवाई करण्यात येईल असे मार्गदर्शन केले. शेवटी आभार मानून सभा संपली असे जाहीर वारण्यात आले.

Officer In Charge
Dr. Shalika Rathod

Principal
Pragati Mahila kala
Mahavidyalaya, Bhandara

सूचना

मंजूर
दि. २८/८/२०२३

महाविद्यालयीय सर्व विद्यार्थिनी क्राफ्ट अंटी रैंगिंगला
सर्व सदस्यांना सुचित करण्यात येते की, दि. ३/९/२०२३
शेनी दुपारी ठिक्क ३२.३० वाजता अंटी रैंगिंग समिती
वैभव आयोजित करण्यात आली आहे. तरी अंटी रैंगिंगला
सर्व सदस्यांनी आणि विद्यार्थिनींनी वेळेवर सभेला उपस्थित
राहणे.




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मा. प्राचार्यांच्या अध्यक्षतेखाली दि. १/९/२०२३ रोजी दुपारी ठीक १२.३० वाजता अॅटी रॅगिंग समितीची बैठक घेण्यात आली. बैठकीत पुढील विषयावर चर्चा करण्यात आली:

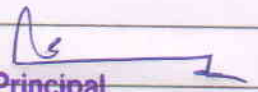
- ① रॅगिंगवर पुढील चर्चा करण्यात आली. यात रॅगिंगवर कतत लक्ष ठेवणे आणि दक्ष राहणे जेणेकरून याची घटना टाकता येईल. कोणत्याही विद्यार्थीनी उच्चकक्षी व्हावा अनुशासित वृत्त्यांमध्ये गुंतणे ज्यामुळे चीड, राग, शारीरिक किंवा मानसिक हाानी होण्याची शक्यता असते. किंवा नवीन विद्यार्थीनींमध्ये भ्रंती विसरि होणे. वारिष्ठ विद्यार्थींचे कोणतीही वृत्ते के इतर कोणत्याही विद्यार्थीनींचे व्हावा नवीन विद्यार्थीनींचे निषर्ण शैक्षणिक विद्यालयामध्ये प्रतिबंधित करे. अल्प प्रवाचे वृत्त होवू नये यावर चर्चा करण्यात आली.
- ② विद्यार्थीनींनी लुछा चर्चा करताना शारीरिक शोषण कोणतीही वृत्ते लैंगिक शोषण, समलैंगिक आक्रमण, अश्लील वृत्ते वृत्ते हातवार वृत्ते शारीरिक हाणी पोहचवीने प्रथाप्रकारचे कोणतीही वृत्ते होवू नये यावर यादक चर्चा करण्यात आली.
- ③ अध्यक्षीय मार्गदर्शनात प्राचार्यांनी उच्च शैक्षणिक संस्थामध्ये रॅगिंगच्या धोक्याला काळा घालण्यासाठी UGC चा नियम २००९ बुफार रॅगिंग विरोधी पध्दतीने ल्यापित केलेल्या प्रथाध्याचे स्वरूप आपी गंभोला यावर अवलंबून रोषी आढळल्याप विकीथ सजत होवू शकते. अये म्हले. यानंतर रुभा अकार प्रदर्शनाने सुपकीण्यात आली.


Officer Incharge
Dr. Shalika Rothod


Principal
Pragati Mahila kala
Mahavidyalaya, Bhandara


प्रगती महिला कला महाविद्यालय, भंडारा
महिला तक्रार निवारण समिती


- १) डॉ. श्यामकुमार चवडे (प्राचार्य) - अध्यक्ष
- २) सौ. रेखाताई प्रशांत देशकर - सचिव
प्रगती म. साजल संघ
- ३) डॉ. जयश्री एस. सातोकर - अधीक्षक
- ४) डॉ. राजानन एन. काळे - सभासद
- ५) डॉ. प्रिष्ठा आर. पाखवान - सभासद
- ६) श्रीमती सुलेखिनी कुंभलकर - कौटुंबिक सल्लाह
व मार्गदर्शक केंद्र
समुपदेशक

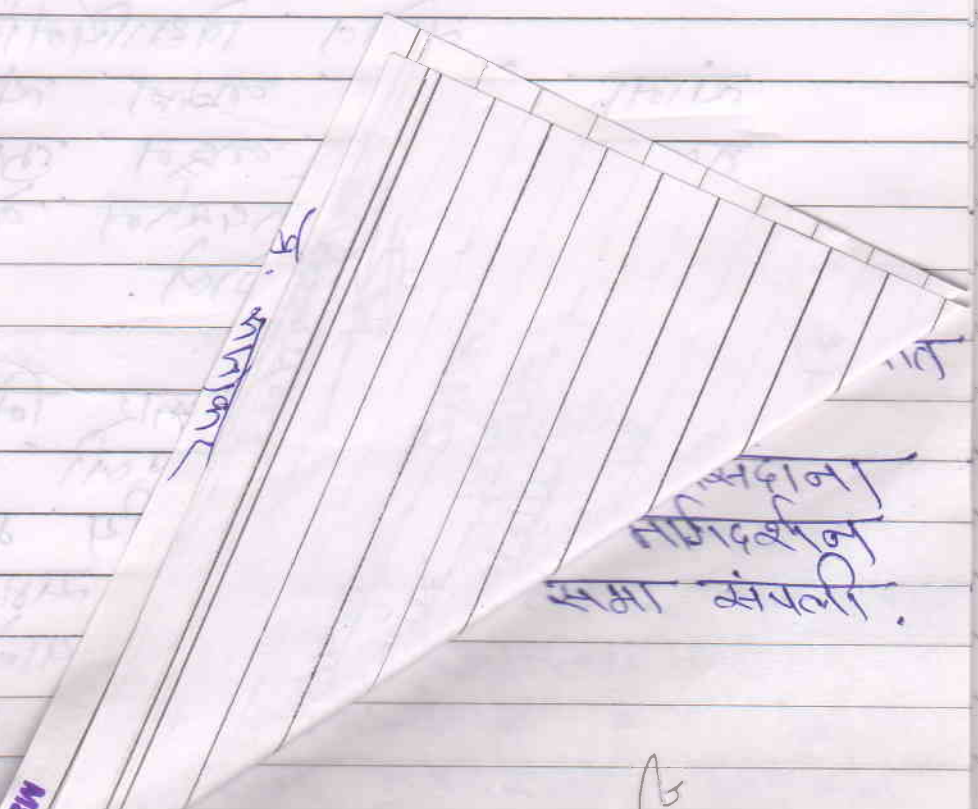

Principal
Pragati Mahila kala
Mahavidyalaya, Bhandara

सूचना

सर्व विद्यार्थिनींना सूचित करण्यात येते की, आपल्या महाविद्यालयात तत्कार निवारण समिती गठीत करण्यात आलेली आहे. या तत्कार निवारण समितीच्या कार्यची माहिती सर्व विद्यार्थिनींना अवगत व्हावी या उद्देशाने दि. 11 सप्टेंबर 2019 ला दुपारी 12.00 वाजता मा. प्राचार्यांच्या अध्यक्षतेखाली सभेचे आयोजन केले आहे. कारिला सर्व विद्यार्थिनींनी क्रम. नं. 9 मध्ये वेळेत उपस्थित राहावे.


 समन्वयक
 डॉ. जयश्री खातके


 प्राचार्य
 Principal
 Pragati Mahila kala
 Mahavidyalaya, Bhandara



अहवाल

मा. प्राचार्य डॉ. व्यामकुमार चरडे यांच्या अध्यक्षतेखाली महिला तक्रार निवारण समितीची सभा दुपारी १२.०० वाजता दि. १९ सप्टेंबर २०१९ ला घेण्यात आली. सभेत खालील विषयावर चर्चा करण्यात आली.

१) महिला तक्रार निवारण समितीची कार्ये

मा. अध्यक्षांच्या स्वागतानंतर सर्व विद्यार्थिनींना महिला तक्रार निवारण समितीची कार्ये 'समजावून सांगण्यात आली. समितीमध्ये असलेल्या सर्व सदस्यांचे ओळख करून देण्यात आली.


२) विद्यार्थिनींची संवाद

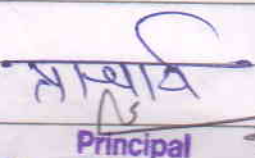
सभेत विद्यार्थिनींची संवाद साधत त्यांना बोलणे करून त्यांना महिला तक्रार समिती म्हणून तुमचे प्रश्न सोडविण्यात मार्गदर्शन केले जाई. याबद्दल आभार केली गेले.

३) याप्रसंगी महिला तक्रार निवारण समितीच्या सर्व सभासदांनी आपली भूमिका मांडली. मा. प्राचार्यांनी अध्यक्षीय मार्गदर्शनात विद्यार्थिनींना यांच्या समस्या सोडविण्यात समिती कटिबद्ध असल्याचे सांगितले. आभार प्रदर्शनाचे सभेची सांगता सली.

सूचना

महाविद्यालयातील सर्व विद्यार्थिनींना
काळविष्यात येते जी दि. ०४.१२.२०२१ ला
दुपारी १.०० वाजता मा. प्राचार्येच्या
अध्यक्षतेखाली महिला तालार निवारण
समितीची सभा आयोजित आहे.
करीता सर्व विद्यार्थिनींना सभेला
वेळेत उपस्थित राहावे.


संलग्नपत्र
डा. जयश्री सातोकर


Principal
Pragati Mahila Kala
Mahavidyalaya, Bhandara

अहवाल

मा. प्राचार्यांच्या अध्यक्षतेखाली महिला तक्रार निवारण समितीची सभा दि. 4.12. 2021 ला दुपारी 9.00 वाजता घेण्यात आली.

सभेत मुली विषयावर चर्चा करण्यात आली.

① बस स्थानकावरून महाविद्यालयात येताना होणाऱ्या त्रास.

काही विद्यार्थिनींनी बस स्थानकावर उतरल्यानंतर महाविद्यालयाकडे येताना काही मुलं सोबतच येतात, त्यामुळे आठहाला भीती वाटते अशी तक्रार समितीकडे केली.

यावर मुलींना विश्वासात घेऊन धीर दिल्या गेल्या आणि संबंधीत तक्रार करून देऊन महाविद्यालयाला मेट देणाऱ्या पानिनी पथकाला सांगण्यात आले. दामिनी पथकाने योग्य ती कारवाई करित तक्रार निकालत काढले.

संबंधित तक्रार निकालात निघल्याने मुली आश्वस्त झाल्या.

② महिला तक्रार निवारण समितीकडे विद्यार्थिनी सहज सोप्या हात अनेक हजेर्या-मेढ्या प्रश्नांवर साहजक-बाहज चर्चा करण्यात आली.

मा.अध्यक्षांनी समिती सभासदानी आणि विद्यार्थिनींना यथोचित मार्गदर्शन करून, आभार प्रदर्शनाने सभा संपली.


संभवयक

सूचना

महविद्यालयीन सर्व विद्यार्थिनींना
 सूचित करण्यात येते की, दि. 20-02-23
 रोजी दुपारी 1:30 वाजता महिला संस्कार
 निवारण समितीच्या वतीने सभेचे
 आयोजन करण्यात आले आहे. कसिना
 समेला सर्व विद्यार्थिनींनी वेळेत उपस्थित
 राहावे.


 समन्वयक

डॉ. जयश्री सातोणकर


 Principal
 Pragati Mahila kala
 Mahavidyalaya, Bhandara

अहवाल

मा. प्राचार्यांच्या अध्यक्षतेखाली दि. 22.02.2023 रोजी दुपारी 1.30 वाजता महिला तक्रार निवारण समितीची सभा घेण्यात आली. सभेत पुढील विषयावर चर्चा करण्यात आली.

① नोकरी सार्वीचे फॉड कॉल घेणे.

महाविद्यालयीन वन्याच विद्यार्थिनींना कुठला नोकरी मिळते आहे, आमच्याशी या नेबरवर संपर्क करा, असे कॉल येऊ लागले होते. त्यासंबंधीची तक्रार महिला तक्रार निवारण समितीकडे प्राप्त झाली होती. त्यासंबंधाने कारवाई करीत संबंधित सभासदानी पोलिसांची मदत घेतली. पोलिसांनी सायबर फॉर्मिन्सच्या मदतीने सगारा कॉल टाईप करून कोथिंग कॉलेसमधून कॉल घेत अक्षय्या तपास केला.

संबंधित कुठेगाराला पकडून यावर योग्य ती कारवाई करण्यात आली. विद्यार्थिनींनी तक्रार समितीकडे तक्रार नोंदवली जसती तर शोध घेता आला नसता.

② विद्यार्थिनींना कुठल्याही तक्रारच्या दुळवणुकीबद्दल 'महिला तक्रार निवारण समितीकडे' तक्रार करण्याचा अधिकार आहे. आमच्यापरिने संबंधित अधिकाऱ्यांची मदत घेऊन आम्ही आपल्या तक्रारींचे निवारण

कार्याचा पूर्ण प्रयत्न करू असे
आश्वासन मा. प्राचार्य व समितीचे
अध्यक्ष डॉ. श्यामकुमार चव्हाळ सरांनी
दिले.

समितीच्या सर्व सभासदांनी
सक्रियतेने सहकार्य कार्याचे आश्वासन
दिले.

सदर सभा आभार प्रदर्शनाने संपली

Dr
संभाध्यक्ष
डॉ. जयश्री खातोकार

Principal
Pragati Mahila kala
Mahavidyalaya, Bhandara



Pragati mahila samaj Bhandara
PRAGATI MAHILA KALA MAHAVIDYALAYA BHANDARA



Affiliated to RTM Nagpur University Nagpur permanent affiliated 2f 12 b of UGC Act 1956

*Students' Welfare and Grievance Redressal
Cell*

Near S.T Work Shop Mangal Pande Ward, Nagpur Road Bhandara, 441904

URL: <https://www.pmbhandara.org/>

Email. – pragtimahila.college@gmail.com

The function of the cell is to look into the complaints lodged by any student, and judge its merit. The Grievance cell is also empowered to look into matters of harassment. Anyone with a genuine grievance may approach the department members in person, or in consultation with the officer in-charge Students' Grievance Cell. In case the person is unwilling to appear in self, grievances may be dropped in writing at the letterbox/ suggestion box of the Grievance Cell at Administrative Block (Ground Floor). Grievances may also be sent through e-mail to the officer in-charge of Students' Grievance Cell. Grievance is any type of problem, concern, dispute or complaint or suggestion (s) related to academics or the environment, in the college premises. We work on principles including confidentiality, impartiality, sensitivity and timely and appropriate action.

Objective:

The objective of the Grievance Cell is to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institute.

A Grievance Cell should be constituted for the redressal of the problems reported by the Students of the College with the following objectives:

- Upholding the dignity of the College by ensuring strife free atmosphere in the College through promoting cordial Student-Student relationship and Student-teacher relationship etc.
- Encouraging the Students to express their grievances / problems freely and frankly, without any fear of being victimized.
- Suggestion / complaint Box is installed in front of the Administrative Block(Ground floor)) in which the Students, who want to remain anonymous, put in writing their grievances and their suggestions for improving the Academics / Administration in the College.
- Advising 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.
- Advising All the Students to refrain from inciting Students against other Students, teachers and College administration
- Advising all staffs to be affectionate to the Students and not behave in a vindictive manner towards any of them for any reason.
- Ragging in any form is strictly prohibited in and outside the institution. Any violation of ragging and disciplinary rules should be urgently brought to the notice of the Principal.

Scope :

The cell will deal with Grievances received in writing from the students about any of the following matters:-

- Academic Matters: Related to timely issue of duplicate Mark-sheets, Transfer Certificates, Conduct Certificates or other examination related matters.
- Other Matters: Related to certain misgivings about conditions of sanitation, preparation of food, availability of transport, victimization by teachers etc.

Functions :

- The cases will be attended promptly on receipt of written grievances from the students.
- The cell formally will review all cases and will act accordingly as per the Management policy.
- The cell will give report to the authority about the cases attended to and the number of pending cases, if any, which require direction and guidance from the higher authorities.

Procedure for lodging complaint :

- The students may feel free to put up a grievance in writing/or in the format available in the admin dept. and drop it in boxes.
- The Grievance Cell will act upon those cases which have been forwarded along with the necessary documents.
- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided by the cell.

The Composition of the Grievance Cell is as follows: -

| Sr. No. | Names | Designation |
|---------|-----------------------|---------------------|
| 1 | Dr. Shyamkumar Charde | Principal |
| 2 | Dr. Krishna Paswan | Chief Coordinator |
| 3 | Dr. Gajanan Kalmbe | Coordinator IQAC |
| 4 | Dr. Shalik Rathod | Asst. professor |
| 5 | Dr. J.S. Satokar | Associate professor |
| 6 | Mr. D.D. Chaudhari | Liberian |


IQAC COORDINATOR
 Pragati Mahila Kala
 Mahavidyalaya, Bhandara




Principal
 Pragati Mahila kala
 Mahavidyalaya, Bhandara

Student Grievance Form

| | |
|-----------------------------|--|
| Name : | |
| Date : | |
| Email id : | |
| Contact No : | |
| Course/Branch/Year : | |
| Grievance : | |
| Sign: | |



Pragati mahila samaj Bhandara



PRAGATI MAHILA KALA MAHAVIDYALAYA BHANDARA
Affiliated to RTM Nagpur University Nagpur permanent affiliated 2f 12 b of
UGC Act1956

***Women's Grievance Redressal
Committee***

Near S.T Work Shop Mangal Pande Ward, Nagpur Road Bhandara, 441904

URL: <https://www.pmbhandara.org/>

Email. – pragtimahila.college@gmail.com

Women's Grievance Redressal Committee

Overview

In 2013, after a span of 16 years, India finally enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the 'Act') for prevention of sexual harassment against women at the workplaces. The Central Government vide notification SO 3606 (E) appointed 9 December 2013 as the date on which the provisions of the Act came into force and on the same day, the Central Government made the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 ("Rules").

It is an act to provide protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment and for matters connected therewith or incidental there to.

Sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances
- A demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Objective:

- The Act is enacted by the Indian Parliament to provide protection against sexual harassment of women at workplace and prevention and redressal of complaints of sexual harassment. Sexual harassment is termed as a violation of the fundamental rights of a woman to equality under Articles 14 and 15 of the Constitution of India and right to life and to live with dignity under Article 21 of the Constitution of India. Sexual harassment is also considered a violation of a right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.
- Women's Grievance Redressal Cell is a growing community of women in Trident Academy of Technology, whose purpose is to learn, educate and collaborate on ideas that have the power to effect meaningful and positive change while fighting the odds they face. Sexual harassment at the work place or other than work place if involving employees is a grave offence and is therefore, punishable.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013

In exercise of the powers conferred by section 29 of the sexual Harassment of Women (Prevention, Prohibition and Redressal) Act 2013(14 of 2013), the Central Government hereby makes the rules.

Following these rules Women's GRC made this structure given below:

Structure:

- A committee of senior members would be constituted by the management to consider and redress Complaints of Sexual Harassment. This Committee will be known as **“Internal Complaints Committee” (ICC)**.
- One member from the top of the Management.
- One member from the top of the Administration(Male).
- One Legal Advisor as a member.
- One Social worker as a member.
- One member from the level of Professor(Female).
- One faculty member from each department.
- One member from non teaching group.
- One member from student committee.

Grievance Redressal Committee (women)

Internal Complaints Committee

| Sr.No | Name | Designation | Mo. No |
|--------------|-----------------------------------|--|-------------------|
| 1 | Dr.Shyamkumar Charde | Principal | 9822941192 |
| 2 | Mrs .Rekhatai P.Deshkar | Secretary of the pragati mahila society | |
| 3 | Dr.Jayshree S.Satokar | Nodel officer (ICC) | 9420865483 |
| 4 | Dr. Gajanan N.Kalambe | Member | 9422833482 |
| 5 | Dr. Krishna R. Paswan | Member | 9422134001 |
| 6 | Miss. Sukeshani Kumbhalkar | Counselor family counseling center | 9322218364 |

Rule-

1. Any woman employee who feels and is being sexually harassed directly or indirectly may submit a written complaint of the alleged incident to any member of the ICC Committee, as per the format with her signature preferably within 7 days of occurrence of incident and not later than 90 days.
2. The committee will meet at least twice or more times in a month to resolve the grievances depending on the seriousness of the complaint.
3. To take conclusive decision and submit its recommendations to the deciding authority for removal of alleged grievances.

Procedure-

1. A compliant box is provided at the ground floor of 2nd block for students.
2. Similarly another compliant box will be provided at 1st floor (in front of ETC Department) of the same block for the staff.
3. All grievances referred to the Grievance Redressal Committee for women (ICC) shall be entered in a Register by designated member.
4. All complaints should be resolved within a time frame by looking into its seriousness and by two way approach.
5. During the pendency of an inquiry on a written request made by the aggrieved woman the ICC may recommend to the employer to transfer the aggrieved woman to any other workplace, grant leave to the aggrieved woman up to a period of three months, grant such other relief to the aggrieved woman.
6. On the completion of an inquiry the ICC shall provide a report of its findings to the employer within a period of ten days from date of completion of the inquiry and such report be made available to the concerned parties.
7. The management can impose the following penalties, which are indicative and not exhaustive on an employee who is found guilty of sexual harassment. These can be further classified as minor and major penalties, as follows:
 - **Minor Penalties:** Written warning
 - **Major Penalties:**
 - Withholding of promotion
 - Withholding of salary
 - Demotion
 - Transfer
 - Suspension from job
 - Termination of service

grievances addressed and action taken.

9. On the completion of an inquiry the ICC shall provide a report of its findings to the employer within a period of ten days from date of completion of the inquiry and such report be made available to the concerned parties.
10. The management can impose the following penalties, which are indicative and not exhaustive on an employee who is found guilty of sexual harassment. These can be further classified as minor and major penalties, as follows:
 - **Minor Penalties:** Written warning
 - **Major Penalties:**
 - Withholding of promotion
 - Withholding of salary
 - Demotion
 - Transfer
 - Suspension from job
 - Termination of service
11. The ICC will submit Annual report to the employee noting all the grievances addressed and action taken.


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Mahavidyalaya, Bhandara




Principal
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Mahavidyalaya, Bhandara



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*Standard Operating Protocol
For Anti Ragging Committee*

Near S.T Work Shop Mangal Pande Ward, Nagpur Road Bhandara, 441904

URL: <https://www.pmmbandara.org/>

Email. – pragtimahila.college@gmail.com

***Standard Operating Protocol
For Anti Ragging Committee***

DEFINITION OF RAGGING

Any disorderly 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.

What Constitutes Ragging?

- Any conduct by words spoken or written or an act which has the effect of teasing, threatening or handling with rudeness to a fresher or any other student.
- Financial extortion or act of forceful expenditure. Rowdy/undisciplined activities, which cause or are likely to cause annoyance, hardship, physical/psychological harm or fear or apprehension in any student.
- Forcing a student to do an act, which generates sense of shame, torment or embarrassment affecting his/her physique or psyche?
- Any act which prevents/disturbs/disrupts regular academic activities assignment to a student.
- Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively participating in the discomfiture to fresher or any other student.
- Any act affecting mental health and self-confidence of student with or without any intent to derive a sadistic pleasure showing off power, authority or superiority.
- Abetment to ragging, Criminal conspiracy to ragging, 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 Assault as well 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 victims ; Threat to commit any or all of the above mentioned offences against the victims;

Anti Ragging Committee

| | | |
|---|--------------------------|--------------------------|
| Dr. Shayamkumar Charde | Chairman | 9822941192 |
| Dr. Shalik Rathod | Officer In charge | <u>8275398644</u> |
| Dr. Gajanan Kalambe | Member& IQAC COORDINATOR | 9422833482 |
| Dr. Krishna Paswan | Member | <u>9422134001</u> |
| Dr. Mrs J.S. Satokar | Member | <u>9420865483</u> |
| Adv.Kailash Bhure | Member | <u>9422133406</u> |
| Ku. RUCHITA AMBILDUKE | Senior students Member | |
| Ku. PRATIKSHA DHURVE | Member | <u>9209855446</u> |
| Mr.RAJU MANGATE | Parents Member | <u>7262042786</u> |
| Mr. Daulat R. Neware (Administrative Officer) | Member | <u>8793079040</u> |
| Mrs.Sushma Wasnik | Member | |

PMS ANTIRAGGING HELPLINE: 011-23238542 (10:00 AM TO 6:00 PM)
Email: antiraggingcell@PMSindia.org

Functions of the Anti-Ragging Committee

- To obtain an undertaking in the prescribed format from the candidate concerned on anti-ragging at the time of admission.
- To conduct an address by the head of the institutions to the students and parents on anti-ragging committee.
- To arrange to send letters to parents, guardians of the students at the end of the academic year for creation of awareness.
- To form monitoring cells (Anti-ragging squads for surprise raids). To suggest measures to tighten the security

ANTI RAGGING AWARENESS WORKSHOP

Purpose:

- To educate the 1st year students & post graduate students about rules and regulation of anti ragging and its prevention.
- Students were made aware of legal consequences of ragging and misconduct.
- To generate the atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished

Objectives:

To make college & campus ragging free.

Procedure:-

As per PRAGATI MAHILA KALA MAHAVIDYALAYA BHANDARA circular, the Institute regularly conducts the programme/ seminar / workshop on consequences and prevention of ragging.



The speaker [PMS member] and other guests of the programme are invited by the Anti- Ragging committee. The details of the programme are discussed among the anti ragging committee members.



As per PMS recommendations, a detail report of the anti ragging workshop /seminar is sent to PMS along with the attendance [1st ,2nd ,3rd year students parents and staff who all attended the programme] photos CD' s or soft copy & hard copy .

The objectives of this committee are as follows:

- To Curb the Menace of Ragging in PRAGATI MAHILA KALA MAHAVIDYALAYA BHANDARA
- To prevent ragging in the College and also take proper action against those who are indulging into it.
- To root out ragging in all its forms from the institution by prohibiting it by law and preventing its occurrence by following the provisions of the Regulations of Supreme Court, and UGC.
- Spell out suitable punishments to those found guilty.
- To ensure that the congenial and welcoming environment is given to the freshers. To achieve this objective following committee have been formed by the Institute as per UGC Regulation 2009: PRAGATI MAHILA KALA MAHAVIDYALAYA BHANDARA.
- Create a ragging free atmosphere within and outside the campus premises.
- Generate awareness among students regarding any acts and punishment pertaining to ragging activities.
- Create cordial relations among students for fulfilling organizational mission, vision, aims and objectives.
- Create awareness among students regarding how the self-confidence of the individual influences the national interest.

Responsibilities:

- Devise mechanism for receiving, processing and addressing all information regarding incidence of ragging.
- Advise Academic Council and Disciplinary Committee on new policies or directives on handling cases of ragging (as applicable) from time to time
- Provide training and guidance to all staff and students on handling all complaints regarding ragging.
- Timely address grievances of stakeholders and especially those related to gender sensitivity issues including sexual harassment of women.
- Seek advice of expert to handle complicated grievance cases related to ragging apart

- from advise by other committee(s) / subcommittee(s)
- Compile/ submit biannual basis, the grievance summary report (on cases related to ragging) if any along with recommendations.
 - Maintain all records, statements, actions and other correspondences related to ragging cases.
 - Discuss major cases of ragging to generate awareness amongst students and faculty.
 - **Anti-ragging awareness posters and details of the anti- Ragging committee members along with contact details are displayed in the college as well as hostel (Girls)**

Antiragging Committee

Meetings Purpose

The meeting and its agreed outcomes are on record that can be reflected back & can be used for follow up.

Procedure:-

Anti ragging committee will conduct biannual meeting Sept. /Oct. and March / April.



Minutes of meeting will be noted and same will be discussed with committee members



Minutes of meeting will be filed.



Discussed points will be implemented accordingly.

Conclusion:

Ragging is the serious offence and needs to be cured in the bud even before it takes any shape.

Protocol to be followed in case of incidence of ragging:

A student experiences an episode of ragging



A Formal written complaint to be filed with the Anti-ragging committee/Chairman/ member/ members of anti-ragging s quads.



Authenticity of the case will be examined by the members deputed by the chairman.



Initiation of the enquiry process by the members deputed by the chairman



After a formal enquiry, the report wi Appropriate penalty actions will be recommended to



the Head of the Institution as per law ll be forwarded to the Head of the Institution.

ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING

The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed here in as under:

- The Anti-Ragging Committee of the Institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established as per the recommendations of the Anti-Ragging Squad.
- The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments, namely:
 1. Suspension from attending classes and academic privileges.
 2. Withholding / withdrawing scholarship/ fellowship and other benefits.
 3. Debarring from appearing in any test/ examination or other evaluation process.
 4. Withholding results.
 5. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 6. Suspension/ expulsion from the hostel.
 7. Cancellation of admission.
 8. Rustication from the institution for period ranging from one to four semesters.
 9. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
 10. In cases where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.


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