

ATUL VIDYA MANDIR WARDHA'S



RAJARSHEE SHAHU SCIENCE COLLEGE

Chandur Railway, Dist – Amravati, Maharashtra



Affiliated to

Sant Gadge Baba Amravati University, Amravati



2nd Cycle

Assessment & Accreditation by NAAC

CRITERION- V [STUDENT SUPPORT AND PROGRESSION]

5.1: Student Support

Metric No. -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



Atul Vidya Mandir, Wardha's
Rajarshee Shahu Science College

Virul Road, Chandur Rly, Dist. Amravati PIN - 444 904

(College Code : 807)

PRESIDENT
Prof. Mrs. Uttaratai V. Jagtap

SECRETARY
Prof. Virendrabhau W. Jagtap

PRINCIPAL
Dr. M.P. Chikhale

Website : www.rssc.edu.in | Email : rajarsheeshahucollege@rediffmail.com | rsscprincipal@gmail.com | (Office) 07222-254111

Ref. No. RSSC/132/23

Date: 17.03.2023

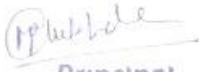
Declaration

The information, reports, true copies of the documents, numerical data, etc furnished in this file is verified by IQAC and found correct.


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati

(Dr. Minal Keche)




Principal
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati

(Dr. Mahesh Chikhale)
Chairman IQAC and Principal)

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

Internal Complaint Committee

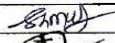

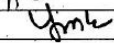

Notice of Meeting
Session 2017-2018


All the members of Internal complaint committee are requested to attend the meeting on 10th of Jan 2018 at 3.00 pm in late Atul Jagtap Memorial Hall to discuss on following Agendas.

- 1) Report on the case related to Sexual harassment for the session 2017-18
- 2) To organised awareness program on gender sensitization.
- 3) Any other issues with the permission of chairman.



 Dr. Minal J. Keche
 Coordinator ICC

Signature:

Dr. Mrs. V.M. Jagtap	Management representative	
Dr. Mrs. V.P. Jagtap	NGO Member	
Adv. Mrs. Urvi. Keche	Women Lawyer	
Mrs. S.M. Deshmukh	Female Teaching Staff	
Mr. A.N. Khan	Male Teaching staff	
Mrs. P.B. Mankar	Nonteaching Staff	
Ku. K.P. Zakharde	Female non-teaching staff	
Ms. R.V. Wasnik	Student representative (Female)	
Mr. R. Bhusate	Mr. Student representative (Male)	


IQAC Co-ordinator
 Rajarshree Shahu Science College
 Chandur Rly., Dist. Amravati




Principal
 Rajarshree Shahu Science College
 Chandur Rly., Dist. Amravati

Notice of Meeting





Session 2018-2019

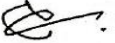
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- 1) Report on the case related to Sexual harassment for the session 2018-2019
- 2) To discuss the on the Event and program to be organised
- 3) Any other issues with the permission of chairman.

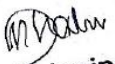
Dr.Minal.J.Keche
Coordinator ICC

Signature:

Dr.Mrs.V.M.Jagtap	Management representative	
Dr.Mrs.V.P.Jagtap	NGO Member	
Adv.Mrs.Urvi.Keche	Women Lawyer	
Mrs.S.M.Deshmukh	Female Teaching Staff	
Mr.A.N.Khan	Male Teaching staff	
Mrs.P.B.Mankar	Nonteaching Staff	
Ku.K.P.Zakharde	Female non-teaching staff	K. P. Zakharde
Ms.Pratiksha Raut	Student representative	


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Principal
Rajarshee Shahu Science College
Chandur Rly, Dist. Amravati

Notice of Meeting

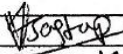
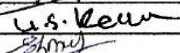



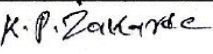
Session 2019-2020


All the members of Internal complaint committee are requested to attend the meeting on 28th Jan of 2020 at 3.00 pm in late Atul Jagtap Memorial Hall to discuss on following Agendas.

- 1) Report on the case related to Sexual harassment for the session 2018-2019
- 2) To discuss the on the Event and program to be organised
- 3) Any other issues with the permission of chairman.

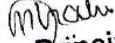

Dr.Minal.J.Keche
Coordinator ICC

Signature:

Dr.Mrs.V.M.Jagtap	Management representative	
Dr.Mrs.V.P.Jagtap	NGO Member	
Adv.Mrs.Urvi.Keche	Women Lawyer	
Mrs.S.M.Deshmukh	Female Teaching Staff	
Mr.A.N.Khan	Male Teaching staff	
Mrs.P.B.Mankar	Nonteaching Staff	
Ku.K.P.Zakharde	Female non-teaching staff	
Ms.Vaishnavi Taiwade	Student representative	


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Chandur Rly., Dist. Amravati




Principal
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati

Notice

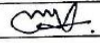
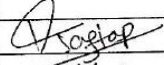
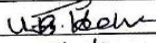


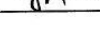
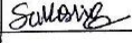
All the respected member of Internal Complaint committee is here by informed that meeting about the discussion on the agenda mention below is organised on dated 1/4/2021 at 2.30 pm in late Atul Jagtap Memorial Hall. You all are requested to present on time.

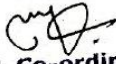
Agenda

- 1) To facilitate the newly appointed Members on the committee.
- 2) To organised the National awareness programme of ICC.
- 3) To Confirmed the minutes of last meeting.


Thank You
Dr.M.J.Keche


Chairman
Internal Complaint Committee

Sr. No.	Name of The Member	Description	Signature
1	Dr Minal .JKeche	Chairperson	
2	Dr.Mrs.V.M.Jagtap	Management representative	
3	Dr.Mrs.V.P.Jagtap	NGO Member	
4	Adv.Mrs.Urvi.Keche	Women Lawyer	
5	Mrs.S.M.Deshmukh	Female Teaching Staff	
6	Mr.A.N.Khan	Male Teaching staff	
7	Mrs.P.B.Mankar	Nonteaching Staff	
8	Ku.K.P.Zakharde	Female non teaching staff	
9	Ms.SakshiGiroolkar	Student representative	
10			


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Principal
Rajarshee Shahu Science College
Chandur Rly Dist. Amravati

**Minutes of Meeting
Internal Complaint Committee
(2017-2018)**

ICC meeting was held on 10th Jan 2018 at 3.00 pm at Late Atul Jagtap Memorial Hall and following members attended the Meeting.

1	Dr.Mrs.V.M.Jagtap	Management representative	
2	Dr.Mrs.V.P.Jagtap	NGO Member	
3	Adv.Mrs.Urvi.Keche	Women Lawyer	
4	Mrs.S.M.Deshmukh	Female Teaching Staff	
5	Mr.A.N.Khan	Male Teaching staff	
6	Mrs.P.B.Mankar	Nonteaching Staff	
7	Ku.K.P.Zakharde	Female non-teaching staff	K.P.Zakharde
8	Ms.R.V Wasnik	Student representative(Female)	
9	Mr.RBhusate	Student representative (Male)	

At the outset chairman welcome all the members and thank them for their cooperation and suggestion for the proper functioning of the committee for the last academic session 2016-2017.

- 1) **Agendum No 1:** Report on the case related to Sexual harassment for the session 2017-2018.


Convenor submitted the report stating that there were no any case related to the sexual harassment in the college in last academic year.


- 2) **Agendum No 2:** To organised awareness program on gender sensitization.

It was decided to conduct awareness program on gender sensitization for college girls and ladies staff members on 1 st of Feb. For this program it was decided to invite the **Dr Manisha Jadhav** of Vivek Jansamruddhi Subodhini Saghatana and **Dr Uijwala.J Malode** Head Department of Botany Jagdambha Mahavidyalya Achalpur, as member of Vivek Jansamruddhi Subodhini Saghatana .

- 3) **Agendum No 3:** Any other issues with the permission of chairman.

As there is no any issues to discuss the meeting is concluded with vote of thanks.


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati


Principal
Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati




Convenor
Dr. Minal J. Keche

**Minutes of Meeting
Internal Complaint Committee**

ICC meeting was held on 28th Jan 2019 at 3.00 pm at Late Atul Jagtap Memorial hall and following members attended the Meeting.

1	Dr.Mrs.V.M.Jagtap	Management representative	
2	Dr.Mrs.V.P.Jagtap	NGO Member	
3	Adv.Mrs.Urvi.Keche	Women Lawyer	U.S. Keche
4	Mrs.S.M.Deshmukh	Female Teaching Staff	Shree
5	Mr.A.N.Khan	Male Teaching staff	
6	Mrs.P.B.Mankar	Nonteaching Staff	
7	Ku.K.P.Zakharde	Female non-teaching staff	K.P. Zakharde
8	Ms.Pratiksha Raut	Student representative	P.Raut
9			


At the outset chairman welcome all the members and thank them for their cooperation and suggestion for the proper functioning of the committee for the last academic session 2018-2019.

- 1) **Agendum No 1:** Report on the case related to Sexual harassment for the session 2018-2019. Convenor submitted the report stating that there were no any case related to the sexual harassment in the college in last academic year.
- 2) **Agendum No 2:** To discuss the on the Event and program to be organised. It was decided to conduct awareness program on the health issues of the adolescent girls and also role of the nutrient for growth. For this purpose, the Dr Ms. Archan Virulkar gynecologiste rural hospital Chnadur rly was invited for the guidance on this issues. Program was conducted for the students of junior and senior college students.
- 3) **Agendum No 3:** Any other issues with the permission of chairman.

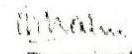
As there are no any issues to discuss the meeting is concluded with vote of thanks.


Convenor

Dr. Minal J. Keche

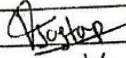




IQAC Co-ordinator
Rajarshree Shahu Science College
Chandur Rly., Dist. Amravati




Principal
Rajarshree Shahu Science College
Chandur Rly., Dist. Amravati

Minutes of Meeting
Internal Complaint Committee
(2019-2020)


ICC meeting was held on 28th Jan 2020 at 3.00 pm at Late Atul Jagtap Memorial Hall and following members attended the Meeting.

1	Dr.Mrs.V.M.Jagtap	Management representative	
2	Dr.Mrs.V.P.Jagtap	NGO Member	
3	Adv.Mrs.Urvi.Keche	Women Lawyer	U.S. Keche
4	Mrs.S.M.Deshmukh	Female Teaching Staff	
5	Mr.A.N.Khan	Male Teaching staff	
6	Mrs.P.B.Mankar	Nonteaching Staff	
7	Ku.K.P.Zakharde	Female non-teaching staff	K.P. Zakharde
8	Ms.Vaishnavi Taiwade	Student representative	

At the outset chairman welcome all the members and thank them for their cooperation and suggestion for the proper functioning of the committee for the last academic session 2018-2019.


- Agendum No 1:** Report on the case related to Sexual harassment for the session 2018-2019 .
Convenor submitted the report stating that there were no any case related to the sexual harassment in the college in last academic year.
- Agendum No 2:** To discuss the on the Event and program to be organised.
It was decided to conduct awareness program on women right and women safety at workplace and all the health check-up for the girls on occasion of 8th March 2019. It was also decided to invite the Dr Sharyu Wankhade Gynaecologist at "Vanshwel" for the health check-up and advise where as to focus on women rights Advocate Urvi Keche has to invited.
- Agendum No 3:** Any other issues with the permission of chairman.

As there is no any issues to discuss the meeting is concluded with vote of thanks.


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Convenor
Dr. Minal J. Keche


Principal
Rajarshee Shahu Science College
Chandur R

Minutes
2020 - 2021

Meeting of ICC was organised on dated 1/4/2021 at 2.30 pm in late Atul Jagtap Memorial Hall.
Following members attended the meeting.

Sr. No.	Name of The Member	Description	Signature
1	Dr Minal .JKeche	Chairperson	
2	Dr.Mrs.V.M.Jagtap	Management representative	
3	Dr.Mrs.V.P.Jagtap	NGO Member	
4	Adv.Mrs.Urvi.Keche	Women Lawyer	
5	Mrs.S.M.Deshmukh	Female Teaching Staff	
6	Mr.A.N.Khan	Male Teaching staff	
7	Mrs.P.B.Mankar	Nonteaching Staff	
8	Ku.K.P.Zakharde	Female non teaching staff	
9	Ms.SakshiGirolkar	Student representative	
10			

At the outset Chairman welcome Hon Management representatives and all the members of the committee. Following agendas was discussed.

1) To facilitate the newly appointed Members on the committee.

It was discussed that the to introduced the newly appointed member on the committee felicitated program should be conduct by the committee.

2) To organised the National awareness programme of ICC.

It was disused that one day national webinar will be organised on the working system of the committee in collaboration with IQAC and VinyakaVidyanMahavidylyaNandgaokhandeswar and G.S TompeMahavidylyChandur Bazar.it was also decided that webinar should be conducted in two session first session will be regarding the information and working system and women's right and second session will be management of stress in Life. For first session Adv Urvi Keche will be the recourse person where as for second session Dr Vrushali Beware madam was the recourse person.

3) To Confirmed the minutes of the last meeting.

Chairman of the committee reads the minute and it was confirmed with consents of the member present in the meeting.

IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati.



Dr.M.J.Keche
Chairman
Internal Complaint Committee

Principal
Rajarshee Shahu Science College
Chandur Rly Dist. Amravati

One Day National Webinar on ‘ Womens Safety at Workplace and Management of Stress in Life’

Activity Report
Rajarshee Shahu Science College Chandur rly
Internal Complaint Committee
Organised
One Day National Webinar
On
“Womens Safety at Workplace and Management of Stress in Life”

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

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

Objectives:

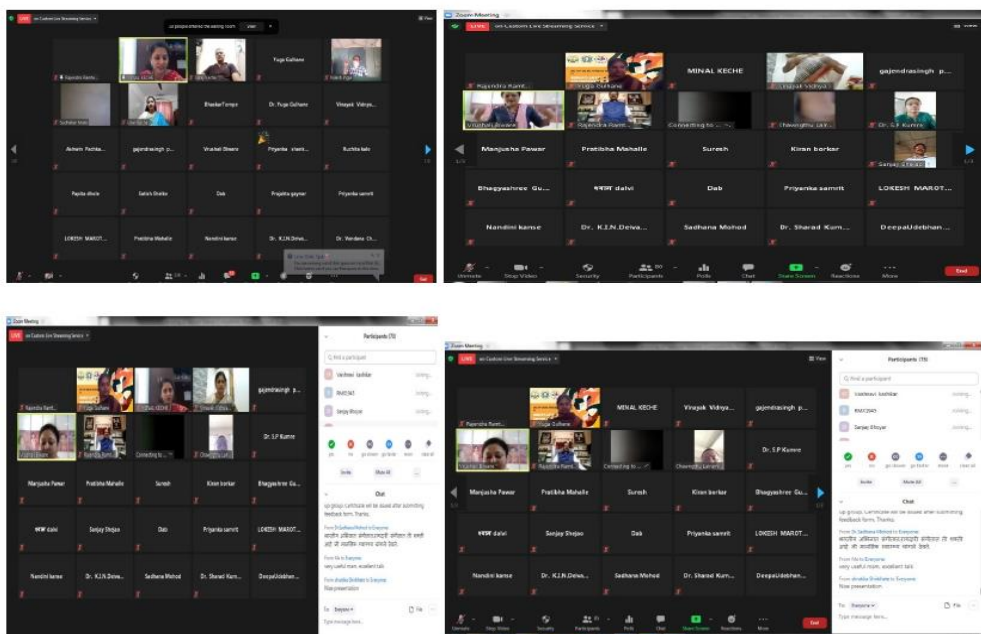
The objectives of the Internal Complaint Committee are to prevent Sexual Harassment of Women at workplace are as follows:

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

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

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

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



Brochure:

ONE DAY ONLINE NATIONAL WEBINAR ON
WOMEN'S SAFETY AT WORKPLACE AND MANAGEMENT OF STRESS IN LIFE
 12th April 2021 at 11 am

JOINTLY ORGANIZED BY
INTERNAL COMPLAINT COMMITTEE AND IQAC
 of
G.S. TOMPE ARTS, COMMERCE & SCIENCE COLLEGE, CHANDUR BAZAR
 (G. S. Tompe Mahavidyalaya Sarvajnik Trust)
RAJARSHEE SHAHU SCIENCE COLLEGE, CHANDUR RAILWAY
 (Atal Vidya Mandir)
VINAYAK VIDYAN MAHAVIDYALAYA, NANDGAON KHANDESHWAR
 (Pravin Khodke Memorial Trust, Amravati)

ABOUT THE WEBINAR
 As per the guidelines of 'Innocent Supreme Court' of India and ILO's 'Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013', it is mandatory for every institution to establish an Internal Complaint Committee (ICC). The main objective of the ICC is to create awareness about sexual harassment Act among the female students and faculty members in the educational institutions too.
 Women, though are successfully making their careers in every field of the work and taking up leadership positions. Unfortunately they are facing sexual harassment in many places. At present, women faces various problems at their workplace or any other place. Reporting against sexual harassment is not easy for many of them. There are numerous factors responsible for inability to file a complaint against such crime. It may be due to lack of legal knowledge about women's rights, gender bias or fear about safety and many more. To help them overcome from this situation, steps are arranged at every level to support women's voices, representation and leadership.
 Besides this, in today's Environment, work life balance and stress management in life, is also a new challenge for working women. There are various roles performed by women at home such as family obligations, up bringing for children or elderly persons and work responsibilities as well as other roles. To fulfil the demands of these roles, women are faced overwhelmed with time pressure and family obligations. Keeping this view in mind, ICC of our institutions are going to organize one-day National Webinar to guide the students and faculty members in the management of stress to empower themselves for the healthy life.

TOPIC: Women's Rights
TOPIC: Stress Management

Dr. Umi Keche Yawalkar
 Legal Counselor
 Chandur MS. P. Ltd. Amravati

Mrs. Vinash Matursh Binoje
 Psychologist
 Child counselor and Music Therapist
 Sarvanya Psychological Counseling

FOR MORE DETAILS:
 9823959800, 94221 2400, 9823959800

CONFERENCE
 Mrs. Subhadra S. Khedre
 M.A. Amravati University
 Professor, Women Studies
 Amravati, India

PROFESSOR
 Prof. Mrs. Uttara Devi Patil
 Professor
 Atal Vidya Mandir, Chandur Bazar

SECRETARY
 Shri. Bhaskaradas Tompe
 Secretary
 G.S. Tompe Mahavidyalaya
 Sarvajnik Trust, Chandur Bazar

CONFERENCE
 Dr. Anu A. Bhoje
 Head of Women Mahavidyalaya,
 Nandgaon Khandeshwar

CONFERENCE
 Dr. S. S. Thakur
 Assistant State Science College,
 Chandur Railway

CONFERENCE
 Dr. R. S. Rautphke
 Professor, G.S. Tompe Arts, Commerce
 & Science College, Chandur Bazar

CONFERENCE
 Dr. Sachin Khedre
 Head of Women Mahavidyalaya,
 Nandgaon Khandeshwar

CONFERENCE
 Dr. Hiral Keche
 Assistant State Science College,
 Chandur Railway

CONFERENCE
 Dr. Nishadha Gulhane
 G.S. Tompe Arts, Commerce
 & Science College, Chandur Bazar

CONFERENCE
 Dr. Prachi Mahalle
 Head of Women Mahavidyalaya,
 Nandgaon Khandeshwar

CONFERENCE
 Dr. Jashvi Katre
 Assistant State Science College,
 Chandur Railway

CONFERENCE
 Dr. Mayurba Pawar
 G.S. Tompe Arts, Commerce
 & Science College, Chandur Bazar

SPEAKING COMMITTEE MEMBERS
 Dr. Poo Deekha Atri, Dr. Kavita Kulkarni, Dr. Jyoti Chavre, Dr. Priya Desai, Dr. Poojai Shinde, Dr. Nishi Dhat, Dr. Sampada Pethankar, Dr. Reshi Bhojale, Ms. Harini Padgugale, Ms. Sona Deshmukh

INTERNAL COMPLAINT COMMITTEE AND IQAC of
G.S. TOMPE ARTS, COMMERCE & SCIENCE COLLEGE, CHANDUR BAZAR
RAJARSHEE SHAHU SCIENCE COLLEGE, CHANDUR RAILWAY
VINAYAK VIDYAN MAHAVIDYALAYA, NANDGAON KHANDESHWAR
 JOINTLY ORGANIZED
 ONE DAY ONLINE NATIONAL WEBINAR ON
WOMEN'S SAFETY AT WORKPLACE AND MANAGEMENT OF STRESS IN LIFE
 12th April 2021 at 11 am

Certificate
 This is to certify that

has participated in the One Day ONLINE NATIONAL WEBINAR on
"WOMEN'S SAFETY AT WORKPLACE AND MANAGEMENT OF STRESS IN LIFE" on 12th April, 2021.

Dr. Anu A. Bhoje
 Principal
 Vinayak Vidyan Mahavidyalaya,
 Nandgaon Khandeshwar

Dr. S. S. Thakur
 Professor
 Rajarshree Shahu Science College,
 Chandur Railway

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 Chairman
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 Chandur Railway

Dr. Nishadha Gulhane
 Chairman
 G.S. Tompe Arts, Commerce
 & Science College, Chandur Bazar

Dr.M.J.Keche
 Chairman
 Internal Complaint Committee

Celebration of Women's Day

Report

Celebration of Women's Day 8th March

On eve of international women's Day 8th March 2019 women's grievance committee organized a health checkup camp and guest lecture on women's right and security on work place for girls and ladies staff of college. Program was organized to get complete information regarding the health issues of adolescent girls as they are in stroke of confusion and miss concept for several health problem. Dr Sharayu Wankhade Gynecologist from "Vanshwale" Hospital gave complete information regarding the proper diet, personal hygiene and various diseases precaution with health checkup of students. She also counsel the students on various gynec diseases like polycystic ovaries, and Thyroids,

On other hands to aware girls regarding their rights and security at workplace and law for Domestic violence Advocate Urwi Keche from Asteria group gave information to students. She thrown the light on domestic violence in society with various examples and also she appeal a student to raise their voice against the violence. She inform students that every offices, colleges, private companies had formed Women's Grievances committee under the direction of state Women's commission Mumbai which works for the protection of women's at workplace. Dr. Minal Keche Chairman of Committee explained the working procedure and components of Grievances committee. Program was attended by the all the girls student from junior and senior college.

Program was inaugurated with photo Poojan and lighting of lamp. Later on guest was welcome by offering floral bouquet. Introduction of guest was given by Prof Miss Sonu Dhesmukh. President of Program Principal Dr S.S Thakare introduced a session and motive behind the programme. Dr. Minal J Keche brief the components of womens Griveance committee. President of program was Dr S.S Thakare Principal of College, Chief guest Dr Sharyu Wankhade, Dr Shantanu wankhade, Adv Urwi Keche, IQAC Coordinator Dr. G.B Santape, Convenor Dr. M.J Keche, Co- Convenor Miss Sonu Dhesmukh was Present. Program was Anchor by Miss Shweta Gawande. Vote of Thanks was proposed by Miss Raksha Pali.

Convenor

Dr. Minal.J Keche



Inauguration Function



Students Participation



Adv. Urwi Keche Addressing the session



Dr. Sharayu Wankhade Addressing the Session



Counseling of students



Health Checkup Camp

Convenor
Dr.M.J Keche
Assistant Professor and Head
Department of Botany


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Principal
Rajarshee Shahu Science College
Chandur Rly. Dist. Amravati

Rajarshee Shahu Science College, Chandur Rly

Report on “Celebration of International Women’s-Day”

In Rajarshee Shahu Science College **“International Women’s-Day”** celebrated on Dated : 07/03/2020 from 11.30 am to onwards and the Venue Late Atul Jagtap Hall. The President for the program was Dr. S. S. Thakare, Principal ,Rajarshee Shahu Science College, Chandur Rly. The chief guest for the program was Crime Branch PSI Dipti Brahmane, Amravati and also IQAC coordinator Dr. G. B. Santape, Dr. R. V. Kene Head, Department of Mathematics and all the respected Mothers of the students were also present for the program. To familiarized mother parent with their ward’s college we also organized program “आईमाझ्यामहाविद्यालयात”.

In this program chief guest Crime Branch PSI Dipti Brahmane, Amravati shared her thoughts on **“International Women’s-Day”**. In her speech, she elaborated on the rights of women. She motivated all the girls. Also president of the program Dr. S. S. Thakare, shared their thoughts on **“International Women’s-Day”**. Many students were in the costume of great women’s personality. All students of B.Sc from PCM,CBZ ,CMP,CEP group will were presents for the program. The efforts taken for this program to grant success are all the ladies staff.



Workshop on The Sexual Harassment of women at workplace

**ICC
Organised
Workshop on
The Sexual Harassment of women at workplace
(Prevention, Prohibition and Redresser) Act 2013”**

One day workshop on” The Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013” was organised on dated 27/2/2017 by Internal Complaint Committee of Rajarshree Shahu Science College Chandur Rly in collabration with **Sant Gadge Baba Amravati University** and **Maharashtra State Commission of Women’s** . Motive behind this was to provide awareness against sexual harassment of women at workplace and for the prevention and redressed of complaints of sexual harassment and for matter connected therewith or incidental thereto. Workshop was conducted by President of Internal Complaint Committee Dr. Minal .J Keche Guest of workshop was Adv S.B Dhesmuk and Chairman of programme was Hon Principal of college Dr.S.S Thakare. As per culture programme was precede by Photo pujan of Savitiribaii Fhule and Rajarshree Shahu Maharaj. Thereafter floral welcome of was offered to honourable Principal Dr S.S Thakare, Adv S.B Dhesmukh and Co-Ordinator of Programme Dr.M.J Keche. In frist technical session Adv S.B Deshmukh explains all the legal rule and regulation and Act s under constitution for the protest of women’s, where as in second technical session Dr.M.J Keche gives the information regarding the Constitution of Internal Complaint committee, work procedure of committee and also regulation Act 2013. Thereafter Signature Campion was taken for students and teachers staff.



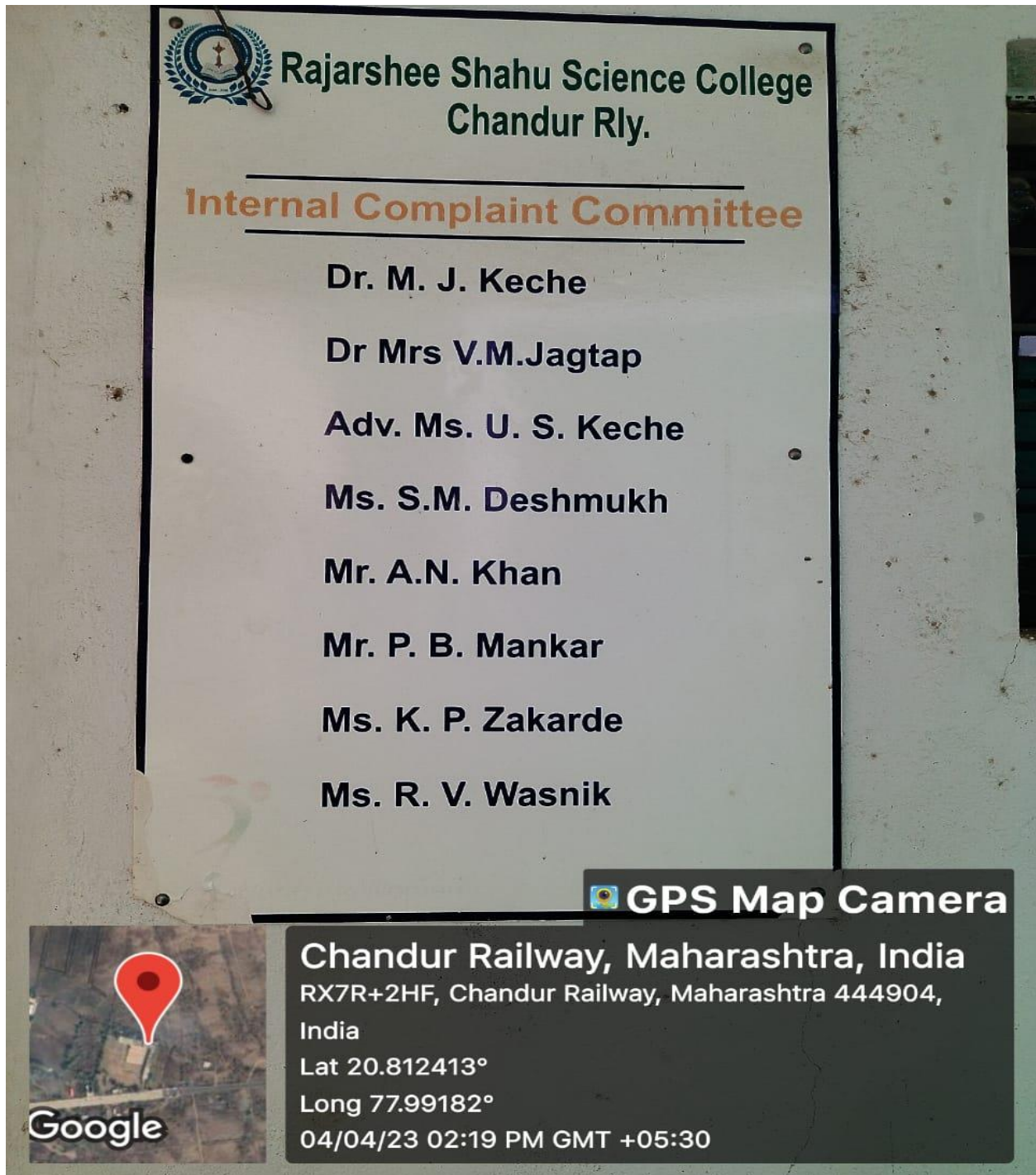
After completion of two technical sessions tea break was offer to student and staff. Next session of workshop was addressed by Hon Principal of College Dr.S.S Thakare. In his presidential speech he advice students to follow the rules and regulation of the Act 2013. He also advice girls and ladies staff to be aware about their rights and to takes the benefits of Internal Complaint Committee to register their complaint if any. After that workshop was concluded with Valedictory function. Votes of thanks was Proposed by Miss Monali Nannanore. Near about 132 students from junior and senior college register their name for workshop and 30 members from teaching and non teaching staff was participated in workshop. Thereafter certificate of workshop was issued to the register teachers, non teaching staff and students.


Workshop was sponsored by the Maharashtra state Commission for women Mumbai. 5000 thousand rupees was section by Maharashtra State government to conduct workshop.



Co-ordinator
Dr.Minal J Keche

Assistant Professor and Head

Statutory Body of Internal Complaint Committee

 **Rajarshee Shahu Science College**
Chandur Rly.

Internal Complaint Committee

Dr. M. J. Keche

Dr Mrs V.M.Jagtap

Adv. Ms. U. S. Keche


Ms. S.M. Deshmukh


Mr. A.N. Khan

Mr. P. B. Mankar

Ms. K. P. Zakarde

Ms. R. V. Wasnik

 **GPS Map Camera**

 **Chandur Railway, Maharashtra, India**
RX7R+2HF, Chandur Railway, Maharashtra 444904,
India
Lat 20.812413°
Long 77.99182°
04/04/23 02:19 PM GMT +05:30

Anti Ragging Committee

Rajarshee Shahu Science College, Chandur Rly

Anti Ragging Committee 2017-2018

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2017-2018.

The Committee Members are as follows

Sr.No	Name of members	Designation	Responsibility	Contact No.
01	Dr.S.S.Thakare	Principal	Chairman	9422844149
02	Dr.A.D.Bansod	Assist.Prof.	Convener	9890603165
03	Dr.M.P.Chikhale	Assist.Prof.	Member	9767664578
04	Adv.S.B.Deshmukh	Lawyer	Member	9421819673
05	Mr.A.N.Khan	Director of Phy.Edu.	Member	8369544380
06	Mr.Vivek Raut	Press Reporter	Member	9422020288
07	Mr.Subhash Mandawkar	Police Representative	Member	07222 -254896
08	Mr.P.B.Mankar	Non Teaching Staff	Member	9970393707
09	Dr.V.M.Jagtap	NGO	Member	07222-254111
10	Mr.Bhanudas Gawande	Parents Representative	Member	7558344965
11	Mr.A.S.Bavaskar	Students Representative	Member	9011850080

Anti Ragging Committee 2017-2018

Notice of the Meeting

The Meeting of Anti Ragging committee is scheduled on 16th Of September 2017 Saturday at 4.30 p.m. to discuss the following agenda in Principal office.

Agenda:

- 1) To confirm the minutes of last meeting.
- 2) To take safety Precaution of every student inside the college campus.
- 3) To create and activate Anti -Ragging squad for regular and surprise visit.
- 4) Any other item with the permission of the chair.

All the Members are requested to remain present for the meeting.

Venue : Rajarshee Shahu science college ,Chandur Rly (Principal Office)

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	<i>[Signature]</i>
02	Dr.A.D.Bansod	Assist.Prof	<i>[Signature]</i>
03	Dr.M.P.Chikhale	Assist.Prof	<i>[Signature]</i>
04	Adv.S.B.Deshmukh	Lawyer	<i>[Signature]</i>
05	Mr.A.N.Khan	Director of Phy.Edu	<i>[Signature]</i>
06	Mr.Vivek Raut	Press Reporter	<i>[Signature]</i>
07	Mr.Subhash Mandawkar	Police Inspector	<i>[Signature]</i>
08	Mr.P.B.Mankar	Non Teaching Staff	<i>[Signature]</i>
09	Dr.V.M.Jagtap	NGO	<i>[Signature]</i>
10	Mr.Bhanudas Gawande	Parents Representative	<i>[Signature]</i>
11	Mr.A.S.Bavaskar	Students Representative	<i>[Signature]</i>

Anti Ragging Committee 2017-2018**Minutes of the Meeting.**

The Minutes of Anti Ragging Committee was held on 16th September 2017 at 4.30 p.m. at Principal Office , Dr S.S.Thakare Principal was in the chair, The members present in the meeting as follows.

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Dr.A.D.Bansod	Assist.Prof	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Mr.A.N.Khan	Director of Phy.Edu	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Subhash Mandawkar	Police Inspector	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.Bhanudas Gawande	Parents Representative	
11	Mr.A.S.Bavaskar	Students Representative	

Following business were Transacted in the meeting.

Item No.1: Confirmation of the last meeting

Confirm the minutes of last meeting held on 25th August 2016 at @.30 p.m in Principal Office.

Item No.2: To take safety precaution of every Student inside the College Campus.

Today due to social media and specially Android mobile precaution inside the campus is utmost important and all members insisted on taking responsibility of every students inside the campus.

Item No.3: Maintain healthy environment amongst the students.

New comers the first year students are new to the campus and with the seniors their bonding with each other in and outside the campus should be friendly so that they have good environment and healthy atmosphere and all the members of the Anti Ragging

committee insisted that Friendly and good Communication between the juniors and seniors should be healthy.

Item No.4): To create and activate Anti Ragging Squad for regular and surprise visit.

To prevent such incident in future anti ragging squad should form to prevent from ragging and regular and surprise visit also should be the part of it in future , No untoward any incident of Anti ragging has occur since the establishment of college and Anti Raging Committee.

Item No.5: Any other item with the permission of the chair.

The chairman asked the members any such matter which was not included in the agenda should be there, no such Item was arrived, the meeting was ended with the Vote of Thanks

IQAE Co-ordinator
 Rajarshree Shahu Science College
 Chandur Riv., Dist. Amravati

Principal
 Rajarshree Shahu Science College
 Chandur Riv. Dist. Amravati

Rajarshee Shahu Science College, Chandur Rly

Anti Ragging Committee 2018-2019

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2018-2019.

The Committee Members are as follows

Sr.No	Name of members	Designation	Contact No.	Responsibility
01	Dr.S.S.Thakare	Principal	9422844149	Chairman
02	Mr. A. N. Khan	Director of Phy. Edu.	8369544380	Convener
03	Dr.M.P.Chikhale	Assist.Prof	9767664578	Member
04	Adv.S.B.Deshmukh	Lawyer	9421819673	Member
05	Dr.S.S.Padhen	Assist.Prof	8369544380	Member
06	Mr.Vivek Raut	Press Reporter	9422020288	Member
07	Mr.Subhash Mandawkar	Police Representative	07222-254036	Member
08	Mr.P.B.Mankar	Non Teaching Staff	9970393707	Member
09	Dr.V.M.Jagtap	NGO	07222-254111	Member
10	Mr.K.A.Deshmukh	Parents Representative	8788990755	Member
11	Miss S.G.Deshmukh	Students Representative	9881645244	Member

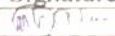

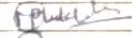


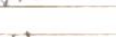



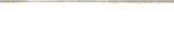
Anti Ragging Committee 2018-2019

Notice

The Meeting of Anti Ragging committee is scheduled on 15th September 2018 Saturday at 3.30 pm to discuss the following agenda in principal office.

Agenda:

- 1) To Confirm the minutes of the last meeting.
- 2) To make awareness of safety precaution of every students in college campus.
- 3) To create healthy atmosphere amongst the students.
- 4) To create and activate Anti Ragging squad for surprise visit.
- 5) Any other item with the permission of the chair.

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Subhash Mandawkar	Police Inspector	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.K.A.Deshmukh	Parents Representative	
11	Miss S.G.Deshmukh	Students Representative	

Minutes of the Meeting held on 15th September 2018

The meeting of Anti Ragging Committee were held on 15 September 2018 at 3.30 p.m. at Principal office , Dr.S.S.Thakare Principal was in the chair .the members present in the meeting as follows.

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Subhash Mandawkar	Police Inspector	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.K.A.Deshmukh	Parents Representative	
11	Miss S.G.Deshmukh	Students Representative	

Following business were Transacted in the meeting.

Item No.1: Confirmation of the last meeting

Confirm the minutes of last meeting held on 25th August 2017 at 30 p.m in Principal Office.

Item No.2: To take safety precaution of every Student inside the College Campus.

Today due to social media and specially Android mobile precaution inside the campus is utmost important and all members insisted on taking responsibility of every students inside the campus.

Item No.3: Maintain healthy environment amongst the students.

New comers the first year students are new to the campus and with the seniors their bonding with each other in and outside the campus should be friendly so that they have good environment and healthy atmosphere and all the members of the Anti Ragging

committee insisted that Friendly and good Communication between the juniors and seniors should be healthy.

Item No.4: To create and activate Anti Ragging Squad for regular and surprise visit.

To prevent such incident in future anti ragging squad should form to prevent from ragging and regular and surprise visit also should be the part of it in future , No untoward any incident of Anti ragging has occur since the establishment of college and Anti Raging Committee.

Item No.5. Any other Item with the permission of the chair.

The chairman asked the members any such matter which was not included in the agenda should be there, no such Item was arrived, the meeting was ended with the Vote of Thanks.

IQAC Co-ordinator
 Rajarshree Shahu Science College
 Chandur Rly., Dist. Amravati

Principal
 Rajarshree Shahu Science College
 Chandur Rly. Distt. Amravati

Rajarshee Shahu Science College, Chandur Rly
Anti Ragging Committee 2019-2020

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2019-2020

The Committee Members are as follows

Sr.No	Name of members	Designation	Contact No	Responsibility
01	Dr.S.S.Thakare	Principal	9422844149	Chairman
02	Mr. A. N. Khan	Director of Phy Edu.	8369544380	Convener
03	Dr.M.P.Chikhale	Assist.Prof	9767664578	Member
04	Adv.S.B.Deshmukh	Lawyer	9421819673	Member
05	Dr.S.S.Padhen	Assist Prof	8369544380	Member
06	Mr.Vivek Raut	Press Reporter	9422020288	Member
07	Mr.Rahul Choudhary	Police Representative	07222-254089	Member
08	Mr.P.B.Mankar	Non Teaching Staff	9970393707	Member
09	Dr.V.M.Jagtap	NGO	07222-254111	Member
10	Mr.Sunil Gakhare	Parents Representative	9158766350	Member
11	Mr.Mayur Thakare	Students Representative	7823085726	Member

Anti Ragging Committee 2019-2020

Notice

The meeting of Anti Ragging is scheduled on 31st august 2019 Saturday 3.30P.M in Principal Office.

Agenda:

- 1) To Confirm the minutes of last meeting
- 2) To take safety measures and caution of each and every student inside the college premises.
- 3) To Maintain Healthy environment amongst the students.
- 4) To create and activate squad of Anti Raging Committee.
- 5) Any other item with the permission of the chair.



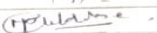
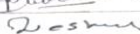



All the members are requested to remain present for the meeting.

Venue: Principal Office Rajarshee Shahu Science College, Chandur Rly.

Sr.No	Name of miembers	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Representative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.Sunil Gakhare	Parents Representative	
11	Mr.Mayur Thakare	Students Representative	

Minutes of Anti Ragging Committee

2019-2020

Sr.No	Name of members	Designation	Signatures.
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist. Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Representative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.Sunil Gakhare	Parents Representative	
11	Mr.Mayur Thakare	Students Representative	

Following business were transacted in the meeting

Item No. 1: Confirmation of the Last meeting the responsibility of the committee

Confirm the minutes of the last meeting held on 15September2018

Item No. 2: To take safety measures and precaution of each and every students inside the college premises.

Every student admitted in the college as during the stay in college in and out of classroom and premises of the college as is the responsibility of the anti ragging committee.

Item No. 3: To maintain healthy practices amongst the students

Newly students admitted in first year are new in the college premises and with the seniors their bonding with each other in and outside the premises of the college should be

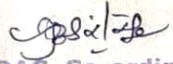
friendly as such good environment will result in healthy atmosphere and during discussion all member of anti Ragging of the committee accepted it.


Item No. 4: To form the squad of Anti Ragging Committee.

To prevent such incident in future Anti Ragging Squad should be form, and regular and surprise visit also should be the part of it in future.

Item No.5: Any other item with the permission of the chair:

The convener with the permission of the chair, no such matter was arise and the meeting was ended with the vote of thanks.


IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati


Principal
 Rajarshee Shahu Science College
 Chandur Rly. Dist. Amravati

Rajarshee Shahu Science College, Chandur Rly

Anti Ragging Committee 2020-2021

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2020-2021.

The Committee Members are as follows

Sr.No	Name of members	Designation	Contact No	Responsibility
01	Dr.S.S.Thakare	Principal	9422844149	Chairman
02	Mr. A. N. Khan	Director of Phy. Edu.	8369544380	Convener
03	Dr.M.P.Chikhale	Assist.Prof	9767664578	Member
04	Adv.S.B.Deshmukh	Lawyer	9421819673	Member
05	Dr.S.S.Padhen	Assist.Prof		Member
06	Mr.Bandu Athavale	Press Reporter	7776865956	Member
07	Mr.Rahul Choudhary	Police Represetative	9881291989	Member
08	Mr.P.B.Mankar	Non Teaching Staff	9970393707	Member
09	Dr.V.P.Jagtap	NGO	8379086302	Member
10	Mr.Ganesh Belsare	Parents Representative	9021833236	Member
11	Miss Tanvi bhagat	Students Representative	9156521037	Member

Anti Ragging Committee 2020-2021

Notice of the Meeting

The Meeting of Anti Ragging committee is scheduled on 12 September 2020 Saturday at 4.30 p.m to discuss the following agenda in Principal office.

Agenda:

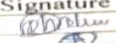
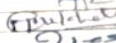

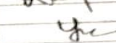
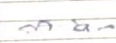



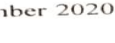
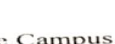
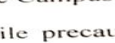
- 1) To confirm the minutes of last meeting.
- 2) To take safety Precaution of every student inside the college campus.
- 3) To create and activate Anti -Ragging squad for regular and surprise visit.
- 4) Any with the permission of the chair.

All the Members are requested to remain present for the meeting.

Venue :Rajarshee Shahu science college ,Chandur Rly(Principal Office

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Represetative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.P.Jagtap	NGO	
10	Mr.Ganesh belsare	Parents Representative	
11	Miss Tanvi Bhagat	Students Representative	

Minutes of Meeting 2020-2021

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Representative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.P..Jagtap	NGO	
10	Mr.Ganesh Belsare	Parents Representative	
11	Miss Tanvi Bhagat	Students Representative	

Following business were Transacted in the meeting.

Item No.1: Confirmation of the last meeting

Confirm the minutes of last meeting held on 12th September 2020 at 3.30 p.m in Principal Office.

Item No.2: To take safety precaution of every Student inside the College Campus.

Today due to social media and specialy Android mobile precaution inside the campus is utmost important and all members insisted on taking responsibility of every students inside the campus.

Item No.3: Maintain healthy environment amongst the students.


New comers the first year students are new to the campus and with the seniors their bonding with each other in and outside the campus should be friendly so that they have good environment and healthy atmosphere and all the members of the Anti Ragging committee insisted that Friendly and good Communication between the juniors and seniors should be healthy.

Item No.4: To create and activate Anti Ragging Squad for regular and surprise visit.

To prevent such incident in future anti ragging squad should form to prevent from ragging and regular and surprise visit also should be the part of it in future , No untoward any incident of Anti ragging has occur since the establishment of college and Anti Raging Committee.

Item No.5: Any other Item with the permission of the chair.

The chairman asked the members any such matter which was not included in the agenda should be there, no such Item was arrived, the meeting was ended with the Vote of Thanks


IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati


Principal
 Rajarshee Shahu Science College
 Chandur Riv. Distt. Amravati

Rajarshee Shahu Science College Chandur Rly
Anti -Ragging Committee 2021-2022

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2021-2022

S.No	Name of the office Bearer	Designation	Responsibility	Contact No
1	Dr.S.S.Thakare	Principal	Chairman	9422844149
2	Mr.A.N.Khan	Director of Phy. Edu.	Convener	8369544380
3	Adv.S.B.Deshmukh	Lawyer	Member	9421819673
4	Dr.Mrs.V.P Jagtap	Non.Govt.Member	Member	8379086302
5	Dr.A.P.Pachkawade	Member	Member	8983285802
6	Dr.M.P.Chikhale	Member	Member	9767664578
7	Mr.Bandu Athavale	Local news Reporter	Member	777686556
8	Mr.Rahul Choudhari	Police Representative	Member	9881291989
9	Mr.P.B.Mankar	Non teaching Employee	Member	9970393707
10	Mr.Manoj Y.Thakare	Parents Representative	Member	8788990755
11	Mr.Digvijay Jadhav	Newly Admitted student	Member	7620619160

Anti Ragging Committee 2021-2022

Notice

The meeting of Anti Ragging is scheduled on 4th Saturday 2021 3.30.p.m in Principal Office.

Agenda:

- 1) To Confirm the minutes of last meeting
- 2) To take safety measures and caution of each and every student inside the college premises.
- 3) To Maintain Healthy environment amongst the students.
- 4) To create and activate squad of Anti Raging Committee.
- 5) Any other item with the permission of the chair.



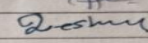

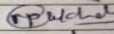
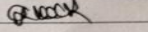

All the members are requested to remain present for the meeting.

Venue: Principal Office Rajarshee Shahu Science College, Chandur Rly.

Sr.No	Name of miembers	Designation	Signatures
01	Dr.S.S.Thakare	Principal	<i>[Signature]</i>
02	Mr.A.N.Khan	Director of Phy. Edu.	<i>[Signature]</i>
03	Dr.M.P.Chikhale	Assist.Prof	<i>[Signature]</i>
04	Adv.S.B.Deshmukh	Lawyer	<i>[Signature]</i>
05	Dr.S.S.Padhen	Assist.Prof	<i>[Signature]</i>
06	Mr.Bandu Athavale	Press Reporter	<i>[Signature]</i>
07	Mr.Rahul Choudhary	Police Represetative	<i>[Signature]</i>
08	Mr.P.B.Mankar	Non Teaching Staff	<i>[Signature]</i>
09	Dr.V.M.Jagtap	NGO	
10	Mr. Manoj Y.Thakare	Parents Representative	
11	Mr..Digvijay Jadhav	Students Representative	

Minutes of Anti Ragging Committee

2021-2022

S.No	Name of the office Bearer	Designation	Signature
1	Dr.S.S.Thakare	Principal	
2	Mr.A.N.Khan	Director of Phy. Edu.	
3	Adv.S.B.Deshmukh	Lawyer	
4	Dr.Mrs.V.P Jagtap	Non.Govt.Member	
5	Dr.A.P.Pachkawade	Member	
6	Dr.M.P.Chikhale	Member	
7	Mr.Bandu Athavale	Local news Reporter	
8	Mr.Rahul Choudhari	Police Representative	
9	Mr.P.B.Mankar	Non teaching Employee	
10	Mr.Manoj Y.Thakare	Parents Representative	
11	Mr.Digvijay Jadhav	Newly Admitted student	

Following business were transacted in the meeting

Item No. 1: Confirmation of the Last meeting the responsibility of the committee

Confirm the minutes of the last meeting held on 12th September 2020

Item No. 2: To take safety measures and precaution of each and every students inside the college premise

Every student admitted in the college as during the stay in college in and out of classroom and premises of the college as is the responsibility of the anti ragging committee.


Item No. 3: To maintain healthy practices amongst the students


Newly students admitted in first year are new in the college premises and with the seniors their bonding with each other in and outside the premises of the college should be

friendly as such good environment will result in healthy atmosphere and during discussion all member of anti Ragging of the committee accepted it.

Item No. 4: To form the squad of Anti Ragging Committee.

To prevent such incident in future Anti Ragging Squad should be form, and regular and surprise visit also should be the part of it in future.


IQAC Co-ordinator
 Rajarshree Shahu Science College
 Chandur Rly., Dist. Amravati


Principal
 Rajarshree Shahu Science College
 Chandur Rly. Dist. Amravati

Rajarshee Shahu Science College , Chandur Railway

Report on Anti Raging Committee

2017-18

Anti Ragging committee was formed in the college on dated: 26-8-2017 of the college is established as per the Norms frame and implemented by Central Govt. ,Maharashtra State Govt., university grant commission Supreme court. As per the above authority the college has the Anti Ragging committee to monitor the activities of Newcomers, fresher's and the committee look after this , Hon .Principal of the college is the chairman of this committee and Director of Physical Education is convener of this committee, different stake holders are included in this committee, Lawyer, Police Inspector , Press Reporter, NGO's, Senior Faculty member of college both from Teaching and Non Teaching are members , Newly admitted student, Parent are included in this 11 members committee.

Anti Ragging Programme regarding awareness of the freshers is conducted in the college during Principal Address and in this address all the important instructions, rules and regulation given to the students, Mr. A. N. Khan convener of the Anti Ragging committee guided the fresher during principal address, Hon. Principal of the college Dr .S. S. Thakare chaired the programme and all head of the department and Teaching faculty member and fresher were present



Rajarshee Shahu Science College , Chandur Railway

Report on Anti Raging Committee

2018-2019

Anti Ragging committee of the college organized awareness programme on dated: 2-8-2018 for the benefit of students specially the Newcomers admitted in the college as most senior in professional colleges are giving ragging to the students and in such incident mentally , physically unnecessary thing the senior are giving to the Juniors and for the safety of each and every students college responsibility is to aware the students as no untoward incident should be held, such programmes are conducted during the Principal Address in this address regarding the Anti Ragging committee , the convener of the Anti Ragging committee guide the students regarding the Anti Ragging committee, Mr.A.N.khan Convener of the Anti Ragging committee guided the students during the Pricipal Address , Dr S.S.Thakare Principal chair the programme and all Head of te Department Teaching & Non Teaching faculty members also guided the fresher, regarding their respective committees.



Rajarshee Shahu Science College , Chandur Railway**Report on Anti Raging Committee****2019-2020**

Every year during Principal address Departmental head give brief of their department and their committees allotted to the Heads in this address all about the college are mentioned as where you can get the scholarship form and which person look after it from this department knowledge are given who is the head of the department , such address is important for the newcomers and Anti ragging committee is such committee of the college that look after their safety of students during the campus Hon. Principal during his address explain to the fresher about the Anti Ragging committee and inform them which rules & regulation are implemented for the safety of the students , who can help them Police , press reporter, lawyer, Ngo form the anti ragging committee. All faculty members Teaching & Non teaching were present during the Principal



Rajarshee Shahu Science College , Chandur Railway**Report on Anti Raging Committee****2020-2021**

To aware students about the Anti Ragging Programme was held in the college to aware the students admitted in the college conducted by Prof.Mamta palaspagar she on speaking regarding the Anti Ragging its rules regulation and how to file an online & offline complaint aware the students of Bsc I year who are newly admitted students in the college and are from rural and remote villages aware the freshers, Chairperson of the college principal Dr.S.S. Thakare were present



Rajarshee Shahu Science College , Chandur Railway

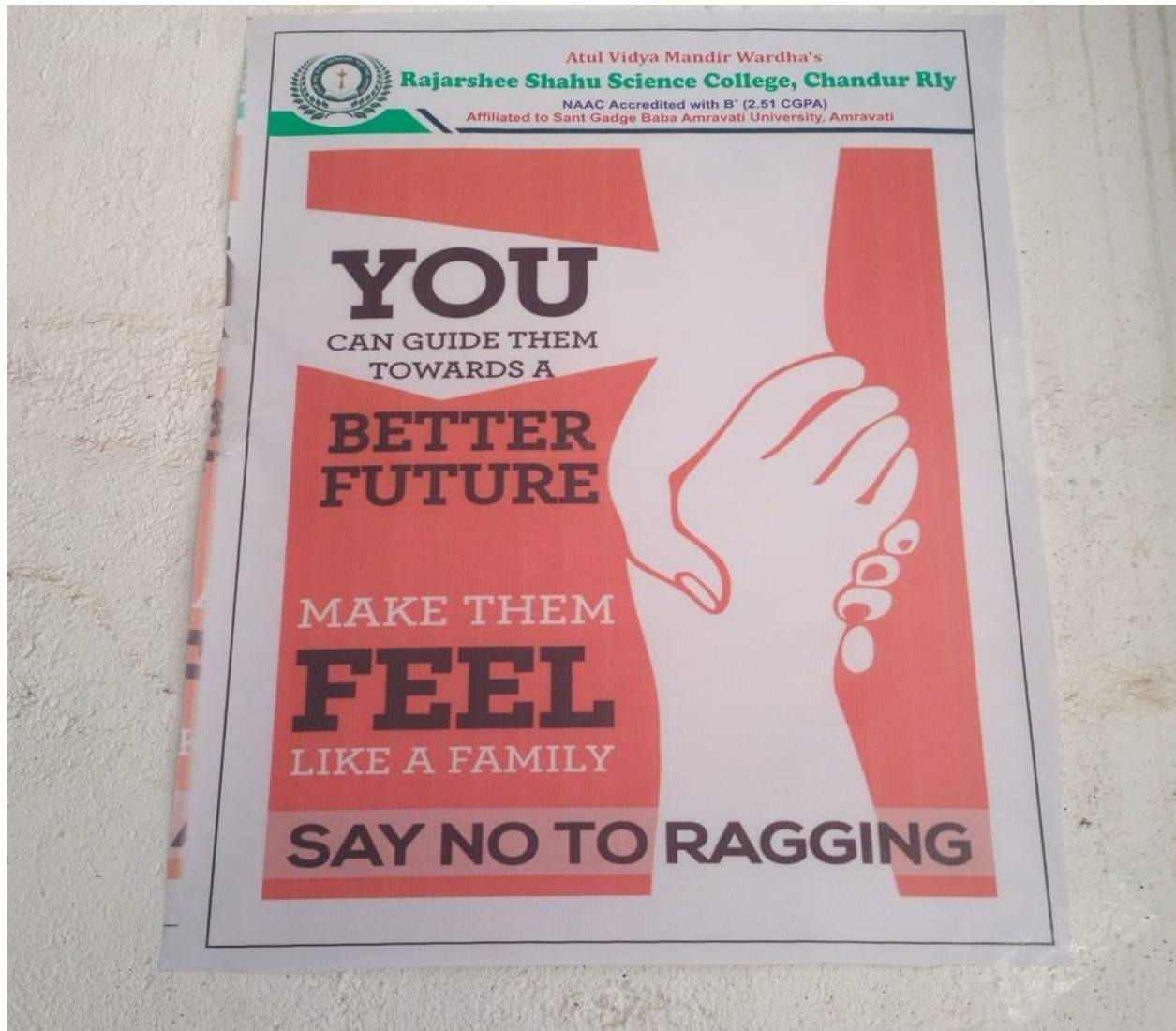
Report on Anti Ragging Committee

2021-2022

Rajarshee Shahu Science College, Chandur Rly. Dist Amravati. Was Organized Annual awareness program on Professional Ethics and Code of Conduct on dated 12 May 2022 at 10.30 AM the guest speaker of program was Dr. K. M. Patil Ex. Principal Vidya Bharati Mahavidyalaya, Amravati. In this awareness program Guest emphasized importance of code of conduct in college life. K.M. Dr. Patil Sir elaborates the need of code of conduct and How that UGC implemented and how it will help students the programme was of professional ethics but hon. speaker also speak regarding the Anti ragging committee, how it constitutes, how many members are there and how it function and its important during the stay of the students in the college and their responsibility of the teaching staff as Principal, teaching staff and non- teaching. was over. The entire program conducted was conducted by Mr. Pravin R. Sardar Who was Co-convener, Dr. Mahesh Chikhale was Convener of the program, Dr. S. S. Thakare was Chairman of program and IQAC Co-ordinator Dr. M.J. Keche was present in program. Miss Prapti Wankhade and Vaishanvi Mahalle from B.Sc. second year done anchoring and vote of thanks respectively



Anti Ragging Posters



RX7R+2HF, Chandur Railway, Maharashtra 444904, India

Chandur Railway
Maharashtra
India



36°C
97°F

2023-04-10(Mon) 01:04(PM)

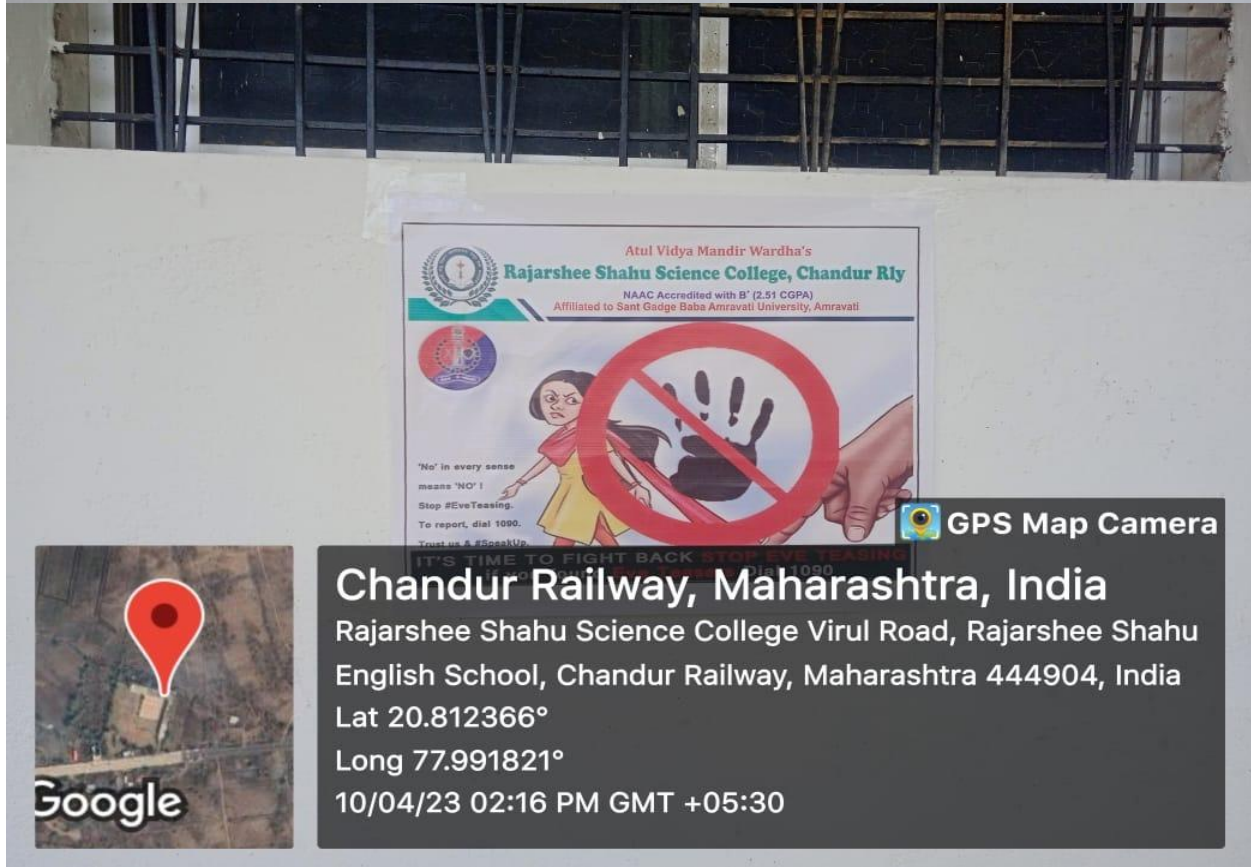
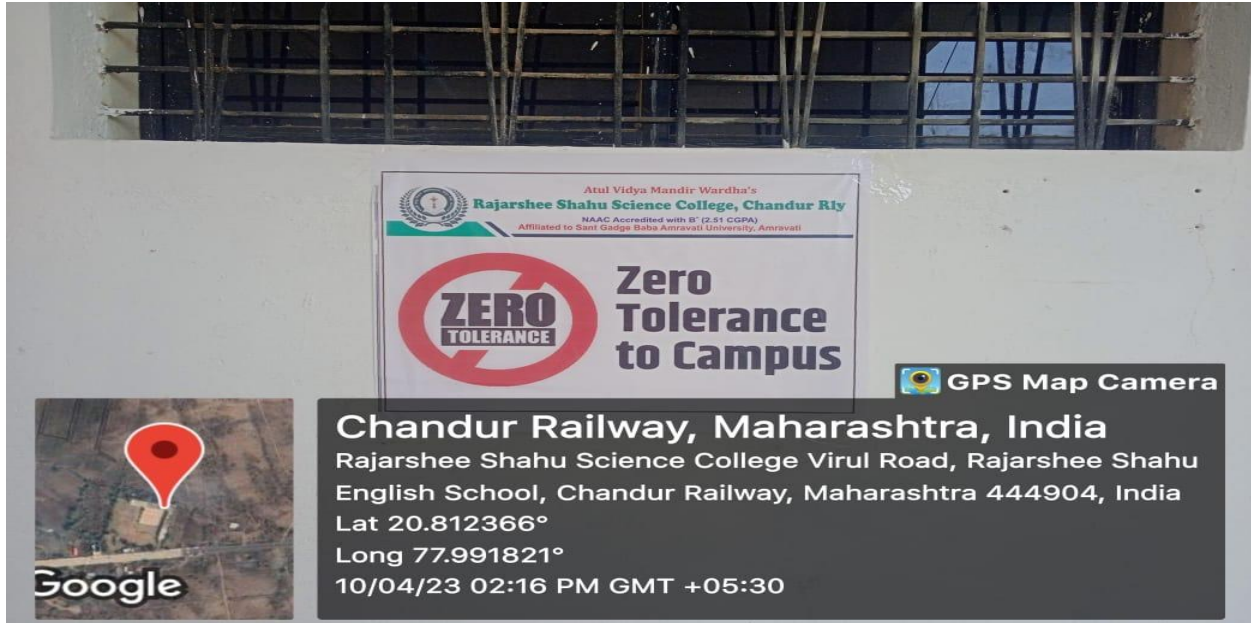


RX7R+2HF, Chandur Railway, Maharashtra 444904, India

Chandur Railway
Maharashtra
India

2023-04-10(Mon) 01:05(PM)

36°C
97°F





Rajarshree Shahu Science College Virul Road, Rajarshree Shahu English School, Chandur Railway, Maharashtra 444904, India

Chandur Railway
Maharashtra
India

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40°C
104°F

Students Grievance Redressal Cell

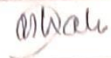


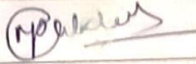
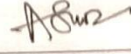
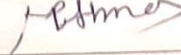

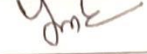
Rajarshee Shahu Science College, Chandur Railway

Students Grievance and Redressal Cell 2018-2019


Notice

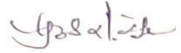
The students Grievance and Redressal Cell meeting was held on 16/02/2019 at 3.00 pm. The Agenda of the meeting are as follows. Please do attend the meeting.

- 1) To consider students complaints / grievances and to initiate necessary action.
- 2) Any other issues for the permission of chair.

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	


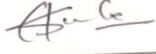

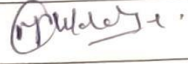
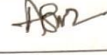
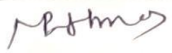

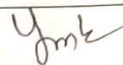
Date: 16/2/2019


Signature of Convener


Convener
Rajarshee Shahu Science College
Chandur Railway



Following members were present for the meetings

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	

Proceeding for meeting:

1) During the session, Grievance and Redressal Cell have not received any complaint / grievances from students. So there is no need of any action.

2) No any other matter arised with the permission of the Chairman. So meeting is ended with vote of thanks by Convener Dr. A. P. Pachkawade.

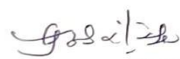
Date: 16/2/2019



Signature of Principal

Principal

Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati


IQAC Coordinator
Rajarshee Shahu Science College
Chandur Rly., Distt. Amravati



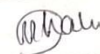
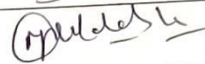

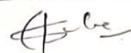
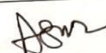
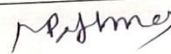

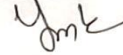
Rajarshee Shahu Science College, Chandur Railway

Students Grievance and Redressal Cell 2019-2020

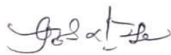
Notice

The students Grievance and Redressal Cell meeting was held on 11/12/2020 at 3.00 pm. The Agenda of the meeting are as follows. Please do attend the meeting.

- 1) To consider students complaints / grievances and to initiate necessary action.
- 2) Any other issues for the permission of chair.

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. M. P. Chikhale	Convener	
Mr. A. N. Khan	Member	
Dr A. P. Pachkawade	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	

Date: 11/12/2020




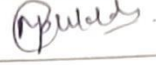


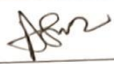
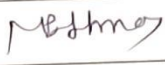

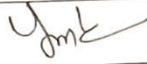
IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati



Signature of Convener



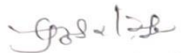
Following members were present for the meetings

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. M. P. Chikhale	Convener	
Mr. A. N. Khan	Member	
Dr A. P. Pachkawade	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	

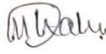
Proceeding for meeting:

- 1) During the session, Grievance and Redressal Cell have not received any complaint / grievances from students. So there is no need of any action.
- 2) No any other matter arised with the permission of the Chairman. So meeting is ended with vote of thanks by Convener Dr. M. P. Chikhale.

Date: 11/12/2020


TOAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Signature of Principal
Principal
Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati

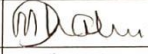
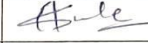

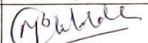

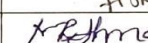


Rajarshee Shahu Science College, Chandur Railway

Student Grievance and Redressal Cell-2020-2021


Notice

The students Grievance and Redressal cell meeting was held on 18/03/2021 at 3.00 pm. The agenda/minutes of the meeting are as follows. Please do attend the meeting.

- 1) To consider students complaints/ grievances and to initiate necessary action.
- 2) Any other issue with the permission of chair


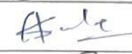

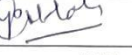
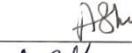

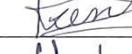

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R. V. Kene	Member	
Mr. P. B. Mankar	Member	

Date: 15/03/2021


 IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati


 Signature of Convener


Following members ^{were} are present for the meetings


Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R. V. Kene	Member	
Mr. P. B. Mankar	Member	

Proceeding of meeting:

- 1) During the session ,grievances redressal cell have not received any complaint / grievances from students. So there is no need of any action.
- 2) No any other matter arised with the permission of chairman. So meeting is ended with vote of thanks by convener Dr. A. P. Pachkawade.

Date: 18/03/2021


EQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati


Signature of Principal
Principal
Rajarshee Shahu Science College
Chandur Rly. Dist. Amravati

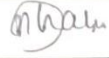



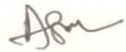
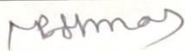
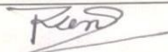
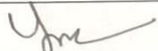
Rajarshee Shahu Science College, Chandur Railway

Students Grievance and Redressal Cell 2021-2022

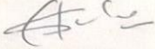
Notice


The students Grievance and Redressal Cell meeting was held on 11/01/2022 at 3.00 pm. The Agenda of the meeting are as follows. Please do attend the meeting.

- 1) To consider students complaints / grievances and to initiate necessary action.
- 2) Any other issues for the permission of chair.


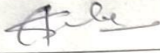

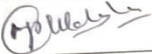
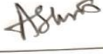
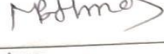
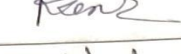
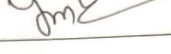
Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R.V. Kene	Member	
Mr. P. B. Mankar	Member	

Date: 11/01/2022


Signature of Convener


IQAC Coordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati


Following members were present for the meetings

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R.V. Kene	Member	
Mr. P. B. Mankar	Member	

Proceeding for meeting:

- 1) During the session, Grievance and Redressal Cell have not received any complaint / grievances from students. So there is no need of any action.
- 2) No any other matter arised with the permission of the Chairman. So meeting is ended with vote of thanks by Convener Dr. A. P. Pachkawade.


Date: 11/01/2022



Signature of Principal

Principal

Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati



IQAC Coordinator
Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati





Chandur Railway, Maharashtra 444904, India

Chandur Railway
Maharashtra
India

2023-04-10(Mon) 01:07(PM)

36°C
97°F



Rajarshree Shahu Science College Virul Road, Rajarshree Shahu English School, Chandur Railway, Maharashtra 444904, India

Chandur Railway
Maharashtra
India

2023-04-18(Tue) 11:02(AM)

40°C
104°F

**PROOF RELATED TO MECHANISMS FOR SUBMISSION
OF ONLINE/OFFLINE STUDENTS' GRIEVANCES**

Mechanism of Internal Complaints Committee



Atul Vidya Mandir, Wardha's
Rajarshee Shahu Science College
 Virul Road, Chandur Rly, Dist. Amravati PIN - 444 904

(College Code : 807)

(Accredited with B+ Grade by NAAC)

PRESIDENT
 Prof. Mrs. Uttaratai V. Jagtap

SECRETARY
 Prof. Virendrabhau W. Jagtap

PRINCIPAL
 Dr. Suresh S. Thakare

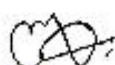
Website : www.rssc.edu.in | Email : rajarsheeshahucollege@rediffmail.com | rsscprincipal@gmail.com | (Office) 07222-254111

Ref. No.

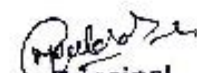
Date:

Mechanism for Submission of Online / Offline Student Grievous

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


 IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati




 Principal
 Rajarshee Shahu Science College
 Chandur Rly, Dist. Amravati

Mechanism of Anti Ragging Committee

Objectives

1. To make the students aware of brutalizing effect of ragging inherent in its perversity.
2. To strictly monitor and avoidragging so as to prevent its occurrence and recurrence.
3. To take quick and strict actions against the incidents of ragging to reflect ragging free campus.

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. Obtaining undertaking from the students in accordance with the provisions
3. Conduct workshops or expert talk against ragging menace and orient the students;
4. To create awareness among the students about Ant ragging.
5. To take all necessary measures for prevention of Ragging inside the Campus.

Mechanism of Students Grievance and Redressal Cell

Mechanisms for submission of offline students' grievances

Functioning of Students Grievance and Redressal Cell

- The college has a Grievance Redressal Cell for students. Its function is to solved the difficulties of the students in the college campus.
- As per the guidelines of the Ministry of Human Resources Development, State Government and our parent University, a special Anti-Sexual Harassment Cell has been in existence for the last five years with a senior teacher as its convener, one senior lady teachers, one non-teaching members.
- Any student can Complaints in complaint box for their grievances regarding Sexual Harassment cases.
- Beside this there is a college level committee which takes care of extra measures like dress code, campus monitoring, I- card checking to maintain discipline in the campus.
- Campus monitoring is done under CCTV surveillance.
- As per the direction of Chairman of this committee the complaint box is installed in college campus.

Timely redressal of the grievances through appropriate committees

No significant grievances were reported in the last five years.

Grievance Redressal form

(Student Grievance /ICC/Anti Ragging Committee)

Form No. :-

Name of the Student :-

Class :-

Address :-

Mobile No. :-

Please specify your grievance briefly along with supported documents:

Date:

Signature of Applicant

Remark by Committee

Remark by Principal

**PROOF FOR IMPLEMENTATION OF GUIDELINES OF
STATUTORY/REGULATORY BODIES**

Circulation of UGC

डॉ० अखिलेश गुप्ता
सचिव

Dr. Akhilesh Gupta
Secretary



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

By Speed Post

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

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

June, 2013
18 JUN 2013

Dear Madam/Sir,

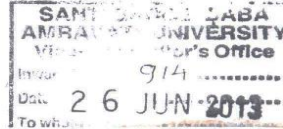
The Commission had approved the UGC (Grievance Redressal) Regulations, 2012 which have been notified in the Gazette of India and are also available on the UGC website www.ugc.ac.in. You are requested to kindly ensure the compliance of these Regulations by all the departments of your university as well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

Kindly acknowledge the receipt of this letter.

Yours sincerely,

(Akhilesh Gupta)

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



Sant Gadge Baba Amravati University
No.SGBAU/7-D/ 840 /2013
Date : 5 June, 2013

Copy forwarded for information & necessary action to :

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

Director, B.C.U.D.

Anti Ragging Notification

PART III—SEC. 4]

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

4025

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

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

New Delhi-110002, the 17th June 2009

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

PREAMBLE.

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

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

8—139 GI/2009

1. Title, commencement and applicability.-

1.1 These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".

1.2 They shall come into force from the date of their publication in the Official Gazette.

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

2. Objectives.-

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

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

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

- a. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
- b. indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
- c. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
- d. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
- e. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- g. any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- h. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
- i. any act that affects the mental health and self-confidence of a fresher or any other student

with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

4. Definitions.-

- 1) In these regulations unless the context otherwise requires,-
 - a) "Act" means, the University Grants Commission Act, 1956 (3 of 1956);
 - b) "Academic year" means the period from the commencement of admission of students in any course of study in the institution up to the completion of academic requirements for that particular year.
 - c) "Anti-Ragging Helpline" means the Helpline established under clause (a) of Regulation 8.1 of these Regulations.
 - d) "Commission" means the University Grants Commission;
 - e) "Council" means a body so constituted by an Act of Parliament or an Act of any State Legislature for setting, or co-ordinating or 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.
 - f) "District Level Anti-Ragging Committee" means the Committee, headed by the District Magistrate, constituted by the State Government, for the control and elimination of ragging in institutions within the jurisdiction of the district.
 - g) "Head of the institution" means the Vice-Chancellor in case of a university or a deemed to be university, the Principal or the Director or such other designation as the executive head of the institution or the college is referred.
 - h) "Fresher" means a student who has been admitted to an institution and who is undergoing his/her first year of study in such institution.
 - i) "Institution" means a higher educational institution including, but not limited to an university, a deemed to be university, a college, an institute, an institution of national importance set up by an Act of Parliament or a constituent unit of such institution, imparting higher education beyond 12 years of schooling leading to, but not necessarily culminating in, a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.

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

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

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

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

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

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

- 6.1 An institution shall take the following steps in regard to admission or registration of students; namely,
 - a) Every public declaration of intent by any Institution, in any electronic, audio-visual or print or any other media, for admission of students to any course of study shall expressly provide that ragging is totally prohibited in the institution,

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

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

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

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

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

- other law for the time being in force and such action would include but is not limited to debarment or expulsion of such student.
- e) The application form for admission, enrolment or registration shall contain an affidavit, mandatorily in English and in Hindi and/or in one of the regional languages known to the parents/guardians of the applicant, as provided in the English language in Annexure I to these Regulations, to be filled up and signed by the parents/guardians of the applicant to the effect that he/she has read and understood the provisions of these Regulations as well as the provisions of any other law for the time being in force, and is aware of the prohibition of ragging and the punishments prescribed, both under penal laws as well as under these Regulations and also affirm to the effect that his/her ward has not been expelled and/or debarred by any institution and further aver that his/her ward would not indulge, actively or passively, in the act or abet the act of ragging and if found guilty of ragging and/or abetting ragging, his/her ward is liable to be proceeded against under these Regulations or under any penal law or any other law for the time being in force and such action would include but is not limited to debarment or expulsion of his/her ward.
- f) The application for admission shall be accompanied by a document in the form of, or annexed to, the School Leaving Certificate/Transfer Certificate/Migration Certificate/Character Certificate reporting on the inter-personal/social behavioural pattern of the applicant, to be issued by the school or institution last attended by the applicant, so that the institution can thereafter keep watch on the applicant, if admitted, whose behaviour has been commented in such document.
- g) A student seeking admission to a hostel forming part of the institution, or seeking to reside in any temporary premises not forming part of the institution, including a private commercially managed lodge or hostel, shall have to submit additional affidavits countersigned by his/her parents/guardians in the form prescribed in Annexure I and Annexure II to these Regulations respectively along with his/her application.
- h) Before the commencement of the academic session in any institution, the Head of the Institution shall convene and address a meeting of various functionaries/agencies, such as Hostel Wardens, representatives of students,

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

- i) The institution shall, to make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, prominently display posters depicting the provisions of penal law applicable to incidents of ragging, and the provisions of these Regulations and also any other law for the time being in force, and the punishments thereof, shall be prominently displayed on Notice Boards of all departments, hostels and other buildings as well as at places, where students normally gather and at places, known to be vulnerable to occurrences of ragging incidents.
- j) The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- k) The institution shall identify, properly illuminate and keep a close watch on all locations known to be vulnerable to occurrences of ragging incidents.
- l) The institution shall tighten security in its premises, especially at vulnerable places and intense policing by Anti-Ragging Squad, referred to in these Regulations and volunteers, if any, shall be resorted to at such points at odd hours during the first few months of the academic session.
- m) The institution shall utilize the vacation period before the start of the new academic year to launch a publicity campaign against ragging through posters, leaflets and such other means, as may be desirable or required, to promote the objectives of these Regulations.
- n) The faculties/departments/units of the institution shall have induction arrangements, including those which anticipate, identify and plan to meet any special needs of any specific section of students, in place well in advance of the beginning of the academic year with an aim to promote the objectives of this Regulation.
- o) Every institution shall engage or seek the assistance of professional counsellors before the commencement of the academic session, to be available

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

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

- j) Freshers shall be lodged, as far as may be, in a separate hostel block, and where such facilities are not available, the institution shall ensure that access of seniors to accommodation allotted to freshers is strictly monitored by wardens, security guards and other staff of the institution.
- k) A round the clock vigil against ragging in the hostel premises, in order to prevent ragging in the hostels after the classes are over, shall be ensured by the institution.
- l) It shall be the responsibility of the parents/guardians of freshers to promptly bring any instance of ragging to the notice of the Head of the Institution.
- m) Every student studying in the institution and his/her parents/guardians shall provide the specific affidavits required under clauses (d), (e) and (g) of Regulation 6.1 of these Regulations at the time of admission or registration, as the case may be, during each academic year.
- n) Every institution shall obtain the affidavit from every student as referred to above in clause (m) of Regulation 6.2 and maintain a proper record of the same and to ensure its safe upkeep thereof, including maintaining the copies of the affidavit in an electronic form, to be accessed easily when required either by the Commission or any of the Councils or by the institution or by the affiliating University or by any other person or organisation authorised to do so.
- o) Every student at the time of his/her registration shall inform the institution about his/her place of residence while pursuing the course of study, and in case the student has not decided his/her place of residence or intends to change the same, the details of his place of residence shall be provided immediately on deciding the same; and specifically in regard to a private commercially managed lodge or hostel where he/she has taken up residence.
- p) The Head of the institution shall, on the basis of the information provided by the student under clause (o) of Regulation 6.2, apportion sectors to be assigned to members of the faculty, so that such member of faculty can maintain vigil and report any incident of ragging outside the campus or en route while commuting to the institution using any means of transportation of students, whether public or private.

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

6.3 Every institution shall constitute the following bodies; namely,

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

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

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

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

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

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

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- 6.4 Every institution shall take the following other measures, namely;
- a) Each hostel or a place where groups of students reside, forming part of the institution, shall have a full-time Warden, to be appointed by the institution as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline and preventing incidents of ragging within the hostel, as well as the softer skills of counselling and communicating with the youth outside the class-room situation; and who shall reside within the hostel, or at the very least, in the close vicinity thereof.
 - b) The Warden shall be accessible at all hours and be available on telephone and other modes of communication, and for the purpose the Warden shall be provided with a mobile phone by the institution, the number of which shall be publicised among all students residing in the hostel.
 - c) The institution shall review and suitably enhance the powers of Wardens; and the security personnel posted in hostels shall be under the direct control of the Warden and their performance shall be assessed by them.
 - d) The professional counsellors referred to under clause (o) of Regulation 6.1 of these Regulations shall, at the time of admission, counsel freshers and/or any other student(s) desiring counselling, in order to prepare them for the life ahead, particularly in regard to the life in hostels and to the extent possible, also involve parents and teachers in the counselling sessions.
 - e) The institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, counselling sessions, workshops, painting and design competitions among students and such other measures, as it may deem fit.
 - f) In order to enable a student or any person to communicate with the Anti-Ragging Helpline, every institution shall permit unrestricted access to mobile phones and public phones in hostels and campuses, other than in class-rooms, seminar halls, library, and in such other places that the institution may deem it necessary to restrict the use of phones.
 - g) The faculty of the institution and its non-teaching staff, which includes but is not limited to the administrative staff, contract employees, security guards

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

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

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

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

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

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

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

punished for committing or abetting an act of ragging, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others, during his course of study in the institution.

n) Notwithstanding anything contained in these Regulations with regard to obligations and responsibilities pertaining to the authorities or members of bodies prescribed above, it shall be the general collective responsibility of all levels and sections of authorities or functionaries including members of the faculty and employees of the institution, whether regular or temporary, and employees of service providers providing service within the institution, to prevent or to act promptly against the occurrence of ragging or any incident of ragging which comes to their notice.

o) The Heads of institutions affiliated to a University or a constituent of the University, as the case may be, shall, during the first three months of an academic year, submit a weekly report on the status of compliance with Anti-Ragging measures under these Regulations, and a monthly report on such status thereafter, to the Vice-Chancellor of the University to which the institution is affiliated to or recognized by.

p) 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 State Level Monitoring Cell.

7. Action to be taken by the Head of the institution.- On receipt of the recommendation of the Anti Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorised by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;

- i. Abetment to ragging;
- ii. Criminal conspiracy to rag;
- iii. Unlawful assembly and rioting while ragging;

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

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

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

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

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

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

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

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

9. Administrative action in the event of ragging.-

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

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

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

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

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

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

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

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

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

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

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

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

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

- i. Withdrawal of declaration of fitness to receive grants under section 12B of the Act.
- ii. Withholding any grant allocated.
- iii. Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission.
- iv. Informing the general public, including potential candidates for admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum academic standards.
- v. Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the Act for such duration of time as the institution complies with the provisions of these Regulations.

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


(Dr. R.K. Chauhan)
Secretary

ANNEXURE I
AFFIDAVIT BY THE STUDENT

I, _____ (*full name of student with admission/registration/enrolment number*)
s/o d/o Mr./Mrs./Ms. _____, having
been admitted to _____ (*name of the institution*), have

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

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

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

4) I hereby solemnly aver and undertake that

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

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

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

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

Declared this ___ day of _____ month of _____ year.

Signature of deponent
Name:

VERIFICATION

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

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

Signature of deponent

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

OATH COMMISSIONER

ANNEXURE II
AFFIDAVIT BY PARENT/GUARDIAN

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

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

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

4) I hereby solemnly aver and undertake that

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

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

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

Declared this ____ day of _____ month of ____ year.

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

VERIFICATION

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

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

Signature of deponent

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

OATH COMMISSIONER

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


संत गाडगे बाबा अमरावती विद्यापीठ
विद्यार्थी विकास

दूरध्वनी : ०७२१-२६६०९४७

Email : directorsd@sgbau.ac.in

क्र.संगाबाअवि-१३/१८४/२०१८

दिनांक : ०४.१२.२०१८
०५

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

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

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

आपला विश्वासू,



(डॉ.आर.डी.सरोदे)

प्र.संचालक,

विद्यार्थी विकास

संत गाडगे बाबा अमरावती विद्यापीठ

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



Phone : 011-26131577 - 78, 80
011-29581000
Website : www.aicte-india.org



सत्यमेव जयते

अखिल भारतीय तकनीकी शिक्षा परिषद्

(भारत सरकार का एक गान्धिधक निकाय)
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
नेल्सन मंडेला मार्ग, वसंत कुंज, नई दिल्ली - 110070

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

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

Date: 26.11.2018

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

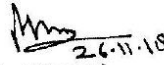
Subject: Display of Anti Ragging Posters –regarding

Sir/Madam,

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

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

Yours faithfully,


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

Encls: As above.

Dir, Stud. Devp

Dr. Prashant Thakur



SAY NO TO RAGGING

Download **ANTI RAGGING** App

YES TO JOYFUL CAMPUS

What is Ragging?
Any Act Resulting in:


- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Debarring from representing the Institution in any regional, national or international meet, tournament or youth festivals.
- Collective punishment : when the persons committing or abetting the crime of ragging are not identified the institution shall resort to collective punishment as a deterrent to ensure community pressure on potential raggers.

MHRD DEPARTMENT OF HIGHER EDUCATION
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
GOVERNMENT OF INDIA

University Grants Commission
quality higher education for all

 प्रो. (डॉ.) जसपाल एस. सन्धू सचिव <i>Prof. Dr. Jaspal S. Sandhu</i> MBBS, MS (Ortho), DSM, FAIS, FASM, FAFSM, FFIMS, FAMS Secretary	 सत्यमेव जयते	विश्वविद्यालय अनुदान आयोग University Grants Commission (मानव संसाधन विकास मंत्रालय, भारत सरकार) (Ministry of Human Resource Development, Govt. of India) बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002 Bahadur Shah Zafar Marg, New Delhi-110002 Ph.: 011-23239337, 23236288, Fax : 011-23238858, email : jssandhu.ugc@nic.in
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D.O. No. F. 1-15/2009(ARC) pt-III

8th August, 2016**Sub: Curbing the menace of ragging in higher educational institutions.**

Dear Sir/Madam,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 8.5.2009 in Civil Appeal No. 887/2009, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website i.e. www.ugc.ac.in.

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

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

Students in distress due to ragging related incidents can call the National Anti-ragging Helpline **1800-180-5522 (24x7 Toll Free)** or e-mail the Anti-Ragging Helpline at helpline@antiragging.in. For any other information regarding ragging, please visit the UGC website i.e. www.ugc.ac.in & www.antiragging.in and contact UGC monitoring agency i.e. AmanSatyaKachroo Trust on following No. 09871170303, 09818400116 (only in case of emergency).

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

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

Contd.....2

20/8/2016
Coordinator
anti-ragging cell.

SANT GADGE BABA	
AMRAVATI UNIVERSITY	
Vice-Chancellor's Office	
Inward No.	1191
Date	20 AUG 2016
To whom Mailed	
Section	

:2:

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

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

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

3. (j) *Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.*

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

With kind regards,

Yours sincerely,


(Jaspal S. Sandhu)

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



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

☎ : २६६२२०६, २६६२२०७, २६६२२०८, २६६२२०९, २६६२३५८
वेबसाईट : www.sgbau.ac.in

फॅक्स : ०७२१-२६६२१३५, २६६०९४९

इमेल : reg@sgbau.ac.in

क्र. संगगाबाअवि/७-ड/०९/१७७८/१६
दि. २३/९/२०१६

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


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

महोदय/महोदया,

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

सहपत्रे : ~~संलग्नीत महाविद्यालये~~
विनियम २०१५ ची प्रत.

आपला विश्वासू,


संचालक, मविविमं

WWW.LIVELAW.IN

रजिस्ट्री सं० डी० एल०-33004/99

REGD. NO. D. L.-33004/99


भारत का राजपत्र
The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 171]

नई दिल्ली, सोमवार, मई 2, 2016/वैशाख 12, 1938

No. 171]

NEW DELHI, MONDAY, MAY 2, 2016/ VAISAKHA 12, 1938

मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।

(2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।

(3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।

2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-

(अ) "पीडित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला-चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;

(ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);

(स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो-जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

2136 GI/2016

(1)

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

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

(के) "लैंगिक उत्पीड़न" का अर्थ है—

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

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

3. उच्चतर शैक्षिक संस्थानों के दायित्व-(1) प्रत्येक उच्चतर शैक्षिक संस्थान)

- (अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;
- (ब) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार-प्रसार को सुनिश्चित करना;

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

3.2 समर्थन करने वाली गतिविधियाँ—

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

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

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

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

4. शिकायत समाधान तन्त्र—

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

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

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

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
- (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;
- (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
- (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
- (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;

6. शिकायत करने एवं जाँच पड़ताल की प्रक्रिया:- आन्तरिक शिकायत समिति किसी भी शिकायत को दायर करने और उस शिकायत की जाँच करने के लिए इन विनियमों और अधिनियम में निर्धारित प्रणाली का अनुपालन करेगी ताकि वह समयबद्ध रूप से पूरी हो सके। उच्चतर शैक्षिक संस्थान, आन्तरिक शिकायत समिति को सभी आवश्यक सुविधाएँ उपलब्ध कराएगा ताकि जाँच पड़ताल शीघ्रता से संचालित हो सके तथा आवश्यक गोपनीयता भी बनी रहे;

7. लैंगिक उत्पीड़न की शिकायत दायर करने की प्रक्रिया :- किसी भी असन्तुष्ट व्यक्ति के लिए आवश्यक है कि वह घटना होने की तिथि से तीन माह के भीतर लिखित शिकायत आन्तरिक शिकायत समिति को प्रस्तुत करे और यदि लगातार कई घटनाएँ हुई हो तो सबसे बाद की घटना से तीन माह के भीतर उसे प्रस्तुत करे;

बशर्ते जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तुत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;

बशर्ते, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;

8. जाँच पड़ताल की प्रक्रिया:-

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

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

11. झूठी शिकायत के विरुद्ध कार्यवाई:-

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

12. गैर अनुपालन के परिणाम:-

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

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा/53]

जसपाल एस. संधु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT**(University Grants Commission)****NOTIFICATION**

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:—

- 1. Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
- 2. Definitions.**—In these regulations, unless the context otherwise requires,—
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) Commission” means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) “covered individuals” are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) “employee” means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) “Executive Authority” means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) “Higher Educational Institution” (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) “Internal Complaints Committee” (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) “protected activity” includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) “sexual harassment” means-
- (i) “An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography”
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) “student” means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;
Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) “third Party Harassment” refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) “victimisation” means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) “workplace” means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.’

3. Responsibilities of the Higher Educational Institution- (I) Every HEI shall,-

- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- publicly commit itself to a zero tolerance policy towards sexual harassment;
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC; Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 **Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.
- 4. Grievance redressal mechanism.**—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;”

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master’s, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one –third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- contravenes the provisions of section 16 of the Act; or
 - has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.”

5. **Responsibilities of Internal Complaints Committee (ICC)** - The Internal Complaints Committee shall:
- provide assistance if an employee or a student chooses to file a complaint with the police;

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. The process for making complaint and conducting Inquiry – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. Process of making complaint of sexual harassment - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing;

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period.”

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. Process of conducting Inquiry- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the

case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim redressal-The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. Punishment and compensation- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
- (b) suspend or restrict entry into the campus for a specific period;
- (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
- (d) award reformatory punishments like mandatory counselling and, or, performance of community services.

(3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
- (b) the loss of career opportunity due to the incident of sexual harassment;
- (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
- (d) the income and status of the alleged perpetrator and victim; and
- (e) the feasibility of such payment in lump sum or in instalments.

11. Action against frivolous complaint.—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. Consequences of non-compliance.—(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE

Official Publication of Sant Gadge Baba Amravati University



PART-TWO

गुरुवार, दिनांक २९ जून २०१२

अधिसूचना

दिनांक २९/६/२०१२

२९/०६/२०१२

विषय : शिक्षांना सन्मानपूर्वक वागणूक देण्याकरिताचे **Code of Conduct**

सर्व समाजाचे माहिती करिता अधिसूचित करण्यात येते की, विद्यार्थी अन्वयान आयोगाने सुपरिव्याजनाचे तसेच मा.कुलगुरूंनी मदीत केलेल्या समितीने शिक्षांना सन्मानपूर्वक वागणूक देण्याच्या दृष्टीने तसेच तैनीक मन स्थाप टाकण्याच्या दृष्टीने मदीत केलेल्या समितीने तयार केलेले **Code of Conduct** विद्यापीठाचे शैक्षणिक विभाग/प्रशासकीय विभाग व सलगनीत महाविद्यालये ह्यांचे माहितीस्तव प्रसिद्ध करण्यात येत आहे.

GRIEVANCE REDRESSAL CELL FOR SEXUAL HARASSMENT**PREAMBLE:**

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

CLAUSE 1

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

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

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

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

3.3 Conducting Enquiry by the Grievance Committee :

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



महाराष्ट्र शासन

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मध्यवर्ती दुमरत, पुणे ४११ ००१

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क्रमांक मसं/उच्च/अपटी/१०
सहसंचालक, उच्च शिक्षण
अमरावती विभाग, अमरावती
दि. २१/१/२०१५

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

विषय- सहसंचालकस्तरावर करावयाच्या कार्यवाही करणे बाबत.

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

- मा.प्रधान सचिव, उच्च व तंत्रशिक्षण यांच्या दिनांक १५/९/२०१४ च्या पत्रानुसार सर्व शासकीय कार्यालये तसेच सर्व विद्यापीठांच्या परिसरात महिलांसाठी स्वच्छतागृह आहेत किंवा कसे यांची खात्री करण्यात यावी. नसल्यास त्याठिकाणी अशा सुविधा करण्यात याव्यात. स्वच्छतागृहे बांधण्या बाबत संबंधितांस कळविण्यात यावे, स्वच्छताराखण्यासाठी आऊटसोर्सिंग करता येईल का ? या संदर्भात दिनांक १८/९/२०१४ चे पत्र, राष्ट्रीय महिला आयोगाचे Installation of a sanitary napkin,vending machine in all educational Institution बाबत दिनांक ३/९/२०१४ चे पत्राचे अवलोकन करावे.
- न्यायमूर्ती धर्माधिकारी समितीचा ५ व्या अहवालानुसार जनहित याचिका क्र. २०/१२ अन्वये सर्व शैक्षणिक संस्था कार्यालये यामध्ये विद्यार्थिनींना व महिला कर्मचारी छेडछाड प्रतिबंध करण्यासाठी विशाखा जजमेंटनुसार महिला तक्रार निवारण समिती स्थापन करणे आवश्यक आहे, अशासकीय सदस्य आवश्यक आहे. तसेच समितीमध्ये महिला अध्यक्ष असणे आवश्यक आहे. समितीमधील ५० टक्के सदस्य महिला असणे आवश्यक आहे. कार्यालयामध्ये समितीचा फलक व त्यावर नजीकच्या पोलीसस्टेशनचा दुरध्वनी क्रमांक असणे आवश्यक आहे. या बाबत संचालनालयाच्या दिनांक १०/१०/२०१४ चे पत्र पहावे.
- घट्टाचार निर्मुलनासाठी विभागीय पातळीवर दक्षता निर्मुलन समिती व त्याची बैठक दर तीन महिन्यातून घेणे आवश्यक आहे. या बाबत सामान्य प्रशासन विभाग परिपत्रक क्र.अहत/१६१०/प्र.क्र.६४/१०/११ अ दिनांक ४/२/२०११ नुसार कार्यवाही करणे. इतिवृत्त ठेवणे.
- अपंग कोटा भरणे/अपंगांना मागणीनुसार उपकरणे पुरविणे
- ॲन्टी रॅंगिंग समिती/ॲन्टी रॅंगिंग स्कॉड स्थापन करणे. इयाची कर्तव्य कोणती आहेत, दरमहा बैठक घ्यावी.इतिवृत्त ठेवावे.

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

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

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

९. त.वा.२नु निमंत्रक क्र.१०३

निमंत्रक क्र.१०३

सां.क्र. १२२२/प्र.३/१२२/क्रि.३

दि. ३०/१२/१४ सर्व शैक्षणिक

प्रति, संस्थाना देणे.

सर्व विभागीय सहसंचालक उच्चशिक्षण

11/12/15
(डॉ.प्र.रा.गायकवाड)
प्र.शिक्षण संचालक(उच्चशिक्षण)
महाराष्ट्र राज्य, पुणे.

DETAILS OF STATUTORY/REGULATORY COMMITTEES

Internal Complaint Committee<https://rssc.edu.in/complent.php>**Anti Ragging Committee**<https://rssc.edu.in/antiragging.php>**Student Grievance Redressal Cell**<https://rssc.edu.in/grievance.php>

**ANNUAL REPORT OF THE COMMITTEE MOTIONING THE
ACTIVITIES AND NUMBER OF GRIEVANCES REDRESSED
TO PROVE TIMELY REDRESSAL OF THE GRIEVANCES**

Internal Complaint Committee

Annual Report

Session 2017-2018

Internal Complaint Committee

Name of the victim along with full contact details : Nil
 Name of the accused along with full contact details : Nil
 Date of filing the complaint & to whom : Nil
 Whether FIR/Criminal Complaints has been lodged : Nil
 Details of the complaint : Nil
 Nature of the complaint (Normal / Serious / Extremely Serious) : Nil
 The constitution of the Anti Ragging Committee:

Constitution of the committee

Sr. No.	Name of The Member	Description	Mobile No
1	Dr Minal .J Keche	Chairperson	9423125400
2	Dr.Mrs. V.M.Jagtap	Management representative	9730421110 8693878673
3	Dr.Mrs. V.P.Jagtap	NGO Member	8693878673
4	Adv.Mrs.Urvi.Keche	Women Lawyer	9970000007 9503182513
5	Mrs.S.M.Deshmukh	Female Teaching Staff	9730421110
6	Mr.A.N.Khan	Male Teaching staff	9422156366
7	Mrs.P.B.Mankar	Nonteaching Staff	8970393707
8	Ku.K.P.Zakharde	Female non teaching staff	
9	Ms.R. V.Wasnik	Student representative	9404870744
10	Mr.R.A Bhusate		9422545555

Actions taken by the Institution in solving the complaint date wise : Nil
 Date & Report of the interaction of the in solving the complaint date : N. A.
 Date & Report of the interaction of the Women grievance Committee with the following

- a) Victim
- b) Parents
- c) Teachers
- d) Friends
- e) Classmates
- f) Eye Witness
- g) Accused

} N. A.

h) Any other (Please Specify)


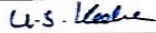



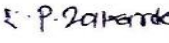
Cases in the last three years: Nil

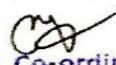
Punishment recommended by the Anti-ragging committee: Nil

Member present in the meeting along with the name, designation and signature: Nil



Dr. M.J. Keche

Convenor
Internal Complaint Committee

Sr. No.	Name of The Member	Description	Signature
1	Dr Minal J Keche	Chairperson	
2	Dr. Mrs. V.M. Jagtap	Management representative	
3	Dr. Mrs. V.P. Jagtap	NGO Member	
4	Adv. Mrs. Urvi. Keche	Women Lawyer	
5	Mrs. S.M. Deshmukh	Female Teaching Staff	
6	Mr. A.N. Khan	Male Teaching staff	
7	Mrs. P.B. Mankar	Nonteaching Staff	
8	Ku. K.P. Zakharde	Female non teaching staff	
9	Ms. R.V. Wasnik	Student representative (Female)	
10	Mr. R. Bhusate	Student representative (Male)	


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly, Dist. Amravati




Principal
Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati

Annual Report
Session 2018-2019
Internal Complaint Committee

Name of the victim along with full contact details : Nil
 Name of the accused along with full contact details : Nil
 Date of filing the complaint & to whom : Nil
 Whether FIR/Criminal Complaints has been lodged : Nil
 Details of the complaint : Nil
 Nature of the complaint (Normal / Serious / Extremely Serious) : Nil
 The constitution of the Anti Ragging Committee:

Constitution of the committee

Sr. No.	Name of The Member	Description	Mobile No
1	Dr Minal .J Keche	Chairperson	9423125400
2	Dr.Mrs.V.M.Jagtap	Management representative	9730421110
3	Dr.Mrs.V.P.Jagtap	NGO Member	8693878673
4	Adv.Mrs.Urvi.Keche	Women Lawyer	9970393707
5	Mrs.S.M.Deshmukh	Female Teaching Staff	9730421110
6	Mr.A.N.Khan	Male Teaching staff	9422156366
7	Mrs.P.B.Mankar	Nonteaching Staff	
8	Ku.K.P.Zakharde	Female non teaching staff	
9	Ms.Prtiksha Raut	Student representative	9404870744
10			9422545555

Actions taken by the Institution in solving the complaint date wise : Nil

Date & Report of the interaction of the in solving the complaint date : N. A.

Date & Report of the interaction of the Women grievance Committee with the following

- a) Victim
- b) Parents
- c) Teachers
- d) Friends
- e) Classmates
- f) Eye Witness
- g) Accused
- h) Any other (Please Specify)

N. A.

Cases in the last three years: Nil


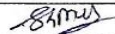


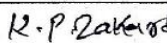
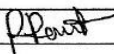
Punishment recommended by the Anti-ragging committee: Nil


Member present in the meeting along with the name, designation and signature: Nil




Dr.M.J.Keche

Convenor
Internal Complaint Committee

Sr. No.	Name of The Member	Description	Signature
1	Dr Minal .J Keche	Chairperson	
2	Dr.Mrs.V.M.Jagtap	Management representative	
3	Dr.Mrs.V.P.Jagtap	NGO Member	
4	Adv.Mrs.Urvi.Keche	Women Lawyer	
5	Mrs.S.M.Deshmukh	Female Teaching Staff	
6	Mr.A.N.Khan	Male Teaching staff	
7	Mrs.P.B.Mankar	Nonteaching Staff	
8	Ku.K.P.Zakharde	Female non teaching staff	
9	Ms Partiksah Raut	Student representative	
10			


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Principal
Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati

Annual Report

Session 2019-2020

Internal Complaint Committee

Name of the victim along with full contact details : Nil
 Name of the accused along with full contact details : Nil
 Date of filing the complaint & to whom : Nil
 Whether FIR/Criminal Complaints has been lodged : Nil
 Details of the complaint : Nil
 Nature of the complaint (Normal / Serious / Extremely Serious) : Nil
 The constitution of the Anti Ragging Committee:

Constitution of the committee

Sr. No.	Name of The Member	Description	Mobile No
1	Dr Minal .J Keche	Chairperson	9423125400
2	Dr.Mrs.V.M.Jagtap	Management representative	9730421110 8693878673
3	Dr.Mrs.V.P.Jagtap	NGO Member	8693878673
4	Adv.Mrs.Urvi.Keche	Women Lawyer	9970393707
5	Mrs.S.M.Deshmukh	Female Teaching Staff	9730421110
6	Mr.A.N.Khan	Male Teaching staff	9422156366
7	Mrs.P.B.Mankar	Nonteaching Staff	9970393707
8	Ku.K.P.Zakharde	Female non teaching staff	
9	Ms.Vaishnavi Taiwade	Student representative	9404870744
10			9422545555

Actions taken by the Institution in solving the complaint date wise : Nil
 Date & Report of the interaction of the in solving the complaint date : N. A.
 Date & Report of the interaction of the Women grievance Committee with the following

- a) Victim
- b) Parents
- c) Teachers
- d) Friends
- e) Classmates
- f) Eye Witness

N. A.

Annual Report
Session 2020-2021
Internal Complaint Committee

Name of the victim along with full contact details : Nil
 Name of the accused along with full contact details : Nil
 Date of filing the complaint & to whom : Nil
 Whether FIR/Criminal Complaints has been lodged : Nil
 Details of the complaint : Nil
 Nature of the complaint (Normal / Serious / Extremely Serious) : Nil
 The constitution of the Anti Ragging Committee:

Constitution of the committee

Sr. No.	Name of The Member	Description	Mobile No
1	Dr Minal .JKeche	Chairperson	9423125400
2	Dr.Mrs.V.M.Jagtap	Management representative	9730421110 8693872673
3	Dr.Mrs.V.P.Jagtap	NGO Member	8693878673
4	Adv.Mrs.Urvi.Keche	Women Lawyer	9970393707
5	Mrs.S.M.Deshmukh	Female Teaching Staff	
6	Mr.A.N.Khan	Male Teaching staff	9422156366
7	Mrs.P.B.Mankar	Nonteaching Staff	9970393707
8	Ku.K.P.Zakharde	Female non teaching staff	
9	Ms.SakshiGiroolkar	Student representative	9404870744
10			9422545555

Actions taken by the Institution in solving the complaint date wise : Nil
 Date & Report of the interaction of the in solving the complaint date : N. A.
 Date & Report of the interaction of the Women grievance Committee with the following

- a) Victim
 b) Parents
 c) Teachers
 d) Friends
 e) Classmates
 f) Eye Witness
 g) Accused
 h) Any other (Please Specify)


N. A.

Cases in the last three years: Nil


Punishment recommended by the Anti-ragging committee: Nil
 Member present in the meeting along with the name, designation and signature: Nil


Convenor

Internal Complaint Committee


IQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Principal
Rajarshee Shahu Science College
Chandur Rly Distt. Amravati

Anti Ragging Committee

Rajarshee Shahu Science College, Chandur Rly

Anti Ragging Committee 2017-2018

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2017-2018.

The Committee Members are as follows

Sr.No	Name of members	Designation	Responsibility	Contact No.
01	Dr.S.S.Thakare	Principal	Chairman	9422844149
02	Dr.A.D.Bansod	Assist.Prof.	Convener	9890603165
03	Dr.M.P.Chikhale	Assist.Prof.	Member	9767664578
04	Adv.S.B.Deshmukh	Lawyer	Member	9421819673
05	Mr.A.N.Khan	Director of Phy.Edu.	Member	8369544380
06	Mr.Vivek Raut	Press Reporter	Member	9422020288
07	Mr.Subhash Mandawkar	Police Representative	Member	07222 -254896
08	Mr.P.B.Mankar	Non Teaching Staff	Member	9970393707
09	Dr.V.M.Jagtap	NGO	Member	07222-254111
10	Mr.Bhanudas Gawande	Parents Representative	Member	7558344965
11	Mr.A.S.Bavaskar	Students Representative	Member	9011850080

Anti Ragging Committee 2017-2018

Notice of the Meeting

The Meeting of Anti Ragging committee is scheduled on 16th Of September 2017 Saturday at 4.30 p.m. to discuss the following agenda in Principal office.

Agenda:

- 1) To confirm the minutes of last meeting.
- 2) To take safety Precaution of every student inside the college campus.
- 3) To create and activate Anti -Ragging squad for regular and surprise visit.
- 4) Any other item with the permission of the chair.












All the Members are requested to remain present for the meeting.

Venue : Rajarshee Shahu science college ,Chandur Rly (Principal Office)

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	<i>[Signature]</i>
02	Dr.A.D.Bansod	Assist.Prof	<i>[Signature]</i>
03	Dr.M.P.Chikhale	Assist.Prof	<i>[Signature]</i>
04	Adv.S.B.Deshmukh	Lawyer	<i>[Signature]</i>
05	Mr.A.N.Khan	Director of Phy.Edu	<i>[Signature]</i>
06	Mr.Vivek Raut	Press Reporter	<i>[Signature]</i>
07	Mr.Subhash Mandawkar	Police Inspector	<i>[Signature]</i>
08	Mr.P.B.Mankar	Non Teaching Staff	<i>[Signature]</i>
09	Dr.V.M.Jagtap	NGO	<i>[Signature]</i>
10	Mr.Bhanudas Gawande	Parents Representative	<i>[Signature]</i>
11	Mr.A.S.Bavaskar	Students Representative	<i>[Signature]</i>

Anti Ragging Committee 2017-2018**Minutes of the Meeting.**

The Minutes of Anti Ragging Committee was held on 16th September 2017 at 4.30 p.m. at Principal Office , Dr S.S.Thakare Principal was in the chair, The members present in the meeting as follows.

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Dr.A.D.Bansod	Assist.Prof	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Mr.A.N.Khan	Director of Phy.Edu	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Subhash Mandawkar	Police Inspector	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.Bhanudas Gawande	Parents Representative	
11	Mr.A.S.Bavaskar	Students Representative	

Following business were Transacted in the meeting.

Item No.1: Confirmation of the last meeting

Confirm the minutes of last meeting held on 25th August 2016 at @.30 p.m in Principal Office.

Item No.2: To take safety precaution of every Student inside the College Campus.

Today due to social media and specially Android mobile precaution inside the campus is utmost important and all members insisted on taking responsibility of every students inside the campus.

Item No.3: Maintain healthy environment amongst the students.

New comers the first year students are new to the campus and with the seniors their bonding with each other in and outside the campus should be friendly so that they have good environment and healthy atmosphere and all the members of the Anti Ragging

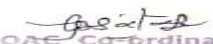
committee insisted that Friendly and good Communication between the juniors and seniors should be healthy.


Item No.4): To create and activate Anti Ragging Squad for regular and surprise visit.

To prevent such incident in future anti ragging squad should form to prevent from ragging and regular and surprise visit also should be the part of it in future , No untoward any incident of Anti ragging has occur since the establishment of college and Anti Raging Committee.

Item No.5: Any other item with the permission of the chair.

The chairman asked the members any such matter which was not included in the agenda should be there, no such Item was arrived, the meeting was ended with the Vote of Thanks


IQAEC Co-ordinator
Rajarshee Shahu Science College
Chandur Riv., Dist. Amravati


Principal
Rajarshee Shahu Science College
Chandur Riv. Dist. Amravati

Rajarshee Shahu Science College, Chandur Rly

Anti Ragging Committee 2018-2019

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2018-2019.

The Committee Members are as follows

Sr.No	Name of members	Designation	Contact No.	Responsibility
01	Dr.S.S.Thakare	Principal	9422844149	Chairman
02	Mr. A. N. Khan	Director of Phy. Edu.	8369544380	Convener
03	Dr.M.P.Chikhale	Assist.Prof	9767664578	Member
04	Adv.S.B.Deshmukh	Lawyer	9421819673	Member
05	Dr.S.S.Padhen	Assist.Prof	8369544380	Member
06	Mr.Vivek Raut	Press Reporter	9422020288	Member
07	Mr.Subhash Mandawkar	Police Representative	07222-254036	Member
08	Mr.P.B.Mankar	Non Teaching Staff	9970393707	Member
09	Dr.V.M.Jagtap	NGO	07222-254111	Member
10	Mr.K.A.Deshmukh	Parents Representative	8788990755	Member
11	Miss S.G.Deshmukh	Students Representative	9881645244	Member

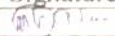

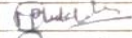


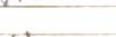




Anti Ragging Committee 2018-2019

Notice

The Meeting of Anti Ragging committee is scheduled on 15th September 2018 Saturday at 3.30 pm to discuss the following agenda in principal office.

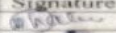




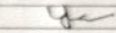

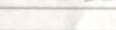
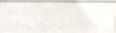
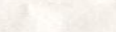

Agenda:

- 1) To Confirm the minutes of the last meeting.
- 2) To make awareness of safety precaution of every students in college campus.
- 3) To create healthy atmosphere amongst the students.
- 4) To create and activate Anti Ragging squad for surprise visit.
- 5) Any other item with the permission of the chair.

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Subhash Mandawkar	Police Inspector	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.K.A.Deshmukh	Parents Representative	
11	Miss S.G.Deshmukh	Students Representative	

Minutes of the Meeting held on 15th September 2018

The meeting of Anti Ragging Committee were held on 15 September 2018 at 3.30 p.m. at Principal office , Dr.S.S.Thakare Principal was in the chair .the members present in the meeting as follows.

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Subhash Mandawkar	Police Inspector	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.K.A.Deshmukh	Parents Representative	
11	Miss S.G.Deshmukh	Students Representative	

Following business were Transacted in the meeting.

Item No.1: Confirmation of the last meeting

Confirm the minutes of last meeting held on 25th August 2017 at 30 p.m in Principal Office.

Item No.2: To take safety precaution of every Student inside the College Campus.

Today due to social media and specially Android mobile precaution inside the campus is utmost important and all members insisted on taking responsibility of every students inside the campus.

Item No.3: Maintain healthy environment amongst the students.

New comers the first year students are new to the campus and with the seniors their bonding with each other in and outside the campus should be friendly so that they have good environment and healthy atmosphere and all the members of the Anti Ragging

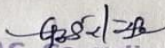
committee insisted that Friendly and good Communication between the juniors and seniors should be healthy.

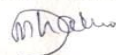
Item No.4: To create and activate Anti Ragging Squad for regular and surprise visit.

To prevent such incident in future anti ragging squad should form to prevent from ragging and regular and surprise visit also should be the part of it in future , No untoward any incident of Anti ragging has occur since the establishment of college and Anti Raging Committee.

Item No.5. Any other Item with the permission of the chair.

The chairman asked the members any such matter which was not included in the agenda should be there, no such Item was arrived, the meeting was ended with the Vote of Thanks.


IQAC Co-ordinator
 Rajarshree Shahu Science College
 Chandur Rly., Dist. Amravati


Principal
 Rajarshree Shahu Science College
 Chandur Rly. Distt. Amravati

Rajarshee Shahu Science College, Chandur Rly
Anti Ragging Committee 2019-2020

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2019-2020

The Committee Members are as follows

Sr.No	Name of members	Designation	Contact No	Responsibility
01	Dr.S.S.Thakare	Principal	9422844149	Chairman
02	Mr. A. N. Khan	Director of Phy Edu.	8369544380	Convener
03	Dr.M.P.Chikhale	Assist.Prof	9767664578	Member
04	Adv.S.B.Deshmukh	Lawyer	9421819673	Member
05	Dr.S.S.Padhen	Assist Prof	8369544380	Member
06	Mr.Vivek Raut	Press Reporter	9422020288	Member
07	Mr.Rahul Choudhary	Police Representative	07222-254089	Member
08	Mr.P.B.Mankar	Non Teaching Staff	9970393707	Member
09	Dr.V.M.Jagtap	NGO	07222-254111	Member
10	Mr.Sunil Gakhare	Parents Representative	9158766350	Member
11	Mr.Mayur Thakare	Students Representative	7823085726	Member

Anti Ragging Committee 2019-2020

Notice

The meeting of Anti Ragging is scheduled on 31st august 2019 Saturday 3.30P.M in Principal Office.

Agenda:



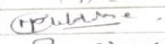
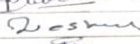

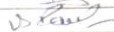
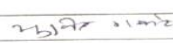
- 1) To Confirm the minutes of last meeting
- 2) To take safety measures and caution of each and every student inside the college premises.
- 3) To Maintain Healthy environment amongst the students.
- 4) To create and activate squad of Anti Raging Committee.
- 5) Any other item with the permission of the chair.

All the members are requested to remain present for the meeting.

Venue: Principal Office Rajarshee Shahu Science College, Chandur Rly.

Sr.No	Name of miembers	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Representative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.Sunil Gakhare	Parents Representative	
11	Mr.Mayur Thakare	Students Representative	

**Minutes of Anti Ragging Committee
2019-2020**

Sr.No	Name of members	Designation	Signatures.
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist. Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Representative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.M.Jagtap	NGO	
10	Mr.Sunil Gakhare	Parents Representative	
11	Mr.Mayur Thakare	Students Representative	

Following business were transacted in the meeting

Item No. 1: Confirmation of the Last meeting the responsibility of the committee

Confirm the minutes of the last meeting held on 15September2018

Item No. 2: To take safety measures and precaution of each and every students inside the college premises.

Every student admitted in the college as during the stay in college in and out of classroom and premises of the college as is the responsibility of the anti ragging committee.

Item No. 3: To maintain healthy practices amongst the students

Newly students admitted in first year are new in the college premises and with the seniors their bonding with each other in and outside the premises of the college should be

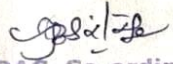
friendly as such good environment will result in healthy atmosphere and during discussion all member of anti Ragging of the committee accepted it.


Item No. 4: To form the squad of Anti Ragging Committee.

To prevent such incident in future Anti Ragging Squad should be form, and regular and surprise visit also should be the part of it in future.

Item No.5: Any other item with the permission of the chair:

The convener with the permission of the chair, no such matter was arise and the meeting was ended with the vote of thanks.


IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati


Principal
 Rajarshee Shahu Science College
 Chandur Rly. Dist. Amravati

Rajarshee Shahu Science College, Chandur Rly

Anti Ragging Committee 2020-2021

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2020-2021.

The Committee Members are as follows

Sr.No	Name of members	Designation	Contact No	Responsibility
01	Dr.S.S.Thakare	Principal	9422844149	Chairman
02	Mr. A. N. Khan	Director of Phy. Edu.	8369544380	Convener
03	Dr.M.P.Chikhale	Assist.Prof	9767664578	Member
04	Adv.S.B.Deshmukh	Lawyer	9421819673	Member
05	Dr.S.S.Padhen	Assist.Prof		Member
06	Mr.Bandu Athavale	Press Reporter	7776865956	Member
07	Mr.Rahul Choudhary	Police Represetative	9881291989	Member
08	Mr.P.B.Mankar	Non Teaching Staff	9970393707	Member
09	Dr.V.P.Jagtap	NGO	8379086302	Member
10	Mr.Ganesh Belsare	Parents Representative	9021833236	Member
11	Miss Tanvi bhagat	Students Representative	9156521037	Member

Anti Ragging Committee 2020-2021

Notice of the Meeting

The Meeting of Anti Ragging committee is scheduled on 12 September 2020 Saturday at 4.30 p.m to discuss the following agenda in Principal office.

Agenda:

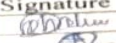
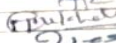

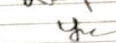
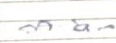



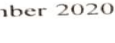
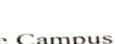
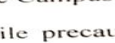
- 1) To confirm the minutes of last meeting.
- 2) To take safety Precaution of every student inside the college campus.
- 3) To create and activate Anti -Ragging squad for regular and surprise visit.
- 4) Any with the permission of the chair.

All the Members are requested to remain present for the meeting.

Venue : Rajarshee Shahu science college ,Chandur Rly(Principal Office

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Represetative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.P.Jagtap	NGO	
10	Mr.Ganesh belsare	Parents Representative	
11	Miss Tanvi Bhagat	Students Representative	

Minutes of Meeting 2020-2021

Sr.No	Name of members	Designation	Signature
01	Dr.S.S.Thakare	Principal	
02	Mr. A. N. Khan	Director of Phy. Edu.	
03	Dr.M.P.Chikhale	Assist.Prof	
04	Adv.S.B.Deshmukh	Lawyer	
05	Dr.S.S.Padhen	Assist.Prof	
06	Mr.Vivek Raut	Press Reporter	
07	Mr.Rahul Choudhary	Police Representative	
08	Mr.P.B.Mankar	Non Teaching Staff	
09	Dr.V.P..Jagtap	NGO	
10	Mr.Ganesh Belsare	Parents Representative	
11	Miss Tanvi Bhagat	Students Representative	

Following business were Transacted in the meeting.

Item No.1: Confirmation of the last meeting

Confirm the minutes of last meeting held on 12th September 2020 at 3.30 p.m in Principal Office.

Item No.2: To take safety precaution of every Student inside the College Campus.

Today due to social media and specialy Android mobile precaution inside the campus is utmost important and all members insisted on taking responsibility of every students inside the campus.

Item No.3: Maintain healthy environment amongst the students.


New comers the first year students are new to the campus and with the seniors their bonding with each other in and outside the campus should be friendly so that they have good environment and healthy atmosphere and all the members of the Anti Ragging committee insisted that Friendly and good Communication between the juniors and seniors should be healthy.

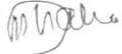
Item No.4: To create and activate Anti Ragging Squad for regular and surprise visit.

To prevent such incident in future anti ragging squad should form to prevent from ragging and regular and surprise visit also should be the part of it in future , No untoward any incident of Anti ragging has occur since the establishment of college and Anti Raging Committee.

Item No.5: Any other Item with the permission of the chair.

The chairman asked the members any such matter which was not included in the agenda should be there, no such Item was arrived, the meeting was ended with the Vote of Thanks


IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati


Principal
 Rajarshee Shahu Science College
 Chandur Riv. Distt. Amravati

Rajarshee Shahu Science College Chandur Rly
Anti -Ragging Committee 2021-2022

Anti Ragging committee has been constituted for taking measures to resolve issue in the college premises for the academic year 2021-2022

S.No	Name of the office Bearer	Designation	Responsibility	Contact No
1	Dr.S.S.Thakare	Principal	Chairman	9422844149
2	Mr.A.N.Khan	Director of Phy. Edu.	Convener	8369544380
3	Adv.S.B.Deshmukh	Lawyer	Member	9421819673
4	Dr.Mrs.V.P Jagtap	Non.Govt.Member	Member	8379086302
5	Dr.A.P.Pachkawade	Member	Member	8983285802
6	Dr.M.P.Chikhale	Member	Member	9767664578
7	Mr.Bandu Athavale	Local news Reporter	Member	777686556
8	Mr.Rahul Choudhari	Police Representative	Member	9881291989
9	Mr.P.B.Mankar	Non teaching Employee	Member	9970393707
10	Mr.Manoj Y.Thakare	Parents Representative	Member	8788990755
11	Mr.Digvijay Jadhav	Newly Admitted student	Member	7620619160

Anti Ragging Committee 2021-2022

Notice

The meeting of Anti Ragging is scheduled on 4th Saturday 2021 3.30.p.m in Principal Office.

Agenda:

- 1) To Confirm the minutes of last meeting
- 2) To take safety measures and caution of each and every student inside the college premises.
- 3) To Maintain Healthy environment amongst the students.
- 4) To create and activate squad of Anti Raging Committee.
- 5) Any other item with the permission of the chair.



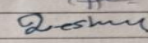

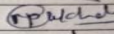
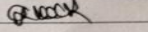

All the members are requested to remain present for the meeting.

Venue: Principal Office Rajarshee Shahu Science College, Chandur Rly.

Sr.No	Name of miembers	Designation	Signatures
01	Dr.S.S.Thakare	Principal	<i>[Signature]</i>
02	Mr.A.N.Khan	Director of Phy. Edu.	<i>[Signature]</i>
03	Dr.M.P.Chikhale	Assist.Prof	<i>[Signature]</i>
04	Adv.S.B.Deshmukh	Lawyer	<i>[Signature]</i>
05	Dr.S.S.Padhen	Assist.Prof	<i>[Signature]</i>
06	Mr.Bandu Athavale	Press Reporter	<i>[Signature]</i>
07	Mr.Rahul Choudhary	Police Represetative	<i>[Signature]</i>
08	Mr.P.B.Mankar	Non Teaching Staff	<i>[Signature]</i>
09	Dr.V.M.Jagtap	NGO	
10	Mr. Manoj Y.Thakare	Parents Representative	
11	Mr..Digvijay Jadhav	Students Representative	

Minutes of Anti Ragging Committee

2021-2022

S.No	Name of the office Bearer	Designation	Signature
1	Dr.S.S.Thakare	Principal	
2	Mr.A.N.Khan	Director of Phy. Edu.	
3	Adv.S.B.Deshmukh	Lawyer	
4	Dr.Mrs.V.P Jagtap	Non.Govt.Member	
5	Dr.A.P.Pachkawade	Member	
6	Dr.M.P.Chikhale	Member	
7	Mr.Bandu Athavale	Local news Reporter	
8	Mr.Rahul Choudhari	Police Representative	
9	Mr.P.B.Mankar	Non teaching Employee	
10	Mr.Manoj Y.Thakare	Parents Representative	
11	Mr.Digvijay Jadhav	Newly Admitted student	

Following business were transacted in the meeting

Item No. 1: Confirmation of the Last meeting the responsibility of the committee

Confirm the minutes of the last meeting held on 12th September 2020

Item No. 2: To take safety measures and precaution of each and every students inside the college premise

Every student admitted in the college as during the stay in college in and out of classroom and premises of the college as is the responsibility of the anti ragging committee.


Item No. 3: To maintain healthy practices amongst the students


Newly students admitted in first year are new in the college premises and with the seniors their bonding with each other in and outside the premises of the college should be

friendly as such good environment will result in healthy atmosphere and during discussion all member of anti Ragging of the committee accepted it.

Item No. 4: To form the squad of Anti Ragging Committee.

To prevent such incident in future Anti Ragging Squad should be form, and regular and surprise visit also should be the part of it in future.


IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati


Principal
 Rajarshee Shahu Science College
 Chandur Rly. Dist. Amravati



Atul Vidya Mandir, Wardha's
Rajarshee Shahu Science College

Virul Road, Chandur Rly, Dist. Amravati PIN - 444 904

(College Code : 807)

(Accredited with B' Grade by NAAC)

PRESIDENT

Prof. Mrs. Uttaratai V. Jagtap

SECRETARY

Prof. Virendrabhau W. Jagtap

PRINCIPAL

Dr. M. P. Chikhale

Website : www.rssc.edu.in | Email : rajarsheeshahucollege@rediffmail.com | rsscprincipal@gmail.com | ☎ (Office) 07222-254111

Ref. No. RSSC/152/83

Date: 18-04-2023

Declaration

This is to certify that no cases pertaining to Ragging has been registered since last five years.

Anti Ragging Committee Report

S.No	Academic Year	No. of cases of Anti Ragging Reported
1	2017-2018	NIL
2	2018-2019	NIL
3	2019-2020	NIL
4	2020-2021	NIL
5	2021-2022	NIL

Convener

Principal

Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati

Students Grievance & Redressal Committee

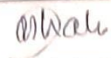
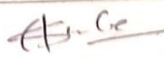

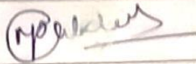
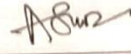
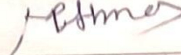

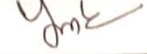
Rajarshee Shahu Science College, Chandur Railway

Students Grievance and Redressal Cell 2018-2019


Notice

The students Grievance and Redressal Cell meeting was held on 16/02/2019 at 3.00 pm. The Agenda of the meeting are as follows. Please do attend the meeting.

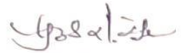
- 1) To consider students complaints / grievances and to initiate necessary action.
- 2) Any other issues for the permission of chair.

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	


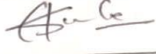

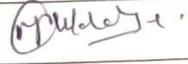
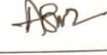
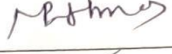
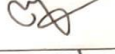
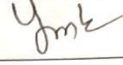
Date: 16/2/2019


Signature of Convener




Convener
Rajarshee Shahu Science College
Chandur Railway, Dist. Amravati, Maharashtra

Following members were present for the meetings

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	

Proceeding for meeting:

- 1) During the session, Grievance and Redressal Cell have not received any complaint / grievances from students. So there is no need of any action.
- 2) No any other matter arised with the permission of the Chairman. So meeting is ended with vote of thanks by Convener Dr. A. P. Pachkawade.

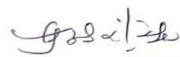
Date: 16/2/2019



Signature of Principal

Principal

Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati


IQAC Coordinator
Rajarshee Shahu Science College
Chandur Rly., Distt. Amravati



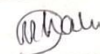
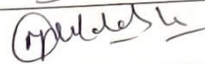

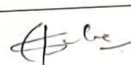
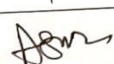
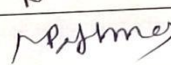

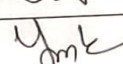
Rajarshee Shahu Science College, Chandur Railway

Students Grievance and Redressal Cell 2019-2020

Notice

The students Grievance and Redressal Cell meeting was held on 11/12/2020 at 3.00 pm. The Agenda of the meeting are as follows. Please do attend the meeting.

- 1) To consider students complaints / grievances and to initiate necessary action.
- 2) Any other issues for the permission of chair.

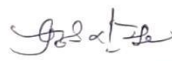
Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. M. P. Chikhale	Convener	
Mr. A. N. Khan	Member	
Dr A. P. Pachkawade	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	

Date: 11/12/2020


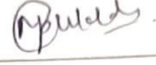



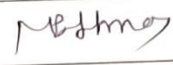

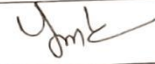


Signature of Convener




 IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati

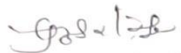
Following members were present for the meetings

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. M. P. Chikhale	Convener	
Mr. A. N. Khan	Member	
Dr A. P. Pachkawade	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. M. J. Keche	Member	
Mr. P. B. Mankar	Member	


Proceeding for meeting:

- 1) During the session, Grievance and Redressal Cell have not received any complaint / grievances from students. So there is no need of any action.
- 2) No any other matter arised with the permission of the Chairman. So meeting is ended with vote of thanks by Convener Dr. M. P. Chikhale.

Date: 11/12/2020


TOAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati




Signature of Principal
Principal
Rajarshee Shahu Science College
Chandur Rly, Distt. Amravati

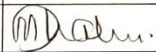
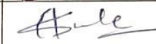

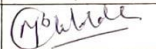
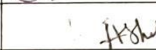
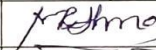


Rajarshee Shahu Science College, Chandur Railway

Student Grievance and Redressal Cell-2020-2021


Notice

The students Grievance and Redressal cell meeting was held on 18/03/2021 at 3.00 pm. The agenda/minutes of the meeting are as follows. Please do attend the meeting.

- 1) To consider students complaints/ grievances and to initiate necessary action.
- 2) Any other issue with the permission of chair


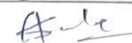

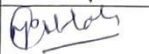
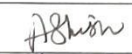

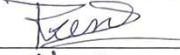

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R. V. Kene	Member	
Mr. P. B. Mankar	Member	

Date: 15/03/2021


 IQAC Co-ordinator
 Rajarshee Shahu Science College
 Chandur Rly., Dist. Amravati


 Signature of Convener


Following members ^{were} are present for the meetings


Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr. A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R. V. Kene	Member	
Mr. P. B. Mankar	Member	

Proceeding of meeting:

- 1) During the session ,grievances redressal cell have not received any complaint / grievances from students. So there is no need of any action.
- 2) No any other matter arised with the permission of chairman. So meeting is ended with vote of thanks by convener Dr. A. P. Pachkawade.

Date: 18/03/2021


EQAC Co-ordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati


Signature of Principal
Principal
Rajarshee Shahu Science College
Chandur Rly. Dist. Amravati

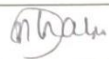
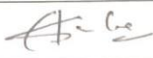

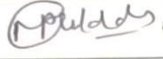
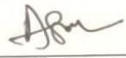
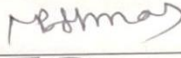
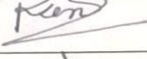
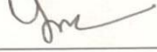
Rajarshee Shahu Science College, Chandur Railway

Students Grievance and Redressal Cell 2021-2022

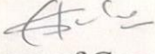
Notice


The students Grievance and Redressal Cell meeting was held on 11/01/2022 at 3.00 pm. The Agenda of the meeting are as follows. Please do attend the meeting.

- 1) To consider students complaints / grievances and to initiate necessary action.
- 2) Any other issues for the permission of chair.


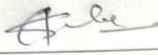

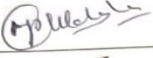
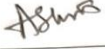
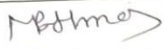
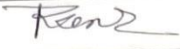
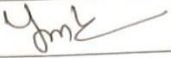
Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R.V. Kene	Member	
Mr. P. B. Mankar	Member	

Date: 11/01/2022


Signature of Convener


IQAC Coordinator
Rajarshee Shahu Science College
Chandur Rly., Dist. Amravati


Following members were present for the meetings

Name	Designation	Signature
Dr. S. S. Thakare	Chairman	
Dr A. P. Pachkawade	Convener	
Mr. A. N. Khan	Member	
Dr. M. P. Chikhale	Member	
Dr. A. D. Bansod	Member	
Mr. M. P. Waghmare	Member	
Dr. R.V. Kene	Member	
Mr. P. B. Mankar	Member	

Proceeding for meeting:

1) During the session, Grievance and Redressal Cell have not received any complaint / grievances from students. So there is no need of any action.

2) No any other matter arised with the permission of the Chairman. So meeting is ended with vote of thanks by Convener Dr. A. P. Pachkawade.

Date: 11/01/2022



Signature of Principal

Principal

Rajarshee Shahu Science College
Chandur Rly, Dist. Amravati

IQAC Coordinator
Rajarshee Shahu Science College
Chandur Rly, Dist. Amravati



Timely redressal of the grievances through appropriate committees

- No significant grievances were received in the last five years therefore no need to take any action.