

Shri Shivaji Education Society, Amravati's

Jijamata Mahavidyalaya, Buldhana

Chikhali Road, Buldhana - 443 001

NAAC Reaccredited with 'B' Grade - CGPA 2.88 (2013-18)

Affiliated to

Sant Gadge Baba Amravati University, Amravati

Website: www.jmvbuldhana.ac.in



SELF STUDY REPORT

FOR

NAAC REACCREDITATION 'CYCLE 3'





Shri Shivaji Education Society, Amravati's

Jijamata Mahavidyalaya, Buldhana

SELF STUDY REPORT

CRITERION - V

Student Support and Progression

5.1

Student Support

5.1.4 QnM

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

Index

Sr. No.	Content	Page No.
	Declaration	
Internal Complaints Committee (ICC)		
1	Internal Complaints Committee (ICC) – Policy Document	1-6
2	Working Rules of ICC	7-12
3	Prevention, Prohibition and redressal of sexual harassment of women employees/students in higher educational institutions regulation 2015	13-30
4	Internal Complaints Committee (ICC)	31-31
5	ICC Complaint Box	32-32
6	Complaint Box Opening	33-33
7	Meeting 30-11-2017	34-36
8	Meeting 02-01-2018	37-39
9	Meeting 05-01-2018	40-42
10	Annual Report 2017-18	43-43
11	Meeting 30-09-2018	44-46
12	Meeting 02-01-2019	47-49
13	Meeting 05-01-2019	50-53
14	Annual Report 2018-19	54-54
15	Meeting 03-07-2019	55-57
16	Meeting 02-01-2020	58-60
17	Meeting 05-01-2020	61-64
18	Annual Report 2019-20	65-65
19	Meeting 21-09-2020	66-68
20	Meeting 02-01-2021	69-71
21	Meeting 11-08-2021	72-73
22	Annual Report 2020-21	74-75
23	Meeting 11-08-2021	76-76
24	Meeting 16-09-2021	77-79
25	Meeting 02-01-2022	80-82
26	Annual Report	83-83

27	Online Workshop on Women Empowerment: Struggle, Stength and Achievement	84-84
28	10 Days Lecture Series on Women Empowerment	85-93

Anti-Ragging Committee

1	Anti-ragging Committee Meeting	95-95
2	Complaint Form	96-96
3	Affidavit by the students on Anti-ragging	97-97
4	Formation of Anti-ragging Committee	98-98
5	Mechanism for Submission of Online/Offline Student Grivances	100-100
6	Students Undertaking	101-102
7	Anti-ragging committee Meeting 2021-22	103-103
8	Action Taken Annual Report 2021-22	104-104
9	Meeting 10-01-2021	105-105
10	Anti-ragging Committee Annual Report 2020-21	106-106
11	Notice	107-107
12	Meeting 01-07-2019	108-108
13	Meeting 03-12-2019	109-109
14	Action Taken Annual Report 2019-20	110-110
15	Meeting 11-07-2018	111-111
16	Action Taken Annual Report 2018-19	112-112
17	Meeting 27-07-2017	113-113
18	Meeting 15-01-2018	114-114
19	Action Taken Annual Report 2017-18	115-115
20	Maharashtra prohibition of Ragging Act 1999	116-117
21	UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009	118-136



Shri Shivaji Education Society, Amravati's
JIJAMATA MAHAVIDYALAYA, BULDHANA

CHIKHLI ROAD, BULDHANA -443001
NAAC Reaccredited 'B' (CGPA 2.88) 2013-18

Website: www.jmvbuldhana.ac.in
E-mail : principaljmvbuldhana@gmail.com



Dr. Panjabrao Deshmukh
Founder President

Hon'ble Shri Harshvardhan P. Deshmukh
President
Shri Shivaji Education Society, Amravati



Capt. Dr. Prashant P. Kothe
Principal
Mobile No. 9822461416

JMVBLD/2022-23


Date: 15/11/2022

Declaration

This is to declare that the information, reports, true copies, numerical data etc. furnished in this file as supporting documents are verified by the Internal Quality Assurance Cell and found correct.


Subodh N. Chinchole
(IQAC Coordinator)
Coordinator
I.Q.A.C.
Jijamata Mahavidyalaya
Buldhana - 443001




Dr. Prashant P. Kothe
(Principal)
Principal
Jijamata Mahavidyalaya,
Buldhana




Jijamata Mahavidyalaya, Buldhana


Internal Complaints Committee (ICC)



1. Internal Complaints Committee - Policy Document




Shri Shivaji Education Society, Amravati's
JJAMATA MAHAVIDYALAYA, BULDHANA
 CHIKHLI ROAD, BULDHANA -443001
 NAAC Reaccredited 'B' (CGPA 2.88) 2013-18
 Website: www.jmvbuldhana.ac.in
 E-mail : principaljmvbuldana@gmail.com



Dr. Panjabrao Deshmukh
Founder President

Hon'ble Shri Harshvardhan P. Deshmukh
President
 Shri Shivaji Education Society, Amravati



Capt. Dr. Prashant P. Kothe
Principal
 Mobile No. 9822461416


Internal Complaint Committee (ICC)
Policy Document

The Internal Complaints Committee (ICC) is established in Jijamata Mahavidyalaya, Buldhana, under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises students a Presiding Officer, two or three faculty members from each faculty, and one outside member from a non-governmental organization or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

Objective of Internal Complaints Committee:

- To provide a safe and secure work environment to every female worker and girls students
- To take consistent action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace
- To make recommendations to the management to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- To forceful implementation of the policies relating to the prevention of sexual harassment
- Strive to resolve complaints by the aggrieved complainant, and henceforth, recommend actions to be taken by the employer.

ICC, Jijamata Mahavidyalaya, Buldhana, deals with cases of sexual harassment of the students or employees in the college and provides mechanism of dispute redressal. It promotes the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently works towards providing a secure environment to students, teaching and non-teaching staff. Complaint boxes have been placed in the college premises.





Sexual Harassment defined as:

“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 induces any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:

- Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- Demand or request for sexual favors
- Making sexually colored remarks
- Physical contact and advances
- Showing pornography”.

Internal Complaints Committee Composition:

(2021-22)

Sr. No.	Name	Designation
1.	Prof. Shalini S. Nimje	Presiding Officer
2.	Dr. M. D. Jadhao	Member
3.	Dr. Vandana R. Kakde	Member
4.	Dr. B. S. Jadhao	Member
5.	Dr. A. S. Patil	Member
6.	Prof. S. N. Chinchole	Member
7.	Dr. Rajashri Yewale	Member
8.	Prof. Shahina Pathan (Social Worker)	Member
9.	Shri. P. P. Umale (Office Sup.)	Member
10.	Smt. Deubai Bhonde	Member
11.	Ku. Sanchi Sanjay Samdur	Student Representative
12.	Ku. Apurva Anil Palkar	Student Representative



Functions of the Internal Complaints Committee:

The Internal Complaints Committee once constituted, plays a pivotal role in the effective implementation of the provisions at the workplace. A general list of duties of the Committee is enumerated as follows:

- Implementation of the Anti-Sexual Harassment Policy at the workplace
- Submit an Annual Report (Including details like the number of case files at their disposal, etc.)
- Bring about awareness about what comprises 'sexual harassment' at the workplace by way of workshops, posters, documents, notices, seminars, etc.
- Publicize the policy framework effectively
- Provide the victims with a safe and accessible mechanism of complaint
- Initiation of inquiry at the earliest
- Redress the complaints in a judicious manner
- Provide interim relief to the complainant
- Provide an opportunity for conciliation wherever possible
- Stick to the principles of natural justice at all stages of the proceedings
- Whenever required, forward the complaint to the police
- Submit the inquiry report along with recommendations
- Maintain confidentiality in regard to the proceedings taking place before the Committee

Timeline of the Complaint:

- Submission of Complaint-Within 3 months of the last incident
- Notice to the Respondent-Within 7 days of receiving a copy of the complaint
- Completion of Inquiry-Within 90 days
- Submission of Report-Within 10 days of completion of the inquiry
- Implementation of Recommendations-Within 60 days
- Appeal-Within 90 days of the recommendations

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation or sexual assault at all levels. If a student, faculty member or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

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 Complaints Committee shall render all reasonable assistance to the person for making the complaint in writing. For the



reasons accorded in the writing, the ICC could extend the time limit by a period 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, a 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.

The complainant may contact the committee members through the given e-mail ID or phone numbers.

Email ID: iccjmvbuldhana@gmail.com

(UGC Regulations of Sexual Harassment Act):

https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf




Principal
Jijamata Mahavidyalaya
Buldhana

2. Working Rules of ICC



Shri Shivaji Education Society, Amravati
Jijamata Mahavidyalaya, Buldana
 Internal Complaint Committee (ICC)



Working Rules for ICC

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules framed there under, the Institute hereby adopts the following procedure for determining complaints filed to the Internal Complaints Committee (ICC) constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, though, in individual complaints, for reasons to be stated in writing, the ICC reserves the right to make exceptions to the procedure stated hereunder.

1. Any aggrieved woman may make, in writing, a complaint of sexual harassment at work place to the ICC, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. Six copies of a written complaint should be submitted to the Committee or any of its members along with list of witnesses and supporting documents. Additional documents and list of witnesses can be submitted to ICC at a later stage during the proceeding.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any other member of the ICC shall render all reasonable assistance to the woman for making the complaint in writing.

Provided further that the ICC for the reasons to be recorded in writing, can extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the mentioned period.

2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other committee members at the earliest and not later than 3 days and a meeting should be called for discussing the matter.

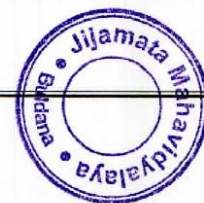
3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institute that no action is required to be taken in the matter.



4. Notice shall be issued to the respondent within 7 working days of receipt of the complaint and 10 working days shall be given for submission of reply (along with the list of witnesses and documents.)
5. The Committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.
6. The Committee may, before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.
7. No monetary settlement shall be made as the basis of conciliation. Where a settlement has been arrived at, the ICC shall record the settlement so arrived and forward the same to the employer for necessary compliance.
8. The Committee shall provide the copies of the settlement as recorded under (7) to the aggrieved woman and the respondent. Where a settlement is arrived at, no further inquiry shall be conducted by the ICC.
9. If conciliation is found to be not feasible, notice will be issued to both parties for hearing.
10. The Committee may direct the Registrar to ensure the safety and protection of the aggrieved woman if and when required.
11. As an interim measure, ICC may recommend
 - a) The transfer of the aggrieved woman or the respondent to another section or Department as deemed fit by the Committee.
 - b) Grant leave to the aggrieved woman up to a period of three months or
 - c) Restrain the respondent from exercising any administrative authority or supervision or academic evaluation of the aggrieved woman.
 - d) Grant such other relief to the aggrieved woman as the case may require.

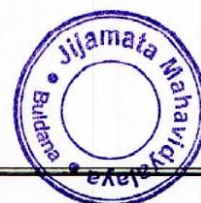


12. The Committee shall proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent considering sexual harassment as misconduct.
13. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in writing of the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day-to-day basis, to be decided by ICC.
14. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting and defending her/his case.
15. The Committee may at any time during the enquiry proceedings; preclude the face-to-face examination of the respondent and the aggrieved woman and/or their witnesses keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.
16. The Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.
17. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witnesses for the purpose of supplementary testimony and/or clarifications.
18. The Committee shall have the power to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.
19. The past sexual history of the aggrieved woman shall not be probed into as such information shall be deemed irrelevant to a complaint of sexual harassment.
20. The Committee shall have the right to terminate the enquiry proceedings and to give an ex-parte decision on the complaint, should the respondent fail, without valid ground, to be present for three consecutive hearings convened by the Presiding Officer.
21. The aggrieved woman and the respondent, or any one person on her/his behalf, shall have the right to examine written transcripts of the recordings with the exclusion of witnesses' names



and identities. Any person nominated by the aggrieved woman and/or the respondent on her/his behalf shall be (only) either a student, or a member of the academic or non-teaching staff. No person who has been found guilty of sexual harassment shall be accepted as a nominee. The aggrieved woman/respondent should inform the Presiding Officer specifically if they wish to exercise this right. The Presiding Officer shall allow access to such documents on a specific date to be intimated at least two days in advance to each of the parties concerned. At no point in time, however, can the concerned parties take these documents outside the office.

22. The aggrieved woman and the respondent shall be responsible for presenting their witnesses before the Committee. However, if the Committee is convinced that the absence of either of the parties to the disputes is on valid grounds, the Committee shall adjourn that particular meeting of the Committee for a period not exceeding five days. The meeting so adjourned shall be conducted thereafter, even if the person concerned fails to appear for the said adjourned meeting without prior intimation/valid ground.
23. All proceedings of the ICC shall be recorded in writing. The record of the proceedings and the statement of witnesses shall be endorsed by the persons concerned as well as the committee members present in token of authenticity thereof. In case the minutes cannot be reduced in writing the same day, as audio recording of the proceedings may be made, and the written proceedings will be authenticated on a next available opportunity.
24. If the aggrieved woman desires to tender any documents by way of evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents in evidence, the Committee shall supply true copies of such documents to the aggrieved woman.
25. In the event the Committee thinks that supplementary testimony is required, the Presiding Officer shall forward to the persons concerned a summary of the proceedings and allow for a time period of seven days submitting such testimony, in person or in writing, to the Committee.
26. The aggrieved woman and the respondent shall have the right of cross-examination of all witnesses. However, such cross-examination shall be conducted in the form of written questions and responses via the Committee only. **The respondent shall have no right to directly cross-examine the aggrieved woman or her witnesses.**




27. The respondent/aggrieved woman may submit to the Committee, a written list of questions that he/she desires to pose to the aggrieved woman/witness. The Committee (ICC) shall retain the right to disallow any questions that it has reason to believe to be irrelevant, mischievous, slanderous, derogatory or gender-insensitive.
28. Amicus Curie can be called for helping the committee if and when required.
29. After concluding its investigation, the Committee shall submit a detailed reasoned report to the Institute.
30. If the Committee finds no merit in the allegations, it shall report to the Institute.
31. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:
- a. A written apology
 - b. Warning
 - c. Reprimand or censure
 - d. Withholding of promotion
 - e. Withholding of pay rise or increments
 - f. Undergoing a counseling session
 - g. Carrying out of community service
 - h. Terminating the respondent from service
 - i. Any other punishment according to the service rules applicable to the respondent
32. When the Committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved women or any other person making the complaint has made the complaint knowing it to be false or the aggrieved women or any other person making the complaint has produced any forged or misleading document, it may recommend to the Institute to take action against such falsification.



33. Nothing precludes the Institute authority from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the inquiry proceedings or even after the communication of the findings to appropriate Institute authorities.
34. If the allegation(s) is/are proved against the respondent, the Committee may direct the Institute to ensure the payment of compensation to the aggrieved woman by the respondent. The determination of compensation to the aggrieved woman shall be decided based on the following facts:
- i. The mental trauma, pain, suffering and emotional distress caused to the aggrieved woman.
 - ii. The loss of career opportunity due to the incident of sexual harassment.
 - iii. Medical expenses incurred by the victim for physical or psychiatric treatment
 - iv. The income and financial status of the respondent
 - v. Feasibility of such payment in lump sum or in installments
35. The Institute authorities will file a compliance report to the Committee within 30 days of issuance of such recommendation.
36. ICC shall have the necessary powers to take suo motu notice of incidents of sexual harassment and/or gender injustice in the Institute campus and act against the same in such manner as it deems appropriate.
37. The identity of the aggrieved woman, respondent, witnesses and proceedings of the Committee and its recommendations and the action taken by the Institute shall not be published, communicated or made known to the public, press or media in any manner and it will be outside the purview of the Right to Information Act, 2005.
38. No legal practitioner will be allowed to represent either the aggrieved woman or the respondent in proceedings before the Complaints Committee.
39. The Committee has the powers of a civil court in the following cases
- i. Summoning and enforcing the attendance of any person related to the incident.
 - ii. Requiring the discovery and production of any documents
 - iii. Any other matter relating to the incident as decided by the Committee from time to time.
40. The aggrieved woman or respondent may prefer an appeal to the competent authority.




Principal
Jijamata Mahavidyalaya
Buldhana

3. Prevention, Prohibition and redressal of sexual harassment of women employees students in higher educational institution regulation 2015

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 जाएँगे।
2. परिभाषाएँ:- इन विनियमों में—बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-
 - (अ) "पीड़ित 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 केंद्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैन्टीन, 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 सेवाओं (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 जाँच पड़ताल में अथवा किसी मुकदमें 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 हैं;
- (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 हः
- 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 हैं;
- (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 अगेंस्ट सैक्सुअल 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 षडयंत्रकारी 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.) प्रकाश 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 प्रकाश 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 सामर्थ्य 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 सर्वेक्षण 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 नर्स 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 प्रकार्यों 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 तन्त्रः—

- (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 होगीः—
- (अ) एक पीटासीन 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 पीटासीन 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 प्रकार्यों 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 करें;
- 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— उसे 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 संबन्ध में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
 - (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 अनुशासित 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 आर्बिट्रि 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 जवसमतदबम 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- (1) 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:

- (a) 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



4. Internal Complaints Committee



Shri Shivaji Education Society, Amravati's
JIJAMATA MAHAVIDYALAYA, BULDHANA



Internal Complaints Committee (ICC)

(2021-22)

Sr. No.	Name	Designation
1.	Prof. Shalini S. Nimje	Presiding Officer
2.	Dr. M. D. Jadhao	Member
3.	Dr. Vandana R. Kakde	Member
4.	Dr. B. S. Jadhao	Member
5.	Dr. A. S. Patil	Member
6.	Prof. S. N. Chinchole	Member
7.	Dr. Rajashri Yewale	Member
8.	Prof. Shahina Pathan (Social Worker)	Member
9.	Shri. P. P. Umale (Office Sup.)	Member
10.	Smt. Deubai Bhonde	Member
11.	Ku. Sanchi Sanjay Samdur	Student Representative
12.	Ku. Apurva Anil Palkar	Student Representative

The Committee is constituted in accordance with the provisions of Sexual Harassment of women at workplace (Prevention, Prohibition and Redress) act 2013. Any women (employee or student) can approach to this committee directly or through Principal, if she has any grievance of harassment of the nature stipulated in the act.



5. ICC and Complaints Box

श्री शिवाजी शिक्षण संस्था, अमरावती द्वारा संचलित
जिजामाता महाविद्यालय, बुलडाणा
 अंतर्गत
तक्रार निवारण समिती
Internal Complaint Committee

नाव	पद	संपर्क
प्रा.सौ.शालिनी सं.निमजे	पिठासीन अधिकारी	8208407039
प्रा. मिलिंद डी.जाधव	सदस्य	8275028079
प्रा.डॉ.सौ.वंदना आर.काकडे	सदस्य	8999265718
प्रा.डॉ.भरत जाधव	सदस्य	9022731309
प्रा.डॉ.ए.एस.पाटील	सदस्य	9922517303
प्रा.सुबोध चिंचोले	सदस्य	9421394023
प्रा.डॉ.राजश्री येवले	सदस्य	9112490903
प्रा.शाहिणा पठाण (सा.कार्यकर्त्या)	सदस्य	9422626096
पी.पी.उमाळे (कार्यालय अधिकारक)	सदस्य	7020195237
श्रीमती भोंडे	सदस्य	9527677276
कु.सांची संजय समदूर	विद्यार्थीनी प्रतिनिधी	8379944725
कु.अपूर्वा पालकर	विद्यार्थीनी प्रतिनिधी	9370291488

ICC Complaint Box

6. Complaints Box Opening



7. Meeting 30-11-2017

**JJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2017-2018)**

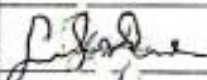

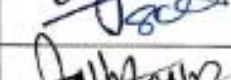
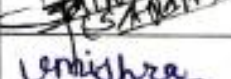
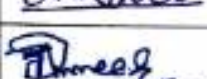
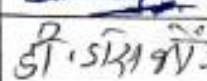

NOTICE

Date: 28/11/2017

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 30/11/2017 at 11:30 AM in the ICC office. Consider the Agenda topics given below .

AGENDA

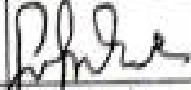



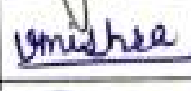


1. To confirm the proceedings of the last ICC meeting
2. To discuss the reconstitution of ICC committee
3. To discuss the activities to be conducted during the academic year 2017-2018 for empowering women and girl students in the college

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. Dr.N.M.Ambare	Presiding Officer	
02.	Prof.S.S.Nimje	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof Shahina Pathan	Member(NGO)	
05.	Ku.Varsha Mishra	Member	
06.	Shri .A.D.Warade	Member	
07.	Smt.D.S.Bhonde	Member	



**JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2017-2018)**

Following members were present for the ICC Meeting conducted on 30/11/2017 meeting.

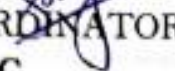
SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. Dr.N.M.Ambare	Presiding Officer	
02.	Prof.S.S.Nimje	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof Shahina Pathan	Member(NGO)	
05.	Ku. Varsha Mishra	Member	
06.	Shri .A.D.Warade	Member	
07	Smt.D.S.Bhonde	Member	

**JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2017-18)**

Topics as per the given Agenda

MINUTES OF THE MEETING

1. The proceedings of the previous meeting of ICC held on 05/01/2017. are hereby confirmed unanimously.
2. Complaint box opened by presiding officer & members checked and noted
3. It is decided to conduct the next meeting of ICC on 02/01/2018.


CO-ORDINATOR
ICC

Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL
PRINCIPAL
Jijamata Mahavidyalaya
Buldana

8. Meeting 02-01-2018

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2017-18)

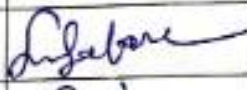


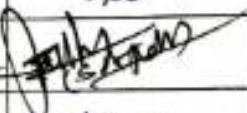
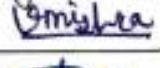

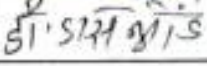
Notice

Date: 28/12/2017

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 02.01.2018 at 11:30 AM in the ICC office to consider the Agenda given below.

Agenda

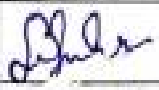


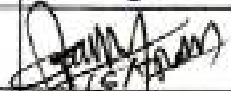


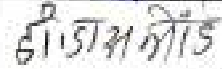
1. To confirm the proceeding of the last meeting.
2. Discussion on Birth Anniversary of Kranti Jyoti Savitribai Phule on 03 January, 2018.
3. Discussion on foeticide rate in society.
4. To discuss the women empowerment and enlighten the girls of college.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
1	Prof. Dr.N.M.Ambare	Presiding Officer	
2	Prof.S.S.Nimje	Member	
3	Prof. S. N. Chinchole	Member	
4	Prof Shahina Pathan	Member(NGO)	
5	Ku.Varsha Mishra	Member	
6	Shri .A.D.Warade	Member	
7	Smt.D.S.Bhonde	Member	

Jijamata Mahavidyalaya, Buldana

Internal Complaint Committee (2017-18)

Following members were present for the ICC meeting conducted on 02/01/2018.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. Dr.N.M.Ambare	Presiding Officer	
02.	Prof.S.S.Nimje	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof Shahina Pathan	Member(NGO)	
05.	Ku.Varsha Mishra	Member	
06.	Shri .A.D.Warade	Member	
07	Smt.D.S.Bhonde	Member	

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2017-18)

Minutes of the meeting

1. The proceeding of the previous meeting held on 30/11/2017 are hereby confirmed unanimously.
2. ICC committee decided to celebrate Kranti Jyoti Savitribai Phule birth anniversary programme on 3-1-2018
3. ICC committee decided to conduct the next meeting of ICC to be held on 05/01/2018
4. ICC committee decided to discuss foeticide rate in surrounding society.

CO-ORDINATOR
ICC

Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana

PRINCIPAL

PRINCIPAL
Jijamata Mahavidyalaya
Buldana



9. Meeting 05-01-2018

Jijamata Mahavidyalaya, Buldana Internal Complaint Committee (2017-18)

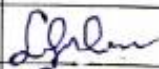


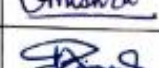
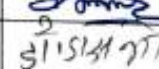

Notice

Date: 04/01/2018

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 05.01.2018 at 1-00 PM in the ICC office to consider the Agenda given below.

Agenda

1. To confirm the proceeding of the last meeting.
2. Discussion on Birth Anniversary of Rashtra Mata Ma JIAU on 12/01/2018
3. To discuss opening of complaint drop- box.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. Dr.N.M.Ambare	Presiding Officer	
02.	Prof.S.S.Nimje	Member	
03.	Prof. S. N. Chinchole	Member	
04.	Prof Shahina Pathan	Member(NGO)	
05.	Ku.Varsha Mishra	Member	
06.	Shri .A.D.Warade	Member	
07.	Smt.D.S.Bhonde	Member	



Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2017-18)
Minutes of the meeting

1. The proceeding of the previous meeting held on 02/01/2018 are hereby confirmed unanimously.
2. ICC committee decided to celebrate birth anniversary of Rashtra Mata Ma Jijau Saheb on 12-1-2018
3. ICC committee decided to conduct the next meeting of ICC to be held on 30/11/2018

5/11/2019

CO-ORDINATOR
ICC

Presiding Officer
Internal Complaint
Jijamata Mahavidy

PRINCIPAL
Jijamata Mahavidyalaya
Buldana



Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2017-18)


ATR

1. Complaint drop box was opened by the Presiding officer and members, checked and noted that no complaint of girls has been received.
2. Birth Anniversary of Kranti Jyoti Savitribai Phule was conducted on 3/1/2018.
3. Birth Anniversary of Rashtra Mata Ma Jijau Saheb was celebrated on 12/01/2018.

CO-ORDINATOR
ICC


Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana

PRINCIPAL


Jijamata Mahavidyalaya
Buldana

10. Annual Report 2017-18

Jijamata Mahavidyalaya, Buldana






Internal Complaint Committee

Academic year(2017-18)

ANNUAL REPORT

30/11/2017:-At the local Jijamata Mahavidyalay,Buldana under the leadership of Hon.Principal Dr. E.J.Helge, Prof.S.S.Nimje Presiding officer of ICC convened a meeting at 11.30 am in Principal cabin.


following members were present for this meeting.


SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Shahina Pathan	Member	
04.	Shri. A.D.Warade	Member	
05	Smt. D. S.Bhonde	Member	

3/1/2018:- Birth anniversary of Kranti Jyoti Savitribai Fule was celebrated successfully, Most of the staff members & students put up their views, as Savitribai Fule was social re-former & her life was full of moral values so every lady

has to follow her on this occasion.

26/3/2018:- Complaint drop box was opened by Prof.S.S.Nimje & members, checked & noted that no complaints of girls has been received.


 Presiding Officer
 ICC
 Presiding Officer
 Internal Complaints Committee
 Jijamata Mahavidyalaya, Buldana


 Principal
 Dr. E.J.Helge
 Principal
 Jijamata Mahavidyalaya
 Buldana

11. Meeting 30-09-2018

**JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2018-19)**




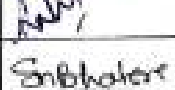
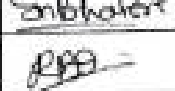
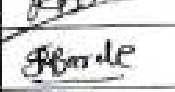
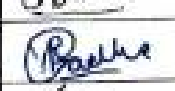
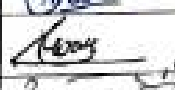
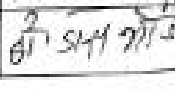

NOTICE

Date: 28.09.2018

All the respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 30/9/2018 at 11:30 AM in the ICC office. Consider the Agenda topics given below .

AGENDA










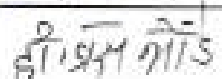
1. To confirm the proceeding of the last ICC meeting
2. To discuss the activities to be conducted during the academic year 2018-19 for empowering women and girl students in the college .
3. To discuss the opening of complaint box.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Ninje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Shri R.P. Dharwe	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. P.W.Ware	Member	
09.	Smt. D. S. Bhonde	Member	



JJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2018-19)

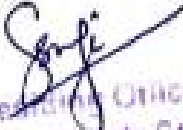
Following members were present for the ICC meeting conducted on 30/9/2018.


SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Shri R.P. Dhurwe	Member	
07.	Ku. Shital R. Barde	Member	
08.	Ku. Vaishali R. Gade	Member	
09.	Prof. A. P. Rathod	Member	
10.	Smt. D. S. Bhonde	Member	

**JJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2018-2019)**

MINUTES OF THE MEETING

1. The proceedings of the previous meeting of ICC held on 05/01/2017 are hereby confirmed unanimously.
2. No complaints were dropped in the complaint drop box, no discussion took place on the topic .


Presiding Officer
Internal Complaints Committee
Jjamata Mahavidyalaya, Buldana


PRINCIPAL
Jjamata Mahavidyalaya,
Buldana

12. Meeting 02-01-2019

**JJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2018-19)**

NOTICE




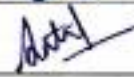
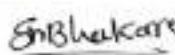



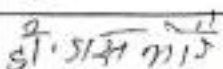
Date: 01.01.2019

All the respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 02.01.2019 at 11:40 AM in the ICC office for attending the meeting.

Consider the Agenda topics given below .

AGENDA

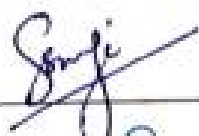








1. To confirm the proceeding of the last meeting.
2. Discussion of Birth Anniversary of Krantijyoti Savitribai Phule on 03 January,2019.
3. To discuss the women empowerment and enlighten the girls of college .

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. P.W.Ware	Member	
09.	Smt. D. S.Bhonde	Member	



JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2018-19)

Following members were present for ICC meeting conducted on 2/1/2019.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. P.W.Ware	Member	
09.	Smt. D. S. Bhone	Member	

JJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2018-19)

MINUTES OF THE MEETING

1. The proceeding of the previous meeting held on 3-7-2018 are hereby confirmed unanimously.
2. ICC committee is decided to celebrate krantijyoti Savitri bai Fule birth anniversary program on 3-1-2019.
3. ICC committee is decided to conduct the next meeting of ICC to be held on 5-1-2019


Presiding Officer
Internal Complaints Committee
Jjamata Mahavidyalaya, Buldana


PRINCIPAL
Jjamata Mahavidyalaya
Buldana

13. Meeting 05-01-2019

**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2018-19)**

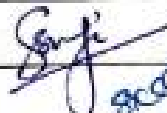





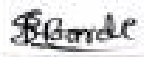


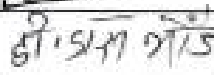
Notice

Date: 04/01/2019

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 05.01.2019 at 1-00 PM in the ICC office to consider the Agenda given below.

Agenda










1. To confirm the proceeding of the last meeting.
2. Discussion on Birth Anniversary of Rashtra –Mata Ma JIJAU & Yuvadin on 12/01/2019
3. To discuss opening of complaint drop box.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Shri. Dhurwe	Member	
07.	Ku. Shital R. Barde	Member	
08.	Ku. Vaishali R. Gade	Member	
09.	Prof. P.W.Ware	Member	
10.	Smt. D. S. Bhone	Member	



Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2018-19)

Following members were present for the ICC meeting conducted on 05/01/2019.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Shri. Dhurwe	Member	
07.	Ku. Shital R. Barde	Member	
08.	Ku. Vaishali R. Gade	Member	
09.	Prof. P.W.Ware	Member	
10.	Smt. D. S. Bhone	Member	

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2018-2019)

Minutes of the meeting

1. The proceeding of the previous meeting held on 02/01/2019 are hereby confirmed unanimously.
2. ICC committee decided to celebrate birth anniversary of Rashtra Mata Ma Jijau Saheb on 12-1-2019
3. ICC committee decided to discuss foeticide rate in surrounding society.

CO-ORDINATOR
ICC

Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana

PRINCIPAL

PRINCIPAL
Jijamata Mahavidyalaya
Buldana

**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2018-2019)**

ATR

1. Complaint drop box was opened by the Presiding officer and members, checked and noted that no complaint of girls has been received.
2. Birth Anniversary of Krti Jyoti Savitribai Phule was successfully celebrated on 03/01/2019.
3. Birth Anniversary of Rashtra Mata Ma Jijau Saheb & Yuvadin was successfully celebrated on 12/01/2019.

CO-ORDINATOR
ICC

Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


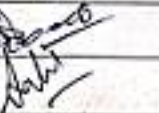
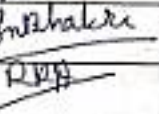
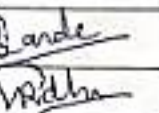
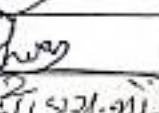
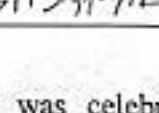
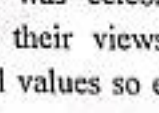
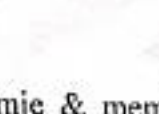
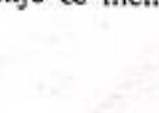
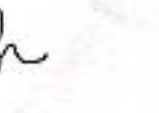
PRINCIPAL
PRINCIPAL
Jijamata Mahavidyalaya
Buldana

14. Annual Report 2018-19

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee
Academic year(2018-19)
ANNUAL REPORT

12/9/2018:-At the local Jijamata Mahavidyalay,Buldana under the leadership of Hon.Principal Dr. S. R.Meshram,Prof.S.S.Nimje Presiding officer of ICC convened a meeting on 12/9/2018

Following members were present for this meeting.

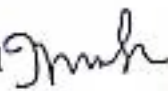
SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Shri. Dhurwe	Member	
07.	Ku. Shital R. Barde	Member	
08.	Ku. Vaishali R. Gade	Member	
09.	Prof. P.W.Ware	Member	
10.	Smt. D. S.Bhonde	Member	

3/1/2019:- Birth anniversary of Kranti Jyoti Savitribai Fule was celebrated successfully, Most of the staff members & students put up their views, as Savitribai Fule was social re-former & her life was full of moral values so every lady

has to follow her on this occasion.

26/1/2019:- Complaint drop box was opened by Prof.S.S.Nimje & members, checked & noted that no complaints of girls has been received.


 Presiding Officer
 Internal Complaints Committee
 Jijamata Mahavidyalaya, Buldana


 Principal
 Dr.S.R.Meshram
 Principal
 Jijamata Mahavidyalaya
 Buldana

15. Meeting 03-07-2019

JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2019-2020)

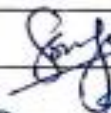


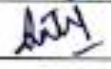
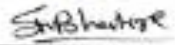
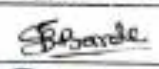
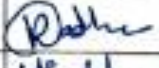
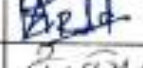

NOTICE

Date: 02.07.2019

All the respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 03/7/2019 at 11:30 Am in the ICC office. Consider the Agenda topics given below .

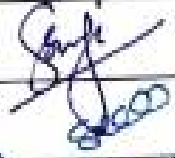

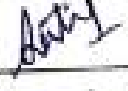






AGENDA

4. To confirm the proceeding of the last ICC meeting
5. To discuss the activities to be conducted during the academic year 2019-20 for empowering women and girl students in the college .
6. To redress the complaints if received any .

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhonde	Member	

JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2019-20)

Following members were present for the ICC meeting conducted on 3/7/2019.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhonde	Member	


**JJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2019-2020)**

Topics as per the given Agenda

MINUTES OF THE MEETING

3. The proceedings of the previous meeting of ICC held on 5/1/2019 are hereby confirmed unanimously.
4. No complaints were dropped in the complaint drop box, no discussion took place on the topic .
5. It is decided to conduct the next meeting of ICC on 2-1-2020,


Presiding Officer
Internal Complaints Committee
Jjamata Mahavidyalaya, Buldhana


PRINCIPAL
Jjamata Mahavidyalaya
Buldhana

16. Meeting 02-01-2020

**JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2019-2020)**

NOTICE

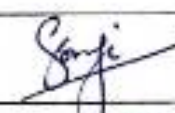
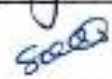

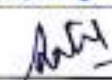
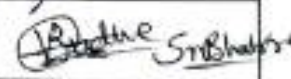

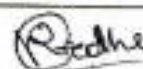

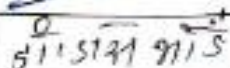
Date: 01.01.2020

All the respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 02.01.2020 at 11:40 AM in the ICC office. Wearing of mask and sanitizer is mandatory for attending the meeting.

Consider the Agenda topics given below .

AGENDA








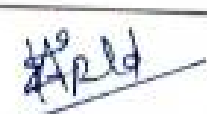
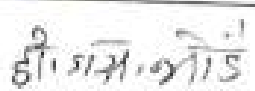
1. To confirm the proceeding of the last meeting.
2. Discussion of Birth Anniversary of Krantijyoti Savitribai Phule on 03 January, 2020.
3. To discuss the women empowerment and enlighten the girls of college .

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhonde	Member	



JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2019-20)

Following members were present for the ICC meeting conducted on 2/1/2020.


SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhone	Member	

JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2019-2020)

MINUTES OF THE MEETING

1. The proceeding of the previous meeting held on 3-7-2019 are hereby confirmed unanimously.
2. It is decided to celebrate krantijyoti Savitri bai Fule birth anniversary programme on 3-1-2020.
3. It is decided to conduct the next meeting of ICC to be held on 5-1-2020
4. It is decided to discuss foeticide rate in surrounding society.


Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldhana


PRINCIPAL
Jijamata Mahavidyalaya
Buldhana

17. Meeting 05-01-2020

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2019-20)


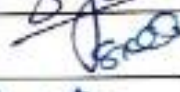

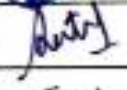
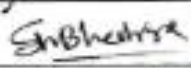

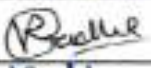
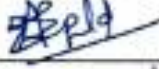
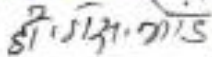
Notice

Date: 04/01/2020

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 05.01.2020 at 1-00 PM in the ICC office to consider the Agenda given below.

Agenda








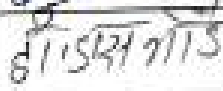
1. To confirm the proceeding of the last meeting.
2. Discussion on Birth Anniversary of Rashtra -Mata Ma JIAU & Yuvadin on 12/01/2020
3. To discuss opening of complaint drop box.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhonde	Member	



Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2019-20)

Following members were present for the ICC meeting conducted on 05/01/2020.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhonde	Member	

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2019-2020)

Minutes of the meeting

1. The proceeding of the previous meeting held on 02/01/2020 are hereby confirmed unanimously.
2. ICC committee decided to celebrate birth anniversary of *Rashtra Mata Ma Jijau Saheb* on 12-1-2020
3. ICC committee decided to discuss foeticide rate in surrounding society.


CO-ORDINATOR
ICC

Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


PRINCIPAL

PRINCIPAL
Jijamata Mahavidyalaya
Buldana

**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2019-2020)**

ATR

1. Complaint drop box was opened by the Presiding officer and members, checked and noted that no complaint of girls has been received.

Birth Anniversary of Kranti Jyoti Savitribai Phule was successfully celebrated on 03/01/2020.

3. Cyber safe women rally was conducted on 3/1/2020

4. Birth Anniversary of Rashtra Mata Ma Jijau Saheb & Yuvadin was successfully celebrated on 12/01/2020.


CO-ORDINATOR
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana

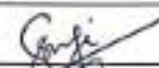


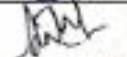


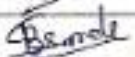
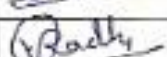

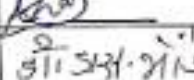

PRINCIPAL
PRINCIPAL
Jijamata Mahavidyalaya
Buldana

18. Annual Report 2019-20

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee
 Academic year(2019-20)
ANNUAL REPORT

03/7/2019:-At the local Jijamata Mahavidyalaya,Buldana under the leadership of Hon.Principal Dr. S. R.Meshram,Prof.S.S.Nimje Presiding officer of ICC conveyed a meeting at 11.30am in Principal cabin.

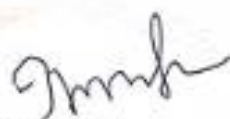
Following members were present for this meeting.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Shri. Dhurwe	Member	
07.	Ku. Shital R. Barde	Member	
08.	Ku. Vaishali R. Gade	Member	
09.	Prof. P.W.Ware	Member	
10.	Smt. D. S.Bhonde	Member	

04/10/2019:- Complaint drop box was opened by Prof.S.S.Nimje & members, checked & noted that no complaints of girls has been received.

3/1/20120:- Birth anniversary of Kranti Jyoti Savitribai Fule was successfully celebrated on 3/1/2020& cyber-safe women rally was conducted on 3/1/2020 also Most of the staff members & students put up their views, as Savitribai Fule was social re-former & her life was full of moral values so every lady has to follow her on this occasion.


 Presiding Officer
 ICC
 Presiding Officer
 Internal Complaints Committee-
 Jijamata Mahavidyalaya,Buldana


 Principal
 Dr. S.R.Meshram
 Principal
 Jijamata Mahavidyalaya
 Buldana

19. Meeting 21-09-2020

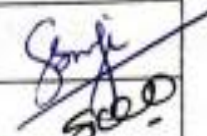
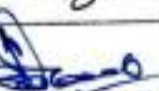
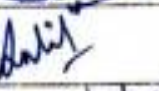
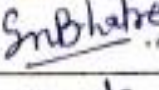
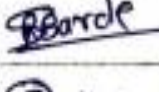
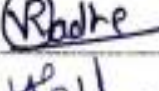
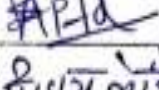
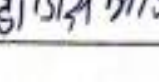

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)

Notice **Date: 19.09.2020**

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 21.09.2020 at 11:40 AM in the ICC office to consider the Agenda given below.

Agenda

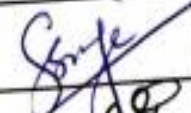



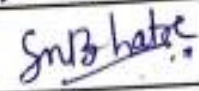
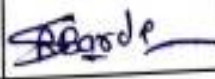
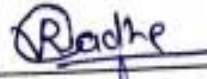
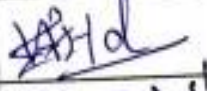
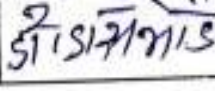
1. To confirm the proceedings of the last ICC meeting
2. To discuss the activities to be conducted during the academic year 2020-2021 for empowering women and girl students in the college.
3. To redress the complaints if received any.

S.N.	Name of Members	Designation	Signature
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhonde	Member	



Jijamata Mahavidyalaya, Buldana Internal Complaint Committee (2020-2021)

Following members were present for the ICC meeting conducted on 21/09/2020.

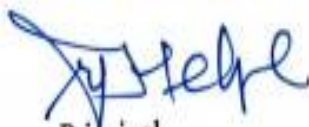
S.N.	Name of Members	Designation	Signature
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	Member	
03.	Prof. M. D. Jadhao	Member	
04.	Dr. A. S. Patil	Member	
05.	Ms. S. Bhakare	Member	
06.	Ku. Shital R. Barde	Member	
07.	Ku. Vaishali R. Gade	Member	
08.	Prof. A. P. Rathod	Member	
09.	Smt. D. S. Bhonde	Member	

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)

Minutes of the meeting

1. The proceedings of the previous meeting of ICC held on 12/12/2019 are hereby confirmed unanimously.
2. No complaints were dropped in the complaint drop box, no discussion took place on the topic.
3. It is decided to conduct the next meeting of ICC on 2-1-2021.


ICC Coordinator
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana.


Principal
PRINCIPAL
Jijamata Mahavidyalaya
Buldana

20. Meeting 02-01-2021

**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)**




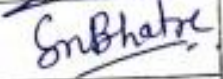
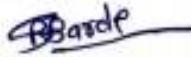
Notice Date: 01.01.2021

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 02.01.2021 at 11:40 AM in the ICC office to consider the Agenda given below.

Wearing of mask and sanitizer is mandatory for attending the meeting.

Agenda




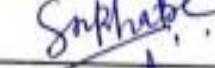

1. To confirm the proceeding of the last meeting.
2. Discussion on Birth Anniversary of Kranti Jyoti Savitribai Phule on 03 January, 2021.
3. Discussion on foeticide rate in society.
4. To discuss the women empowerment and enlighten the girls of college.

S.N.	Name of Members	Designation	Signature
01.	Dr. E. J. Helge	In-charge Principal	
02.	Prof. S. S. Nimje	Presiding Officer	
03.	Mr. P. Ware	Member	
04.	Ms. S. Bhakare	Member	
05.	Ku. Shital R. Barde	Member	



**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)**


Following members were present for the ICC meeting conducted on 02/01/2021.

S.N.	Name of Members	Designation	Signature
01.	Dr. E. J. Helge	In-charge Principal	
02.	Prof. S. S. Nimje	Presiding Officer	
03.	Mr. P. Ware	Member	
04.	Ms. S. Bhakare	Member	
05.	Ku. Shital R. Barde	Member	

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)

Minutes of the meeting

1. The proceeding of the previous meeting held on 21/09/2020 are hereby confirmed unanimously.
2. ICC committee decided to celebrate Kranti Jyoti Savitribai Phule birth anniversary programme on 3-1-2021.
3. ICC committee decided to conduct the next meeting of ICC to be held on 10/08/2021
4. ICC committee decided to discuss foeticide rate in surrounding society.


ICC Coordinator
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


Principal
PRINCIPAL
Jijamata Mahavidyalaya
Buldana

21. Meeting 11-08-2021

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)

Notice

Date: 10.08.2021

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 11.08.2021 at 11:40 AM in the ICC office to consider the Agenda given below.

Agenda

1. To confirm the proceeding of last ICC meeting.
2. To discuss reconstitution of ICC.
3. To discuss opening of complaint drop box.
4. To discuss about the activities to be conducted during the academic year for empowering the women and the girls students in the college.


S.N.	Name of the Member	Designation	Signature
01.	Prof. S. S. Ninje	Presiding Officer	
02.	Prof. Dr. E. J. Helge	Member	
03.	Prof. Dr. V. R. Kakde	Member	
04.	Prof. Dr. A. S. Patil	Member	
05.	Prof. M. D. Jadhao	Member	
06.	Prof. Dr. Bharat Jadhao	Member	
07.	Prof. S. N. Chinchole	Member	
08.	Dr. R. M. Yewale	Member	
09.	Prof. Shahina Pathan	Member	
10.	Mr. P. P. Umale	Member	
11.	Mrs. Bhonge	Member	
12.	Ka. Apurva Palkar	Member	
13.	Ku. Sanchi Samdoor	Member	

**Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)**

ATR

1. Complaint drop box was opened by the Presiding officer and members, checked and noted that no complaint of girls has been received.
2. New ICC board was prepared and ICC committee has been reconstituted.
3. Online state level one day webinar was successfully conducted on dated 16/08/2021.
4. Action plan to check the foeticide issue was prepared.
5. Birth Anniversary of Kranti Jyoti Savtribai Phule was celebrated on 03/01/2021


Coordinator
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana


Principal
Dr. P. P. Kothe
PRINCIPAL
Jijamata Mahavidyalaya
Buldana


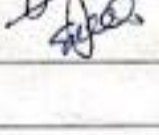
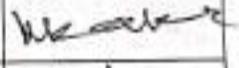


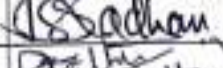
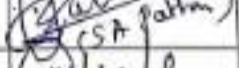
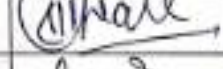
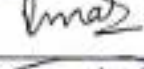
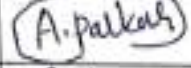
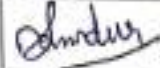
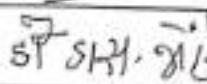
22. Annual Report 2020-21

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee
Academic year(2020-21)
ANNUAL REPORT

It gives me immense pleasure to submit brief summary of activities carried out by ICC of jijamata Mahavidyalay ,Buldana in academic year 2020-21 under the dynamic leadership of Principal Dr.E.J.Helge.

ICC of jijamata Mahavidyalay ,Buldana established on 27/8/2002 Prof.Nalini Ambare was the founder convener of this committee Prof . S.S.Nimje acts as a Presiding officer of this committee from 2018 till today.

The members of ICC of jijamata Mahavidyalay ,Buldana for academic year 2020-21 is as follows.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	IQAC Govind	
03.	Dr. S. S. Nimje	Presiding Officer	
04.	Dr. V.R.Kakde	Member	
05.	Dr. A.S.Patil	Member	
07.	Prof.M.D.Jadhao	Member	
08.	Dr.B.S.Jadhao	Member	
09.	Prof.Shahina pathan	Member(NGO)	
10.	Dr.R.M.Yewle	Member	
11.	Mr.P.P.Umale	Member	
12.	Ku.Apurva Palkar	Member	
13.	Sanchi Samdur	Member	
14.	Smt. D. S.Bhonde	Member	

26/10/2020:- Complaint drop box was opened by Prof.S.S.Nimje & members, checked & noted that no complaints of girls has been received.

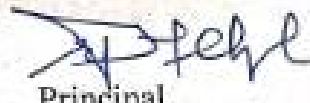
ICC Board was prepared.

During the academic year activities like birth anniversary ,death anniversary of various dynamic personalities like Jijamata ,Savitribai Fule, Shivaji Maharaj Dr.Panjabrao Deshmukh were proposed

3/1/2021:- Birth anniversary of Kranti Jyoti Savitribai Fule was successfully celebrated on 3/1/2021 as “ **Balika Din**”.Most of the staff members & students put up their views, as Savitribai Fule was social re-former & her life was full of moral values so every lady has to follow her on this occasion

12/1/2021:- birth anniversary of Rashtra mata Jijau & Swami Vivekanand were celebrated on 12/1/2021 as “**Matru & Yuvak Din**” ,on this occasion Dr.Helge point out the role of healthy youth for healthy India in his lecture . Dr.Vandana kakde told that both these personalities were icon for ladies & youth from their life everybody can take lots of inspiration.


Presiding Officer
Intel ICC Complaints Committee
Jijamata Mahavidyalaya, Buldhana


Principal
Dr. E.J.Helge
Principal
Jijamata Mahavidyalaya
Buldhana

23. Meeting 11-08-2021

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2020-2021)

Notice

Date: 10.08.2021

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 11.08.2021 at 11:40 AM in the ICC office to consider the Agenda given below.

Agenda

1. To confirm the proceeding of last ICC meeting.
2. To discuss reconstitution of ICC.
3. To discuss opening of complaint drop box.
4. To discuss about the activities to be conducted during the academic year for empowering the women and the girls students in the college.

S.N.	Name of the Member	Designation	Signature
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr. E. J. Helge	Member	
03.	Prof. Dr. V. R. Kakde	Member	
04.	Prof. Dr. A. S. Patil	Member	
05.	Prof. M. D. Jadhao	Member	
06.	Prof. Dr. Bharat Jadhao	Member	
07.	Prof. S. N. Chinchole	Member	
08.	Dr. R. M. Yewale	Member	
09.	Prof. Shahina Pathan	Member	
10.	Mr. P. P. Umale	Member	
11.	Mrs. Bhonge	Member	
12.	Ku. Apurva Palkar	Member	
13.	Ku. Sanchi Samdoor	Member	

24. Meeting 16-09-2021

JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2021-2022)

NOTICE

Date: 15/09/2021

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 16/09/2021 at 11:40 AM in the ICC office. Consider the Agenda topics given below .

AGENDA













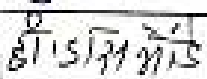
1. To confirm the proceedings of the last ICC meeting
2. To discuss the activities to be conducted during the academic year 2021-2022 for empowering women and girl students in the college
3. To redress the complaints if received any.
4. To organize online ten days workshop (Add -On Course) for girls students

Sr. No.	Name of Members	Designation	Sign
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr. E. J. Helge	Member	
03.	Prof. Dr. V. R. Kakde	Member	
04.	Dr. A. S. Patil	Member	
05.	Prof. S. N. Chinchole	Member	
06.	Prof. M. D. Jadhao	Member	
07.	Prof. Dr. B. S. Jadhao	Member	
08.	Pro Dr. R. M. Yewale	Member	
09.	Prof. Shahina Pathan	Member (NGO)	
10.	Mr. P. P. Unale	Member	
11.	Ku. Apurva Palkar	Member	
12.	Ku. Sanchi Sandur	Member	
13.	Smt. D. S. Bhonde	Member	



JIJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2021-2022)

Following members were present for the ICC Meeting conducted on 16/9/2021 morning.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr. E. J. Helge	Member	
03.	Prof. Dr. V. R. Kakde	Member	
04.	Dr. A. S. Patil	Member	
05.	Prof. S. N. Chinchole	Member	
06.	Prof. M. D. Jadhao	Member	
07.	Prof. Dr. B. S. Jadhao	Member	
08.	Pro Dr. R. M. Yewale	Member	
09.	Prof. Shahina Pathan	Member (NGO)	
10.	Mr. P. P. Umale	Member	
11.	Ku. Apurva Palkar	Member	
12.	Ku. Sanchi Samdur	Member	
13.	Smt. D. S. Bhonde	Member	


**JJAMATA MAHAVIDYALAYA, BULDHANA
INTERNAL COMPLAINT COMMITTEE (2021-2022)**

Topics as per the given Agenda

MINUTES OF THE MEETING

2. The proceedings of the previous meeting of ICC held on 10/8/2021. are hereby confirmed unanimously.
- 2 Complaint box opened by presiding officer & members checked and noted
3. ICC committee decided to organize the online 10 days workshop from 17/9/2021 to 27/9/2021
4. It is decided to conduct the next meeting of ICC on 28/12/2021.


CO-ORDINATOR
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldhana


PRINCIPAL
DR. P. P. KOTHE
PRINCIPAL
Jijamata Mahavidyalaya
Buldhana

25. Meeting 02-01-2022

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2021-22)

Notice

Date: 28/12/2021

All respected members of Internal Complaint Committee are hereby requested to be present for the meeting scheduled on 02.01.2022 at 11:40 AM in the ICC office to consider the Agenda given below.

Agenda


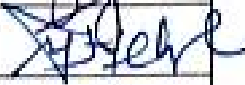






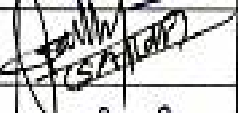


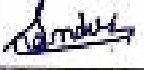
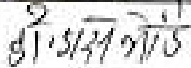
8. To confirm the proceeding of the last meeting.
9. Discussion on Birth Anniversary of Kranti Jyoti Savitribai Phule on 03 January, 2022.
10. Discussion on foeticide rate in society.
11. To discuss the women empowerment and enlighten the girls of college.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.E.J.Helge	Member	
03.	Prof. Dr.V.R.Kakde	Member	
04.	Dr. A. S. Patil	Member	
05.	Prof. S. N. Chinchole	Member	
06.	Prof. M. D. Jadhao	Member	
07.	Prof Dr.B.S.Jadhao	Member	
08.	Pro Dr.R.M.Yewale	Member	
09.	Prof Shahina Pathan	Member (NGO)	
10.	Mr.P.P.Umale	Member	
11.	Ku.Apurva Palkar	Member	
12.	Ku.Sanchi Samdur	Member	
13.	Smt. D. S.Bhonde	Member	



Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2021-2022)

Following members were present for ICC meeting conducted on 02/01/2022.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. Dr.E.J.Helge	Member	
03.	Prof. Dr.V.R.Kakde	Member	
04.	Dr. A. S. Patil	Member	
05.	Prof. S. N. Chinchole	Member	
06.	Prof. M. D. Jadhao	Member	
07.	Prof Dr.B.S.Jadhao	Member	
08.	Pro Dr.R.M.Yewale	Member	
09.	Prof Shahina Pathan	Member (NGO)	
10.	Mr.P.P.Umale	Member	
11.	Ku.Apurva Palkar	Member	
12.	Ku.Sanchi Samdur	Member	
13.	Smt. D. S.Bhonde	Member	

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee (2021-2022)

Minutes of the meeting

1. The proceeding of the previous meeting held on 16/09/2021 are hereby confirmed unanimously.
2. ICC committee decided to celebrate Kranti Jyoti Savitribai Phule birth anniversary programme on 3-1-2022
3. ICC committee decided to conduct the next meeting of ICC to be held on 05/01/2022
4. ICC committee decided to discuss foeticide rate in surrounding society.


CO-ORDINATOR
ICC
Presiding Officer
Internal Complaints Committee
Jijamata Mahavidyalaya, Buldana

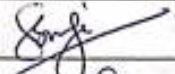
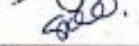
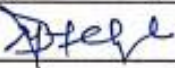
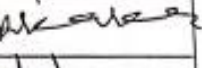


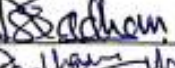
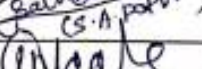
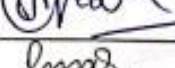

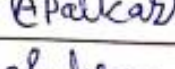
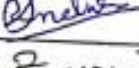
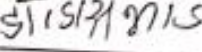

PRINCIPAL
DR. P. P. KOTHE
Principal
Jijamata Mahavidyalaya
Buldana

26. Annual Report 2021-22

Jijamata Mahavidyalaya, Buldana
Internal Complaint Committee
Academic year(2021-22)
ANNUAL REPORT

15/8/2021:-At the local Jijamata Mahavidyalay,Buldana under the leadership of Hon.Principal Dr.P.P.Kothe,Prof.S.S.Nimje Presiding officer of ICC conveyed a meeting at 11.30am in Principal's cabin to consider the agenda given below

1)Discussion on state level one day work shop on women empowerment
 Following members were present for this meeting.

SR. NO.	NAME OF MEMBERS	DESIGNATION	SIGN
01.	Prof. S. S. Nimje	Presiding Officer	
02.	Prof. S. N. Chinchole	IQAC Gord	
03.	Dr.E.J.Helge	Member	
04.	Dr.V.R.Kakde	Member	
05.	Dr.A.S.Patil	Member	
07.	Prof.M.D.Jadhao	Member	
08	Dr.B.S.Jadhao	Member	
09	Prof.Shahina pathan	Member(NGO)	
10	Dr.R.M.Yewle	Member	
11	Mr.P.P.Umale	Member	
12	Ku.Apurva Palkar	Member	
13	Sanchi Samdur	Member	
14	Smt. D. S.Bhonde	Member	

27. Online Workshop on Women Empowerment Movement: Struggle, Strength and Achievement

ANNUAL REPORT
SANT GADGE BABA AMRAVATI UNIVERSITY,
Jijamata Mahavidyalaya, Buldana
Work-shop on Women Empowerment Movement :Struggle, Strength &
Achievement
 Date :-16/8/2021
 Organized by ICC

Online state level one day work-shop (Webinar) on women Empowerment was organized by ICC & IQAC, Shri Shivaji Education Society Amravati, Jijamata Mahavidyalaya, Buldana on 16/8/2021. 100 participants participated in this work-shop.

Prof S.S.Nimje Presiding officer delivered introductory address ,Dr.E.J.Helge was chief guest of Work-shop. The chair person of the Work-shop Dr.P.P.Kothe.Principal of Jijamata Mahavidyalaya, Buldana said that a women should combat fearlessly in any difficult situation or incident .He appreciated the efforts taken by ICC for inculcating awareness in girl students & empowering them in Preceding years.

In first technical session –the chief guest Dr.Ashwini Nimje, Gynecologist, Prof.Dr. V.R.Kakde chaired the first session


In Second Technical session – The chief guest was Adv.Varsha Palkar Buldana , Elaborated different aspects of the act will help women to get justice

Lastly Prof.Dr.V.G.Pahurkar casted the vote of thanks.

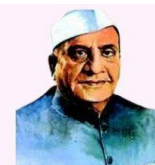
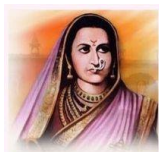
3/1/2022:- Birth anniversary of Kranti Jyoti Savitribai Fule was successfully celebrated on 3/1/2022 Most of the staff members & students put up their views, as Savitribai Fule was social re-former & her life was full of moral values so every lady has to follow her on this occasion.

14/05/2022:- Complaint-drop box .was opened by Prof.S.S.Nimje & members, checked & noted that no complaints of girls has been received.


 Presiding officer
 ICC
 Presiding Officer
 Internal Complaints Committee
 Jijamata Mahavidyalaya, Buldana


 Principal
 Dr. P.P.Kothe
 Principal
 Jijamata Mahavidyalaya
 Buldana

Broacher



SHRI SHIVAJI EDUCATION SOCIETY, AMRAVATI'S
Jijamata Mahavidyalaya, Buldana

Chikhali Road, Buldana - 443 001 (Maharashtra)

www.jmvbuldana.org

**Internal Complaints Committee (ICC) in Collaboration with IQAC is
 Organizing State Level Webinar on**



**Women Empowerment Movement: Struggle, Strength and
 Achievement**

DATE: MONDAY, 16 AUGUST 2021 TIME: 12.30 PM - 3.00 PM

OUR PATRON



HON'BLE SHRI HARSHVARDHANJI DESHMUKH
 PRESIDENT
 SHRI SHIVAJI EDUCATION SOCIETY, AMRAVATI

**INAUGURAL SESSION:
 12.30 PM**

SPEAKERS-1

SESSION-I: 12.40 PM



DR. ASHWINI S. NIMJE
 M.S. (OBGY)(GYNAECOLOGIST)
 LATA MANGESHKAR HOSPITAL, NAGPUR



DR. PRASHANT KOTHE
 PRINCIPAL
 JIJAMATA MAHAVIDYALAYA,
 BULDANA

SPEAKERS-2

SESSION-II: 1.40 PM



ADV. VARSHA V. PALKAR
 JUVENILE JUSTICE BOARD,
 BULDANA

CONVENER



PROF. SHALINI S. NIMJE
 ASSO. PROFESSOR & H.O.D. (PHYSICS)
 PRESIDING OFFICER
 INTERNAL COMPLAINTS COMMITTEE (ICC)

CO-CONVENER



DR. MRS. VANDANA R. KAKDE
 ASSO. PROFESSOR & H.O.D.
 DEPARTMENT OF ZOOLOGY



PROF. SUBODH CHINCHOLE
 ASSO. PROFESSOR (ENGLISH)
 IQAC COORDINATOR





Women Empowerment Movement: Struggle, Strength and Achievement

DATE: MONDAY, 16 AUGUST 2021 TIME: 12.30 PM - 3.00 PM

OUR MOTIVATORS

ADV. BABASAHEB BHONDE PROF. JAGDEORAO BAHEKAR DR. VASANTRAO CHINCHOLE

ADVISORY COMMITTEE

DR. SWATI VAIDYA
ASSOCIATE PROFESSOR
SHRI SHIVAJI COLLEGE, AKOT

DR. MANIK M. DHORE
ASSOCIATE PROFESSOR,
SHRI SHIVAJI COLLEGE, AKOT

DR. MEENA NIKAM
ASSOCIATE PROFESSOR
SHRI SHIVAJI COLLEGE, CHIKHALI

DR. SMITA TARALE
ASSISTANT PROFESSOR,
S. P. M. COLLEGE, NANDURA



WOMEN-EMPOWERMENT



ORGANIZING COMMITTEE

DR. S. K. YERANKAR
DR. E. J. HELGE
DR. S. R. INGLE
DR. V. G. PAHURKAR
DR. RAJASHRI YEWALE

DR. A. S. PATIL
PROF. M. D. JADHAO
PROF. A. P. RATHOD
MR. P. WARE
DR. RESHMA SONWALKAR

NO REGISTRATION FEE

REGISTRATION LINK

<https://forms.gle/jrGVChd7mhRQLDct8>

JOIN WHATSAPP GROUP FOR FURTHER COMMUNICATION:

<https://chat.whatsapp.com/DZ9Fc1DwiKb0qF6E79Hk7x>

CONTACT: 8208407039, 8999265718



Certificate



Shri Shivaji Education Society, Amravati's
JIJAMATA MAHAVIDYALAYA, BULDANA
Maharashtra, India-443001
NAAC Recredited with 'B' Grade - CGPA 2.88 (2013)





CERTIFICATE OF PARTICIPATION

This is to certify that, Dr./Prof./Mr./Ms./Mrs.

of **has actively**
participated in State Level Webinar on "Women Empowerment Movement: Struggle, Strength and Achievement" organized by Internal Complaints Committee (ICC) in collaboration with IQAC, Jijamata Mahavidyalaya, Buldana on 16 August, 2021.



Prof. Mrs. S. S. Nimje
CONVENER



Dr. Mrs. V. R. Kakde
CO-CONVENER



Prof. S. N. Chinchole
IQAC COORDINATOR



Dr. P. P. Kothe
PRINCIPAL

Media Coverage

दिनांक १७ ऑगस्ट २०२१, मंगळवार



2

जिजामाता महाविद्यालयात महिला सक्षमीकरण चळवळ विषयावर एकदिवसीय राज्यस्तरीय चर्चासत्र

बुलढाणा, १७ ऑगस्ट (गुड इन्फॉर्मिंग सिटी): स्थानिक जिजामाता महाविद्यालय येथे सोमवार दिनांक १६ ऑगस्ट २०२१ रोजी महिला सक्षमीकरण चळवळ- लढा, क्षमता आणि यश (Women Empowerment Movement- Struggle, Strength and Achievement) या विषयावर एक दिवसीय राष्ट्रीय स्तरावरील वेबिनार झूम मिटिंग या आभासी मंचावरून आयोजित करण्यात आली. महिला सक्षमीकरण चळवळ या विषयाच्या चर्चासत्राचे आयोजन जिजामाता महाविद्यालय बुलढाणा येथील अंतर्गत तक्रार निवारण कक्ष तसेच महाविद्यालयीन अंतर्गत गुणवत्ता शास्त्रज्ञ कक्ष यांच्या संयुक्त विद्यमाने करण्यात आले होते. चर्चासत्राच्या संयोजक प्रा.शालिनी निमजे यांनी श्री शिवाजी शिक्षण संस्था द्वारा संचालित जिजामाता महाविद्यालय बुलढाणा येथील अंतर्गत तक्रार निवारण कक्ष व त्याच्या कामकाजाची माहिती दिली. चर्चासत्राच्या सहसंयोजक डॉ.सौ.वंदना काकडे यांनी महिलांनी मानसिक, शारीरिक व आर्थिक विकास साधला तर हक्क व अधिकार याप्रक्रियेमध्ये विषयांना सहभागी होण्यास कक्षाप्रकारे मदत होवु शकते याचाउल्लेख व्हावा हा चर्चासत्र आयोजनामगील हेतू असल्याचे आपल्या प्रास्ताविकामध्ये सांगितले. चर्चासत्राच्या पहिल्या सत्राच्या वक्त्या डॉ.अश्विनी निमजे, स्त्रीरोग तज्ज्ञ, नागपूर यांनी विषयाचे शारीरिक व मानसिक आरोग्य तिच्या व्यक्तिमत्त्व विकासाकरिता करवीभूत

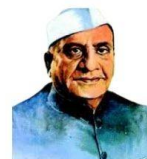
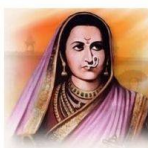
असल्यामुळे त्याविषयी जागरूक राहणे कसे म्हल्याचे आहे या विषयाची विस्तृत माहिती दिली.चर्चासत्राच्या दुस-या मार्गदर्शक बुलढाणा जिल्हा बालनुरेहार कोर्ट च्या सहाय्यक अॅड.वर्षा पालकर यांनी महिला विषयक कायदे योजना याची सद्योत माहिती दिली. जिजामाता महाविद्यालयाचे ज्येष्ठ प्राध्यापक वानिज्य विभागप्रमुख डॉ.एकनाथ हेल्से चर्चासत्राचे अध्यक्ष स्थानी होते. डॉ.हेल्से यांनी स्त्री पुरुष परस्पर सामंजस्यातून घर, समाजच नदरे तर देशाविकस साधला जातो असे आपल्या अध्यक्षीय भाषणातून सांगितले. कार्यक्रमाचे सूत्रसंचालन व पाहण्याचा परिचय डॉ.विकास पहरकर आणि डॉ.राजश्री येवले यांनी केला तर सांगता प्रा.डॉ.राजश्री येवले यांनी आभार प्रदर्शनाने केली. सदर वेबिनारचे थेट प्रक्षेपण दुसारी १२.३०वाजेप- तून झूम क्लाऊड अॅपच्या माध्यमातून तसेच जिजामातामहाविद्यालय युट्युब चॅनेलच्या माध्यमातून करण्यात आले होते. वेबिनार करिता राज्यांमधून शंभरहून अधिक प्राध्यापक, लेखक,समाजसेवक आणि विद्यार्थ्यांनी आपला सहभाग नोंदवला होता. चर्चासत्राचे यशस्वितेसाठी संयोजक प्रा.शालिनी निमजे, डॉ.सौ.वंदना काकडे व आय व्ही ए सी समन्वयक प्रा.सुबोध चिंचोले, डॉ.परत जाधव, डॉ.श्रीराम वेरलकर, डॉ.एस.आर इंगळे, डॉ.राजश्री येवले, प्रा.पवन ठाकरे, डॉ.विकास पहरकर,तसेच महाविद्यालयाचे शिक्षक, शिक्षकेतर कर्मचारी व विद्यार्थ्यांनी प्रयत्न केले.



List of Participants



28. 10 Days Lecture Series on Women Empowerment



SHRI SHIVAJI EDUCATION SOCIETY, AMRAYATI'S
Jijamata Mahavidyalaya, Buldana
 Chikhali Road, Buldana - 443 001 (Maharashtra)
www.jmvbuldana.org



Internal Complaints Committee (ICC) in Collaboration with IQAC
 is Organizing Add-On Course on

Women Empowerment

DATE: 17 TO 27 SEPTEMBER 2021 (30 HOURS)

CHIEF ORGANIZER

DR. PRASHANT P. KOTHE
 PRINCIPAL

JIJAMATA MAHAVIDYALAYA, BULDANA

CONVENER

PROF. SHALINI S. NIMJE
 ASSO. PROFESSOR & H.O.D. (PHYSICS)
 PRESIDING OFFICER
 ICC

CO-CONVENER

DR. MRS. VANDANA R. KAKDE
 ASSO. PROFESSOR & H.O.D.
 DEPARTMENT OF ZOOLOGY

IQAC CO-ORDINATOR

PROF. SUBODH CHINCHOLE
 ASSO. PROFESSOR (ENGLISH)
 IQAC COORDINATOR

TIME: SESSION I: 11.30AM TO 1.00 PM
SESSION II: 1.30 PM TO 3.00 PM

DATE	RESOURCE PERSON	TOPIC
17/09/2021	DR. VANDANA R. KAKDE	WE & SOCIAL VIEW
18/09/2021	DR. RAJSHRI YEWALE	WE STRATEGIES & CHALLENGES
20/09/2021	DR. RESHMA SONWALKAR	WE & GENDER EQUALITY
21/09/2021	DR. SHAHINA PATHAN	WE & SOCIAL VIEW
22/09/2021	PROF. PRANOITI KHAWANE	WE & FUTURE OPPORTUNITIES
23/09/2021	ADV. R. R. DABHADE	WE & WOMEN RIGHTS IN SOCIETY
24/09/2021	ADV. VARSHA PALKAR	WE & INDIAN LAW
25/09/2021	DR. JAYASHRI GULHANE	WE & HEALTH & HYGINE
26/09/2021	DR. ASHWINI. S. NIMJE	WE & STRUGGLE & POWER
27/09/2021	PROF. SHALINI S. NIMJE	WE SCHEMES

REGISTRATION LINK

[HTTPS://FORMS.GLE/8NGFOVMPQZV4XBRQ6](https://forms.gle/8NGFOVMPQZV4XBRQ6)

NO REGISTRATION FEE

JOIN ZOOM MEETING ON BELOW LINK

[HTTPS://US02WEB.ZOOM.US/J/9192703843?pwd=MSTIZZVOBY92K2Y0WUN0AG15DMVIDZ09](https://us02web.zoom.us/j/9192703843?pwd=MSTIZZVOBY92K2Y0WUN0AG15DMVIDZ09)

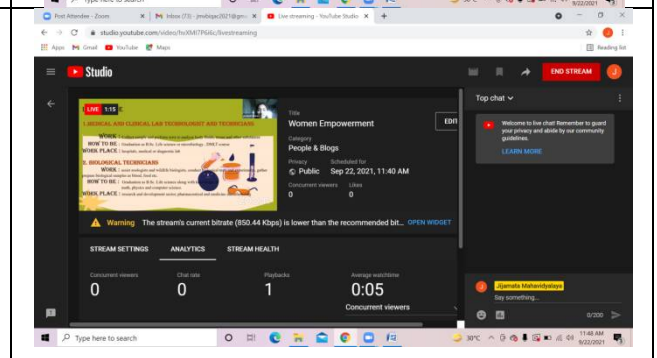
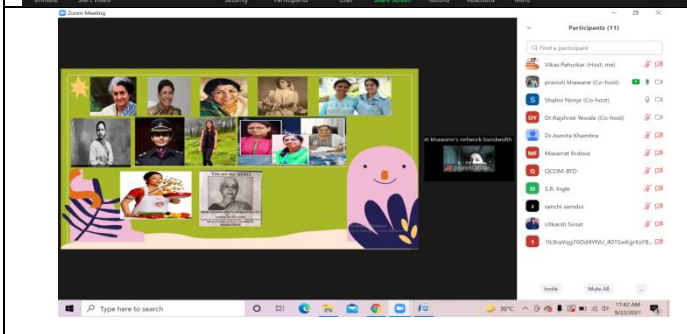
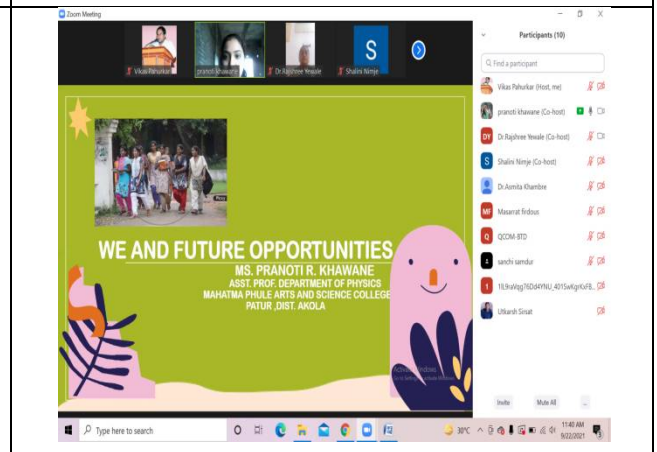
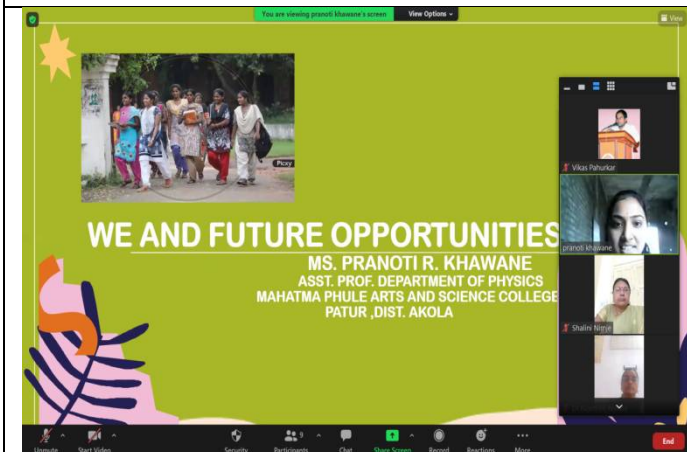
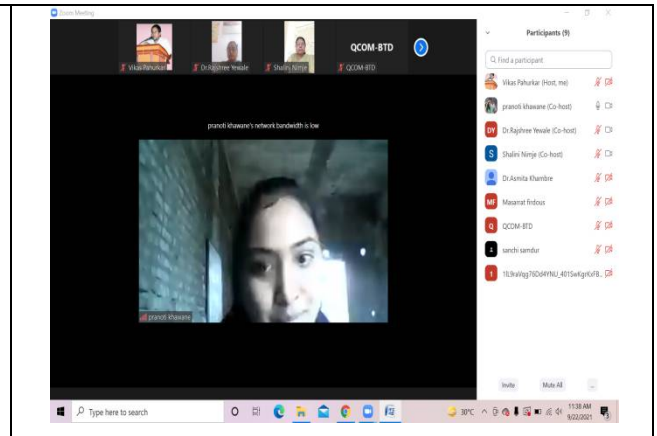
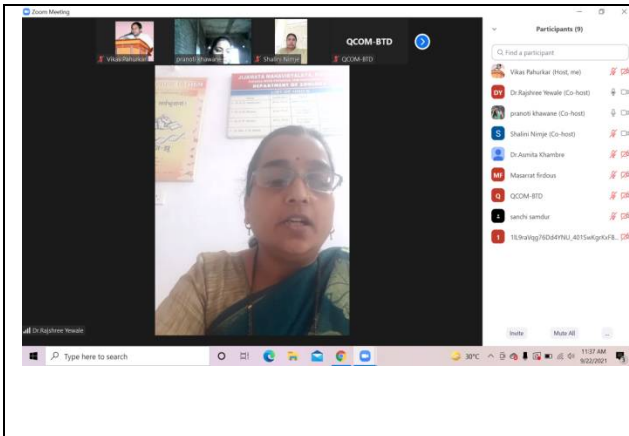
MEETING ID: 919 270 3843
 PASSCODE: 12345

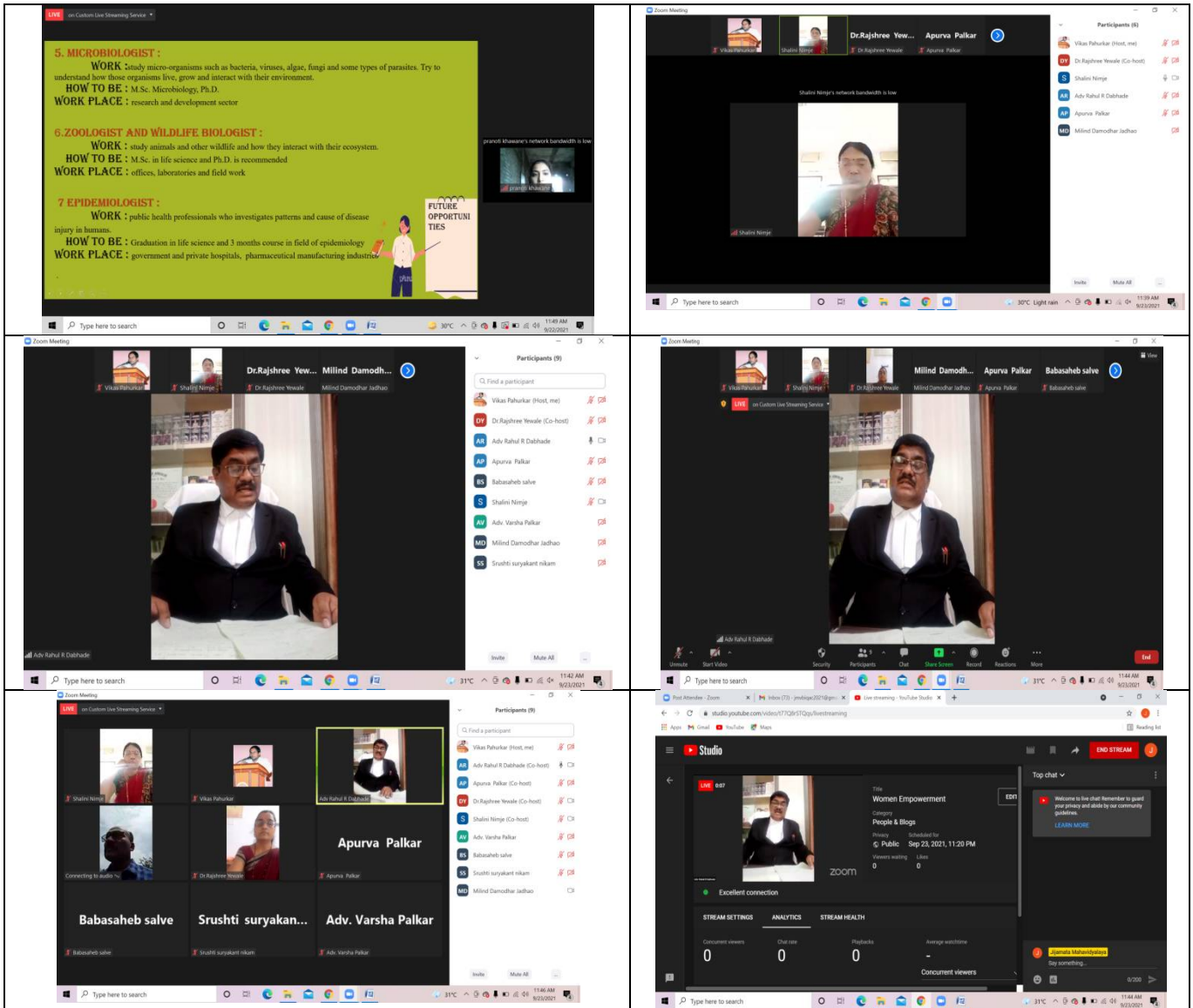
YOUTUBE LINK

[HTTPS://YOUTU.BE/JB246EQPF3M](https://youtu.be/JB246EQPF3M)

CONTACT: 8208407039, 8999265718







जिजामाता महाविद्यालयांतर्गत 'महिला सक्षमीकरण' या विषयावर व्याख्याने संपन्न



देशोन्नती वृत्तसंकलन...

बुलडाणा ■ स्थानिक जिजामाता महाविद्यालयांतर्गत गुणवत्ता शाश्वती कक्ष यांच्या संयुक्त विद्यमाने महिला सक्षमीकरण या विषयावर व्याख्यानांचे आयोजन १७ सप्टेंबर ते २७ सप्टेंबर दरम्यान आयोजित करण्यात आले. महिला सक्षमीकरण या विषयावरील व्याख्यानाचे संयोजन प्रा. एस. एस. निमजे, प्रा. डॉ. काकडे, प्रा. सुबोध विचोले, प्रा. डॉ. भरत जाधव यांनी केले.

सदर व्याख्यानमालेत प्रा. डॉ. धंदना काकडे, प्रा. डॉ. राजश्री येवले, प्रा. डॉ. रेशमा सोनवलकर, डॉ. शाहिणा फडाण, अॅड. राहुल आर दामाडे, अॅड. कर्पा पालकर, प्रा. वंदनाताई धोटे, प्रा. प्रणोती खवणे, डॉ. अश्विनी निमजे यांची व्याख्याने झाली. कार्यक्रमाला डॉ. ई. जे. हेल्गे, डॉ. इंगळे, डॉ. काकडे, डॉ. अरविंद पाटील, प्रा. मिलिंद जाधव यांनी अध्यक्षस्थान भूषविले. कार्यक्रमाच्या यशास्वीतेकरीता डॉ. विकास पट्टकर, डॉ. येरणकर, प्रा. डॉ. नामदेव ढाले तसेच सर्व प्राध्यापक व शिक्षिकेतर कर्मचारी यांचे सहकार्य लाभले. व्याख्यानांचा लाभ जिजामाता महाविद्यालयातील विद्यार्थ्यांनी घेतला.

प्राचार्य डॉ. पी. पी. कोठे यांच्या मार्गदर्शनमध्ये महिला सक्षमीकरण या विषयावरील व्याख्यानमाला संपन्न झाली. व्याख्यानमालेचे सूत्रसंचालन अपूर्वा पालकर व सांगता कु. सांची समदूर यांनी आमार प्रदर्शनाने केली. (का.प्र.)

 Sat, 09 October 2021 
<https://deshonnati.digital>

जिजामाता महाविद्यालयात महिला सक्षमीकरण विषयावर व्याख्यान

प्रतिनिधी | बुलडाणा

स्थानिक जिजामाता महाविद्यालयात अंतर्गत तक्रार निवारण कक्ष व अंतर्गत गुणवत्ता शाखेवती कक्ष यांच्या संयुक्त विद्यमाने महिला सक्षमीकरण या विषयावर १७ ते २७ सप्टेंबर दरम्यान व्याख्यान आयोजित करण्यात आली होती.

महिला सक्षमीकरण या विषयावरील व्याख्यानाचे संयोजन प्रा. एस. एस. निमजे, प्रा. डॉ. काकडे, प्रा. सुबोध चिंचोले, प्रा. डॉ. भरत जाधव यांनी केले. सदर व्याख्यान मालेत प्रा. डॉ. वंदना काकडे, प्रा. डॉ. राजश्री येवले, प्रा. डॉ. रेशमा सोनवलकर, डॉ. शाहिना पठाण, अॅड. राहुल



दाभाडे, अॅड. वर्षा पालकर, प्रा. वंदना धोटे, प्रा. प्रणोती खवणे, डॉ. अश्विनी निमजे यांची व्याख्याने झाली. कार्यक्रमाला डॉ. ई. जे. हेलगे, डॉ. इंगळे, डॉ. काकडे, डॉ. अरविंद पाटील, प्रा. मिलिंद जाधव यांनी अध्यक्षस्थान भूषवले. कार्यक्रमाच्या यशस्वितेकरिता डॉ. विकास पहरकर, डॉ. येरणकर, प्रा. डॉ. नामदेव ढाले तसेच सर्व

प्राध्यापक व शिक्षकेतर कर्मचारी यांचे सहकार्य लाभले. व्याख्यानांचा लाभ जिजामाता महाविद्यालयातील विद्यार्थ्यांनी घेतला. प्राचार्य डॉ. पी. पी. कोटे यांच्या मार्गदर्शनामध्ये महिला सक्षमीकरण या विषयावरील व्याख्यानमाला संपन्न झाली. व्याख्यानमालेचे सूत्रसंचालन अपूर्वा पालकर व सांगता सांची समदूर यांनी आभार प्रदर्शनाने केली.




Jijamata Mahavidyalaya, Buldhana


Anti-Ragging Committee



1. Anti-ragging Committee Meeting



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Anti-ragging Committee

Notice


Any student can register their grievance regarding Anti-Ragging and concern regarding SC/ST discrimination and any kind of injustice, and avail themselves of proper solution for the discrimination they have experienced should be sent to be following e-mail address **milindjadhao24@gmail.com**. The College has an Anti-Ragging committee.

The members of the Anti-Ragging Committee:

Committee	Name of the Member	Designation	Mobile No.	Email ID
Anti-Ragging Committee	Dr. P. P. Kothe(Principal)	Chairman	9822461416	Milindjadhao24@gmail.com
	Prof. M. D. Jadhao	Secretary	8275028079	
	Dr. V. R. Kakde	Member	9822456996	
	Prof. Shalini Nimje	Member	8208407039	
	Dr. D. J. Kande	Member	8605356851	
	Dr. N. W. Dhale	Member	9420232130	
	Dr. B. S. Jadhao	Member	9822996553	
Mr. Gaurang Pathak	Student Representative	9764938065		


Anti-Ragging

1. Anti-Ragging should be registered by the affected student on the above given address or in-person by complaint given in writing.
2. Anonymous complaints will not be entertained, as it will not be possible to follow up the complaints.
3. UGC website www.ugc.ac.in mentioning regulation on curbing the menace of Ragging in Higher Educational Institutions **2009(under sec 26(i) (g) of the UGC act 1956) New Delhi 02,17June 2009.**
- 4) The definition of Ragging according to 3rd amendment in UGC regulation on 29th June 2016 is as follows **“any act of the 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, economic background”.**






2. Complaint Form



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Complaint Form

Name of Complainant : _____

Class : _____

Department : _____


Contact Details : _____

Nature of Ragging : _____

Undertaking I here declare that the information furnished above by me is true and accurate.
Further, I understand that disciplinary action can be taken against me if the above allegations are found incorrect or malicious.

Date: _____

Signature of the Complainant _____



3. Affidavit by the Student on Anti-Ragging

AFFIDAVIT BY THE STUDENT ON ANTI-RAGGING

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 thisday ofmonth 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



4. Formation of Anti-Ragging Committee



Shri Shivaji Education Society, Amravati's Jijamata Mahavidyalaya Buldana



The students' Grievance Redressal Cell is formulated in order to maintain a healthy working atmosphere amongst staff, students and parents. This cell aims to look into the grievances lodged by any student. Students can approach the Cell to register their grievances and complaints regarding academic matters, financial matters, canteen services, library issues and other services offered by the institution. Any form of dissatisfaction faced by the students can be communicated to the Cell. The Grievance Redressal Cell also looks into matters of physical, mental or sexual harassment faced by the students in the institution's premises. Anyone with a genuine grievance may approach the convener or any member of the grievance cell. Complaint box has been installed in the college campus in which the students, who want to remain unidentified, can place in writing their grievances and their suggestions for improving the academics/administration in the college. Grievances may also be sent through e-mail or phone to the convener of the students' Grievance Redressal Cell. The Cell after receiving the complaints redresses the grievances promptly and judiciously. As a result of this redressal mechanism, the college has pleasant environment and ethical work culture with friendliness and mutual understanding among the students and faculties.

Anti-Ragging Committee:

Committee	Name of the Member	Designation	Mobile No.	Email ID
Anti-Ragging Committee	Dr. P. P. Kothe(Principal)	Chairman	9822461416	milindjadhao24@gmail.com
	Prof. M. D. Jadhao	Secretary	8275028079	
	Dr. V. R. Kakde	Member	9822456996	
	Prof. Shalini Nimje	Member	8208407039	
	Dr. D. J. Kande	Member	8605356851	
	Dr. N. W. Dhale	Member	9420232130	
	Dr. B. S. Jadhao	Member	9822996553	
Mr. Gaurang Pathak	Student Representative	9764938065		

Grievance Redressal Committee:-

Committee	Name of the Member	Designation	Mobile No.	Email ID
Grievance Redressal Committee	Dr. P. P. Kothe(Principal)	Chairman	9822461416	milindjadhao24@gmail.com
	Dr. V. R. Kakde	Member & Secretary	9822456996	
	Prof. M. D. Jadhao	Member	8275028079	
	Dr. D. J. Kande	Member	8605356851	
	Dr. N. W. Dhale	Member	9420232130	
	Dr. B. S. Jadhao	Member	9822996553	
	Mr. (student)	Student Representative	9764938065	

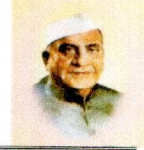




ShriShivaji Education Society, Amravati's
JIJAMATA MAHAVIDYALAYA, BULDANA

Dist. Buldana (M.S.)

web. www.jmvbuldana.org email- jijamatabld@gmail.com



Founder President Dr. Panjabrao Alias Bhausaheb Deshmukh	President Hon. Shri Harshvardhan P. Deshmukh	Principal Dr. Prashant P. Kothe Cell No. 9822461416
--	--	--

Anti-Ragging Cell is one of the important parts of Educational Institution's mechanism. As per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in higher Education Institutions, 2009, establishment of Anti- Ragging Cell is very compulsory. Jijamata Mahavidyalaya, Buldhana, has constituted the Anti-Ragging Committee.

Composition of Anti-Ragging Committee is as follows.

Committee	Name of the Member	Designation	Mobile No.	Email ID
Anti-Ragging Committee	Prof. M. D. Jadhao	Chairman	8275028079	
	Dr. V. R. Kakde	Member & Secretary	9822456996	
	Prof. Shalini Nimje	Member	8208407039	
	Dr. D. J. Kande	Member	8605356851	milindjadhao24@gmail.com
	Dr. N. W. Dhale	Member	9420232130	
	Dr. B. S. Jadhao	Member	9822996553	
	Mr. Gaurang Pathak	Student Representative	9764938065	



5. Mechanism for Submission of Online/Offline Students' Grievances



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Mechanisms for submission of online/offline students' grievances

Functioning of Anti-ragging Committee:

- As per the State government and the university directives a separate committee has been constituted for this purpose.
- Also the college has committees such as Monitoring Committee and Discipline Committee to take care of issues of Ragging.
- Any student can register on milindjadhao24@gmail.com for their grievances regarding Ragging cases and concern regarding SC/ST discrimination and any kind of injustice.
- Campus monitoring is done under CCTV surveillance.
- As per the direction of Buldhana Police station the complaint box is installed in college campus.

4. Timely redressal of the grievance through appropriate committees.

- Complaints of ragging, discrimination or injustice are considered with priority to the constituted committees within stipulated period.



6. Students Undertaking

To,
The Principal,
Jijamata Mahavidyalaya Buldana

Sir,

I Trangatri Ursal request you to kindly admit to M. A. I. (Music) class in the faculty of Science / Commerce / Arts. I have filled in the correct information in the above application form. If it found incorrect I am aware that my admission is liable to be cancelled.

I submit myself to the statutory disciplinary powers of the vice chancellor / university authorities / college authorities and promise to strictly abide by the rules and regulations laid down by these authorities.

Also I promise to abide by the supplementary rules and regulations enforced by the Head of the Institution. In case I violate any of the rules, the action taken against me will be binding on me.

Your's Faithfully

Trangatri Ursal
(Signature of the applicant)

To,
The Principal,
Jijamata Mahavidyalaya Buldana

Sir,

I Madhuri Wankhede request you to kindly admit to M. A. I. class in the faculty of Science / Commerce / Arts. I have filled in the correct information in the above application form. If it found incorrect I am aware that my admission is liable to be cancelled.

I submit myself to the statutory disciplinary powers of the vice chancellor / university authorities / college authorities and promise to strictly abide by the rules and regulations laid down by these authorities.

Also I promise to abide by the supplementary rules and regulations enforced by the Head of the Institution. In case I violate any of the rules, the action taken against me will be binding on me.

Your's Faithfully

Madhuri Wankhede
(Signature of the applicant)



To,
The Principal,
Jijamata Mahavidyalaya Buldana

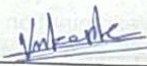
Sir,

I Veishnavi.v. Kopte request you to kindly admit to M.A. I class in the faculty of Science / Commerce / Arts. I have filled in the correct information in the above application form. If it found incorrect I am aware that my admission is liable to be cancelled.

I submit myself to the statutory disciplinary powers of the vice chancellor / university authorities / college authorities and promise to strictly abide by the rules and regulations laid down by these authorities.

Also I promise to abide by the supplementary rules and regulations enforced by the Head of the Institution. In case I violate any of the rules, the action taken against me will be binding on me.

Your's Faithfully


(Signature of the applicant)



7. Meeting 11-07-2021

Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Session 2021-22

Notice

Following members are requested to attend the meeting of "Anti-Ragging Committee" on dated 11.07.2021 at 02.00 pm. to discuss the issues regarding Anti-Ragging.

Name of Members

1. Dr. P. P. Kothe(Principal)
2. Prof. M. D. Jadhao
3. Dr. V. R. Kakde
4. Prof. Shalini Nimje
5. Dr. D. J. Kande
6. Dr. N. W. Dhale
7. Dr. B. S. Jadhao
8. Dr. P. B. Wagh

Date: 07.07.2021

Place: Buldhana

Minutes of the Meeting

Anti-Ragging Committee meeting held on 11.07.2021 in the department of physical education, list of the members present attached herewith.

- It is decided to display the notice regarding Anti Ragging.
- Call the complaint through mail address of Convener.
- If complaint is there, then the call the meeting of committee for solving / proper solution to the registered complaints.

Meeting ended with vote of thanks.

Action Taken Report

- ✓ Concern notice are displayed on various notice board & various prominent places.
- ✓ E-mail address for registration of complaints is given.
- ✓ No complaint is received on provided mail address or in person.



8. Action Taken Annual Report 2021-22



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Anti-Ragging Committee

Action Taken Annual Report - 2021-22

To prevent the menace of ragging and maintain healthy environment among students in the college campus ragging is strictly forbidden in or outside the college campus.

Punishments at the Institution Level

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

- Suspension from attending classes and academic privileges.
- Debarring from representing the institution in any Regional, National or International meet, tournament, youth festival, etc.
- Cancellation of admission.
- Rustication from the institution for period ranging from 1 to 6 semesters.
- Expulsion from the institution, and consequent debarring from admission to any other institution for a specific period.
-

Steps Taken to Curb Ragging

- Ragging Complaint box is kept in the prominent place in the college.
- HODS of all the departments were instructed to keep a strict vigil to curb ragging.
- In the class committee meetings held twice in a semester the first year students were provided with an opportunity to voice out their opinion about "ragging menace" in the campus.

In academic year 2021-22 all the college students specially fresher's counselled by committee and give the information about Anti-ragging, Fresher are able to pursue their studies without getting teased, insulted or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

For this purpose, we conduct meeting twice in year. No ragging cases were found in this year.



9. Meeting 02-01-2022



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Session 2021-22

Notice

Following members are requested to attend the meeting of "Anti-Ragging Committee" on dated 02.01.2022 at 01.30 pm. to discuss the issues regarding Anti-Ragging.

Name of Members

1. Dr. P. P. Kothe (Principal)
2. Prof. M. D. Jadhao
3. Dr. V. R. Kakde
4. Prof. Shalini Nimje
5. Dr. D. J. Kande
6. Dr. N. W. Dhale
7. Dr. B. S. Jadhao
8. Dr. P. B. Wagh

Date: 27.12.2021

Place: Buldhana

Minutes of the Meeting

Anti-Ragging Committee meeting held on 02.01.2022 in the department of physical education, list of the members present attached herewith.

- It is decided to display the notice regarding Anti Ragging.
- Call the complaint through mail address of Convener.
- If complaint is there, then call the meeting of committee for solving / proper solution to the registered complaints.

Meeting ended with vote of thanks.

Action Taken Report

- ✓ Concern notice are displayed on various notice board & various prominent places.
- ✓ E-mail address for registration of complaints is given.
- ✓ No complaint is received on provided mail address or in person.



10. Action Taken Annual Report 2020-21

Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Anti-Ragging Committee

Action Taken Annual Report - 2020-21

To prevent the menace of ragging and maintain healthy environment among students in the college campus ragging is strictly forbidden in or outside the college campus.

Punishments at the Institution Level

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

- Suspension from attending classes and academic privileges.
- Debarring from representing the institution in any Regional, National or International meet, tournament, youth festival, etc.
- Cancellation of admission.
- Rustication from the institution for period ranging from 1 to 6 semesters.
- Expulsion from the institution, and consequent debarring from admission to any other institution for a specific period.

Steps Taken to Curb Ragging

- Ragging Complaint box is kept in the prominent place in the college.
- HODS of all the departments were instructed to keep a strict vigil to curb ragging.
- In the class committee meetings held twice in a semester the first year students were provided with an opportunity to voice out their opinion about "ragging menace" in the campus.

In academic year 2020-21 all the college students specially fresher's counselled by committee and give the information about Anti-ragging, Fresher are able to pursue their studies without getting teased, insulted or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

For this purpose, we conduct meeting twice in year. No ragging cases were found in this year.



11. Notice for Session 2020-21

Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Session 2020-21

Notice

**Due to Covid-19 Pandemic College was not Physically Functioning hence
no meeting were conducted for Anti-Ragging**

Duration (March -2020 to June -2021)



12. Meeting 01-07-2019

Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Session 2019-20

Notice

Following members are requested to attend the meeting of "Anti-Ragging Committee" on dated 1.07.2019 at 02.00 pm. to discuss the issues regarding Anti-Ragging.

Name of Members

1. Dr. Sidhartha Meshram (Principal)
2. Prof. M. D. Jadhao
3. Dr. V. R. Kakde
4. Prof. Shalini Nimje
5. Dr. D. J. Kande
6. Dr. N. W. Dhale
7. Dr. B. S. Jadhao
8. Dr. P. B. Wagh

Date: 29.06.2019

Place: Buldhana

Minutes of the Meeting

Anti-Ragging Committee meeting held on 1.07.2019 in the department of physical education, list of the members present attached herewith.

- It is decided to display the notice regarding Anti Ragging.
- Call the complaint through mail address of Convener.
- If complaint is there, then call the meeting of committee for solving / proper solution to the registered complaints.

Meeting ended with vote of thanks.

Action Taken Report

- ✓ Concern notice are displayed on various notice board & various prominent places.
- ✓ E-mail address for registration of complaints is given.
- ✓ No complaint is received on provided mail address or in person.



13. Meeting 03-12-2019

Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Session 2019-20

Notice

Following members are requested to attend the meeting of "Anti-Ragging Committee" on dated 03.12.2019 at 12.00 pm. to discuss the issues regarding Anti-Ragging.

Name of Members

1. Dr. E. J. Helge(Principal)
2. Prof. M. D. Jadhao
3. Dr. V. R. Kakde
4. Prof. Shalini Nimje
5. Dr. D. J. Kande
6. Dr. N. W. Dhale
7. Dr. B. S. Jadhao
8. Dr. P. B. Wagh

(Handwritten signatures and initials corresponding to the list of members)

Date: 01.12.2019

Place: Buldhana

Minutes of the Meeting

Anti-Ragging Committee meeting held on 03.12.2019 in the department of physical education, list of the members present attached herewith.

- It is decided to display the notice regarding Anti Ragging.
- Call the complaint through mail address of Convener.
- If complaint is there, then the call the meeting of committee for solving / proper solution to the registered complaints.

Meeting ended with vote of thanks.

Action Taken Report

- ✓ Concern notice are displayed on various notice board & various prominent places.
- ✓ E-mail address for registration of complaints is given.
- ✓ No complaint is received on provided mail address or in person.



14. Action Taken Annual Report 2019-20



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Anti-Ragging Committee

Action Taken Annual Report - 2019-20

To prevent the menace of ragging and maintain healthy environment among students in the college campus ragging is strictly forbidden in or outside the college campus.

Punishments at the Institution Level

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

- Suspension from attending classes and academic privileges.
- Debarring from representing the institution in any Regional, National or International meet, tournament, youth festival, etc.
- Cancellation of admission.
- Rustication from the institution for period ranging from 1 to 6 semesters.
- Expulsion from the institution, and consequent debarring from admission to any other institution for a specific period.

Steps Taken to Curb Ragging

- Ragging Complaint box is kept in the prominent place in the college.
- HODS of all the departments were instructed to keep a strict vigil to curb ragging.
- In the class committee meetings held twice in a semester the first year students were provided with an opportunity to voice out their opinion about "ragging menace" in the campus.

In academic year 2019-20 all the college students specially fresher's counselled by committee and give the information about Anti-ragging, Fresher are able to pursue their studies without getting teased, insulted or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

For this purpose, we conduct meeting twice in year. No ragging cases were found in this year.



15. Meeting 11-07-2018



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Session 2018-19

Notice

Following members are requested to attend the meeting of "Anti-Ragging Committee" on dated 11.07.2018 at 02.00 pm. to discuss the issues regarding Anti-Ragging.

Name of Members

1. Dr. Siddhartha Meshram (Principal)
2. Prof. M. D. Jadhao
3. Dr. V. R. Kakde
4. Prof. Shalini Nimje
5. Dr. D. J. Kande
6. Dr. N. W. Dhale
7. Dr. B. S. Jadhao

(Handwritten signatures of the members listed above)

Date: 10.07.2018

Place: Buldhana

Minutes of the Meeting

Anti-Ragging Committee meeting held on 11.07.2018 in the department of physical education, list of the members present attached herewith.

- It is decided to display the notice regarding Anti Ragging.
- Call the complaint through mail address of Convener.
- If complaint is there, then the call the meeting of committee for solving / proper solution to the registered complaints.


Meeting ended with vote of thanks.

Action Taken Report


- ✓ Concern notice are displayed on various notice board & various prominent places.
- ✓ E-mail address for registration of complaints is given.
- ✓ No complaint is received on provided mail address or in person.



16. Action Taken Annual Report 2018-19



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Anti-Ragging Committee
Action Taken Annual Report - 2018-19

To prevent the menace of ragging and maintain healthy environment among students in the college campus ragging is strictly forbidden in or outside the college campus.

Punishments at the Institution Level

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


- Suspension from attending classes and academic privileges.
- Debarring from representing the institution in any Regional, National or International meet, tournament, youth festival, etc.
- Cancellation of admission.
- Rustication from the institution for period ranging from 1 to 6 semesters.
- Expulsion from the institution, and consequent debarring from admission to any other institution for a specific period.
-

Steps Taken to Curb Ragging

- Ragging Complaint box is kept in the prominent place in the college.
- HODS of all the departments were instructed to keep a strict vigil to curb ragging.
- In the class committee meetings held twice in a semester the first year students were provided with an opportunity to voice out their opinion about "ragging menace" in the campus.

In academic year 2018-19 all the college students specially fresher's counselled by committee and give the information about Anti-ragging. Fresher are able to pursue their studies without getting teased, insulted or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

For this purpose, we conduct meeting twice in year. No ragging cases were found in this year.



17. Meeting 27-07-2017

Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana

**Session 2017-18****Notice**

Following members are requested to attend the meeting of "Anti-Ragging Committee" on dated 27.07.2017 at 03.00 pm. to discuss the issues regarding Anti-Ragging.

Name of Members

1. Dr. E. J. Helge
2. Prof. M. D. Jadhao
3. Dr. V. R. Kakde
4. Prof. Shalini Nimje
5. Dr. N. W. Dhale
6. Dr. B. S. Jadhao

Date: 22.07.2017

Place: Buldhana

Minutes of the Meeting

Anti-Ragging Committee meeting held on 27.07.2017 in the department of physical education, List of the members present attached herewith.

- It is decided to display the notice regarding Anti Ragging.
- Call the complaint through mail address of Convener.
- If complaint is there, then call the meeting of committee for solving / proper solution to the registered complaints.

Meeting ended with vote of thanks by Convener.

Action Taken Report

- ✓ Concern notice are displayed on various notice board & various prominent places.
- ✓ E-mail address for registration of complaints is given.
- ✓ No complaint is received on provided mail address or in person.



18. Meeting 15-01-2018

Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Session 2017-18

Notice

Following members are requested to attend the meeting of "Anti-Ragging Committee" on dated 15.01.2018 at 02.00 pm. to discuss the issues regarding Anti-Ragging.

Name of Members

1. Dr. E. J. Helge (Principal)
2. Prof. M. D. Jadhao
3. Dr. V. R. Kakde
4. Prof. Shalini Nimje
5. Dr. D. J. Kande
6. Dr. N. W. Dhale
7. Dr. B. S. Jadhao

(Handwritten signatures of the members listed above)

Date: 10.01.2018

Place: Buldhana

Minutes of the Meeting

Anti-Ragging Committee meeting held on 15.01.2018 in the department of physical education, list of the members present attached herewith.

- It is decided to display the notice regarding Anti Ragging.
- Call the complaint through mail address of Convener.
- If complaint is there, then call the meeting of committee for solving / proper solution to the registered complaints.

Meeting ended with vote of thanks.

Action Taken Report

- ✓ Concern notice are displayed on various notice board & various prominent places.
- ✓ E-mail address for registration of complaints is given.
- ✓ No complaint is received on provided mail address or in person.



19. Action Taken Annual Report 2017-18



Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya Buldana



Anti-Ragging Committee

Action Taken Annual Report - 2017-18

To prevent the menace of ragging and maintain healthy environment among students in the college campus ragging is strictly forbidden in or outside the college campus.

Punishments at the Institution Level

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

- Suspension from attending classes and academic privileges.
- Debarring from representing the institution in any Regional, National or International meet, tournament, youth festival, etc.
- Cancellation of admission.
- Rustication from the institution for period ranging from 1 to 6 semesters.
- Expulsion from the institution, and consequent debarring from admission to any other institution for a specific period.
-

Steps Taken to Curb Ragging

- Ragging Complaint box is kept in the prominent place in the college.
- HODS of all the departments were instructed to keep a strict vigil to curb ragging.
- In the class committee meetings held twice in a semester the first year students were provided with an opportunity to voice out their opinion about "ragging menace" in the campus.

In academic year 2017-18 all the college students specially fresher's counselled by committee and give the information about Anti-ragging, Fresher are able to pursue their studies without getting teased, insulted or in any way troubled by the seniors in the name of an obsolete, barbaric ritual.

For this purpose, we conduct meeting twice in year. No ragging cases were found in this year.



20. Maharashtra Prohibition of Ragging Act, 1999

THE RULES OF PROHIBITING RAGGING

HIGHER AND TECHNICAL EDUCATION DEPARTMENT

Mantralaya Annex, Mumbai 400 032, dated the 19th May 1999

NOTIFICATION

MAHARASHTRA PROHIBITION OF RAGGING ACT, 1999.

section {2} of section 1 of the Maharashtra Prohibition of Ragging act, 1999 {Man. XXXIII of 1999}, the Government of Maharashtra hereby appoints the 1 day of June 1999 to be the date on which the said Act shall come into force.

By order and in the name of the Governor of Maharashtra,

V.P. Raja,
Secretary to Government

In pursuance of clause (3) of article 348 of the Constitution of India, the following translation in English of the Maharashtra Prohibition of Ragging Act, 1999 (Mah, XXXIII of 1999), is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

PRATIMAUMARJI,
Secretary to Government,
Law and Judiciary Department.

MAHARASHTRA ACT NO. No. XXXIII OF 1999.

(First published, after having received the assent of the Governor in the "Maharashtra Government Gazette", on the 15 May 1999.)

An Act to prohibit ragging in educational institutions in the State of Maharashtra

WHEREAS it is expedient to enact a special law to prohibit ragging in educational institutions in the State of Maharashtra. It is hereby enacted in the Fiftieth Year of the Republic of India as follows:

(1) Short title and commencement

- This Act may be called the Maharashtra Prohibition of Ragging Act, 1999.
- It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint.

2) Definitions

1. "educational institution" means and includes a college, or other institution by whatever name called, carrying on the activity or imparting education therein (either exclusively or among other activities); and includes an orphanage or a boarding home or hostel or a tutorial institution or any other premises attached thereto;
2. "head of the educational institution" means the Vice-Chancellor of the University, dean of Medical Faculty, Director of the Institution or the Principal, headmaster or the person responsible for the management of the educational institution;
3. "ragging" means display of disorderly conduct, doing of any act which causes or is likely to cause physical psychological harm or raise apprehension or fear or shame or embarrassment to a student in any educational institution and includes (i) teasing, abusing, threatening or playing practical jokes on, or causing hurt to, such student; or (ii) asking a student to do any act or perform something which such student will not, in the ordinary course, willingly, do.



(3) Prohibition of ragging

Ragging within or outside of any educational institution is prohibited.

(4) Penalty for ragging

Whoever directly or indirectly commits, participates in, abets or propagates ragging within or outside any education institution shall, on conviction, be punished with imprisonment for a term which may extend to two years and shall also be liable to a fine which may extend to ten thousand rupees.

(5) Dismissal of student

Any student convicted of an offence under section 4 shall be dismissed from the educational institution and such student shall not be admitted in any other educational institution for a period of five years from the date of order of such dismissal.

(6) Suspension of student

1. Whenever any student or, as the case may be, the parent or guardian, or a teacher of an educational institution complains, in writing, of ragging to the head of the educational institution, the head of that educational institution shall, without prejudice to the foregoing provisions, within seven days of the receipt of the complaint, enquire into the matter mentioned in the complaint and if; prima facie, it is found true, suspend the student who is accused of the offence, and shall, immediately forward the complaint to the police station having jurisdiction over the area in which the educational institution is situated, for further action.
2. Where, on enquiry by the head of the educational institution, it is proved that there is no substance, prima facie, in the complaint received under sub-section (1), he shall intimate the fact, in writing, to the complainant.
3. The decision of the head of the educational institution that the student has indulged in ragging under sub-section (1), shall be final

(7) Deemed abetment

If the head of the educational institution fails or neglects to take action in the manner specified in section 6 when a complaint of ragging is made, such person shall be deemed to have abetted the offence of ragging and shall, on conviction, be punished as provided for in section 4. Power to make rules

(8) (1) The State Government may, by notification in the Official Gazette, amend for carrying out all or any of the purposes of this Act.

(2) Every rule made under this Act shall be laid, as soon as may be, after it is made, before each House of the State Legislature, while it is in session for total period of thirty days, which may be comprised in one session or in two or more successive sessions, and if; before the expiry of the session in which it is so laid or the session immediately following, both houses agree in making any modification in the rules or both Houses agree that the rule should not be made, and notified- such decision in the Official Gazette, the rule shall from the date of publication of such notification, have effect only in such modified form or be of no effect, as the case may be; so however, that any such modification or annulment shall be without prejudice to the validity of anything previously done or omitted to be done under that rule.



21. UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009

DRAFT

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

NO. F 1-16/2007 (CPP-II)
April, 2009

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

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

1. Title, commencement and applicability:-

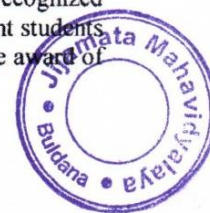
- 1.1. These regulations shall be called the “UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009”.
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial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

2. Objective:-

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

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

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



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

4. Punishable ingredients of Ragging:-

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



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

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

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

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

6.1 Before admissions:-

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The ‘Prospectus’ and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their ‘Prospectus’.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure 1, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.



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



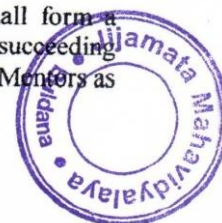
and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

6.2 On admission:-

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

6.3 At the end of the academic year:-

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



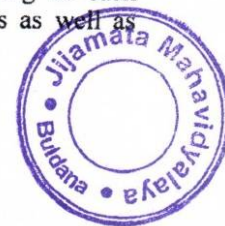
the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

6.4 Setting up of Committees and their functions:-

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

6.5 Other measures:-

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



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



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

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

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



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

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

7.1 Regulatory measures:-

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

7.2 Incentives for curbing ragging:-

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

7.3 Monitoring mechanism to ensure compliance:-



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

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

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

8 Punishments:-

8.1 At the institution level:-

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

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

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

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



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

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

8.3 At the appointing authority level:-

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

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

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

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



-:0:-

ANNEXURE I, Part I

UNDERTAKING BY THE CANDIDATE/STUDENT

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

12



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

Signed this _____ day of _____ month of _____ year

Signature

Name:

Address:

ANNEXURE I, Part II

UNDERTAKING BY PARENT/GUARDIAN

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

13



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

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

Signed this _____ day of _____ month of _____ Year

Signature

Name:

Address:





University Grant Commission

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

The following were present:-

UGC:

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

In Chair .

Members of the UGC Committee for preparation of Regulations:-

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

Representatives of the Statutory Councils:

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

Representative of the State Governments:-

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

Following decisions were taken:-

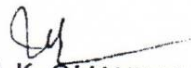
- a) The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee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

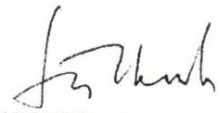




- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of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

The meeting ended with a vote of thanks to the Chair.


(R. K. CHAUHAN)
13.11.2009


(SUKHADEO THORAT)



UNIVERSITY GRANTS COMMISSION
BAHADLURSHAH ZAFAR MARG
NEW DELHI-110002

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

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

Members UGC Expert Committee

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

Special invitee

Special invitee

Mr.Raj Kachroo
Aman Movement

Present (UGC)

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



- / -



Professional Councils

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



- 2 -



7. Sh. S.K.Mitra
Deputy Secretary (Education)
Indian Council of Agricultural Research, Krishi Bhavan
Dr. Rajendra Prasad Road, New Delhi-110114
Phone 25848033, Sujitkmitra@gmail.com

8. Dr. S.S.Bisht
CSO
Indira Gandhi National Open University
New Delhi-110068
Phone: 9868106047, 29533237, 29572121 (O)

9. Sh. D .Singh
Director
Edcil , India Ltd., Noida
Phone- 0120-2512008, 9971409065

State Council of Higher Education

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

State Education Secretary

1. Dr. Narinder Dhillon
DPI College, Punjab
Phone- 0172-2703549, 9814085651

2. Shri P.C.Dhiman
Secretary (Education Dept)
Govt. of Himachal Pradesh
H.P. Secretariat, Shimla-171002

3. Sh. Prabhat Sinha
Spl. Secretary
Dept. of Higher Education
Govt. of U.P., Lucknow
Phone- 09415171471, 0522-2238601

College

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



[Handwritten Signature]
Principal
Jijamata Mahavidyalaya
Buidana