

Supporting Documents

Clarification on Metric ID: 5.1.4

Query No. 01 HEI should note that provided supporting documents are not justifying the chosen options, so please provide required supporting documents as per SOP for chosen options.

Response: Supporting documents for all the four points in the metric 5.1.4 as per SOP are provided here.

Link: <https://www.indiramahavidyalaya.com/pdfpage.php?unum=1373>

Query No. 02: Please provide Statutory regulations/norms of UGC/SRA to be provided.

Response: Provided statutory rules/regulations of UGC/SRA like Internal Grievance Committee, Student Grievance Committee, Anti-Ragging Cell, Anti-Sexual Harassment Cell, Equal Opportunity Cell/SC/ST Cell.

Link: <https://www.indiramahavidyalaya.com/pdfpage.php?unum=1374>

Query No. 03: Please provide Minutes of the meeting/Report of grievances from the concerned committee is essential

Response: Minutes of the meeting/Report of grievances from the Internal Complaint Committee, Student Grievance Committee, Anti-Ragging Cell, Anti-Sexual Harassment Cell, Equal Opportunity Cell/SC/ST Cell are provided.

Link: <https://www.indiramahavidyalaya.com/pdfpage.php?unum=1375>

Query No. 04 Please provide any other relevant data or documents related in this metrics (if available)

Response: The relevant data or documents related in this metric are provided. All the documents in regional language are translated to English.

Link: <https://www.indiramahavidyalaya.com/pdfpage.php?unum=1376>

Query No. 05: Kindly note that as the provided documents in regional, language which should not be considered as per SOP. So please requested to provide all the required documents in ENGLISH translated version

Response: All the documents in regional language are translated to English and provided with English version.

Link: <https://www.indiramahavidyalaya.com/pdfpage.php?unum=1377>

Supporting Documents
Clarification on Metric ID: 5.1.4

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LINK FOR VARIOUS COMMITTEE/CELL

Internal Complaint Committee

(Implementation of guidelines, Organisation wide awareness, Mechanism for grievances, Timely redressal)

Link:

<https://www.indiramahavidyalaya.com/pdfpage.php?unum=1368>

Student Grievance Redressal Committee

(Implementation of guidelines, Organisation wide awareness, Mechanism for grievances, Timely redressal)

Link:

<https://www.indiramahavidyalaya.com/pdfpage.php?unum=1369>

Anti - Ragging Cell

(Implementation of guidelines, Organisation wide awareness, Mechanism for grievances, Timely redressal)

Link:

<https://www.indiramahavidyalaya.com/pdfpage.php?unum=1370>

Anti – Sexual Harassment Cell

(Implementation of guidelines, Organisation wide awareness, Mechanism for grievances, Timely redressal)

Link:

<https://www.indiramahavidyalaya.com/pdfpage.php?unum=1371>

Equal Opportunity Cell/ SC/ST Cell

(Implementation of guidelines, Organisation wide awareness, Mechanism for grievances, Timely redressal)

Link:

<https://www.indiramahavidyalaya.com/pdfpage.php?unum=1372>

STATUTORY RULES/REGULATIONS

Internal Grievance Committee/ Student Grievance Committee/ Anti-Ragging Cell/ Anti-Sexual Harassment Cell & Equal Opportunity Cell/SC/ST Cell

UGC REGULATION

INTERNAL COMPLAINT COMMITTEE


भारत का राजपत्र
The Gazette of India

असाधारण
EXTRAORDINARY
भाग III—खण्ड 4
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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 केन्द्र, छात्रावास, भोजन कक्षों, स्टैडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

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Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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;

Bhaskar
Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

P. B. Mandak
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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;

Bhaskar
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandak
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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

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

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

Shweta
Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

P. B. Mandakkar
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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.


Co-ordinator
IGAG
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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:-

B. B. B. B.
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandake.
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) 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
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) 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;


Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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


Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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)


Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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


Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

UGC REGULATION

**STUDENT GRIEVANCE REDRESSAL
COMMITTEE**

- च) उपयुक्त मीडिया में प्रमुखता से प्रदर्शित कर और आयोग की वेबसाइट पर पोस्ट कर प्रवेश हेतु संभावित अभ्यर्थियों सहित जनसाधारण को सूचित करना तथा इस बाबत घोषणा करना कि संस्थान में शिकायतों के निवारण के लिए न्यूनतम मानक मौजूद नहीं हैं;
- छ) महाविद्यालय के मामले में, संबद्धता को वापस लेने के लिए संबद्ध विश्वविद्यालय को सिफारिश करना;
- ज) सम विश्वविद्यालय संस्थान के मामले में ऐसी कार्रवाई करना, जो आवश्यक, उचित एवं उपयुक्त हो;
- झ) सम विश्वविद्यालय संस्थान के मामले में सम विश्वविद्यालय संस्थान के रूप में घोषणा को वापस लिए जाने के लिए, यदि आवश्यक हो तो, केंद्र सरकार को सिफारिश करना;
- ञ) राज्य अधिनियम के अंतर्गत स्थापित अथवा निगमित विश्वविद्यालय के मामले में राज्य सरकार को आवश्यक एवं उचित कार्रवाई करने की सिफारिश करना;
- ट) गैर अनुपालना के लिए संस्थान के प्रति ऐसी कार्रवाई करना जो आवश्यक एवं उपयुक्त समझी जाए।

बशर्ते इन विनियमों के अंतर्गत आयोग की ओर से कोई कार्रवाई नहीं की जाएगी, जब तक कि संस्थान को अपनी स्थिति को स्पष्ट करने एवं उसके पक्ष को सुने जाने का अवसर नहीं दिया गया हो।

11. इन विनियमों में उल्लिखित कोई भी शर्त, विश्वविद्यालय अनुदान आयोग (छात्रों की शिकायत निवारण) विनियम, 2019 के प्रावधानों के अंतर्गत नियुक्त किसी पदधारी लोकपाल के कार्यकाल की अवधि के दौरान उसके पद पर बने रहने को प्रतिकूल रूप से प्रभावित नहीं करेगी; कार्यकाल समाप्त होने के पश्चात् लोकपाल की नियुक्ति विश्वविद्यालय अनुदान आयोग (छात्रों की शिकायतों का निवारण) के विनियम, 2023 के अनुरूप की जाएगी।

प्रा. मनिष र. जोशी, सचिव

[विज्ञापन-III/4/असा./13/2023-24]

**UNIVERSITY GRANTS COMMISSION
NOTIFICATION**

New Delhi, the 11th April, 2023

University Grants Commission (Redressal of Grievances of Students) Regulations, 2023

F.1-13/2022 (CPP-II).— In exercise of the powers conferred under clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Redressal of Grievances of Students) Regulations, 2019, the University Grants Commission hereby makes the following regulations, namely -

1. SHORT TITLE, APPLICATION, AND COMMENCEMENT:

- (a) These regulations shall be called as the University Grants Commission (Redressal of Grievances of Students) Regulations, 2023.
- (b) They shall apply to all higher education institutions, whether established or incorporated by or under a Central Act or a State Act, and every institution recognized by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a University declared as such under Section 3 therein and to all higher education institutions affiliated to a University.
- (c) They shall come into force from the date of their publication in the Official Gazette.

2. OBJECTIVE

To provide opportunities for redressal of certain grievances of students already enrolled in any institution, as well as those seeking admission to such institutions, and a mechanism thereto.

Abhishek
**Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb**

P. B. Mandekar
**PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal**

3. DEFINITION:

(1) In these regulations, unless the context otherwise requires-

- (a) "Act" means the University Grants Commission Act, 1956 (3 of 1956);
- (b) "aggrieved student" means a student, who has any complaint in the matters relating to or connected with the grievances defined under these regulations.
- (c) "college" means any institution, so defined in clause (b) of sub-section (1) of section 12A of the Act.
- (d) "Commission" means the University Grants Commission established under section 4 of the UGC Act, 1956.
- (e) "declared admission policy" means such policy, including the process there under, for admission to a course or program of study as may be offered by the institution by publication in the prospectus of the institution.
- (f) "grievance" means, and includes, complaint(s) made by an aggrieved student in respect of the following, namely:
 - i. admission contrary to merit determined in accordance with the declared admission policy of the institution;
 - ii. irregularity in the process under the declared admission policy of the institution;
 - iii. refusal to admit in accordance with the declared admission policy of the institution;
 - iv. non-publication of a prospectus by the institution, in accordance with the provisions of these regulations;
 - v. publication by the institution of any information in the prospectus, which is false or misleading, and not based on facts;
 - vi. withholding of, or refusal to return, any document in the form of certificates of degree, diploma or any other award or other document deposited by a student for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
 - vii. demand of money in excess of that specified to be charged in the declared admission policy of the institution;
 - viii. violation, by the institution, of any law for the time being in force in regard to reservation of seats in admission to different category of students;
 - ix. non-payment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of such institution, or under the conditions, if any, prescribed by the Commission;
 - x. delay by the institution in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the institution, or in such calendar prescribed by the Commission;
 - xi. failure by the institution to provide student amenities as set out in the prospectus, or is required to be extended by the institution under any provisions of law for the time being in force;
 - xii. non-transparent or unfair practices adopted by the institution for the evaluation of students;
 - xiii. delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospectus, subject to guidelines, if any, issued by the Commission, from time to time;
 - xiv. complaints of alleged discrimination of students from the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Women, Minorities or persons with disabilities categories;
 - xv. denial of quality education as promised at the time of admission or required to be provided;
 - xvi. harassment or victimization of a student, other than cases of harassment, which are to be proceeded against under the penal provisions of any law for the time being in force;
 - xvii. any action initiated/taken contrary to the statutes, ordinances, rules, regulations, or guidelines of the institution; and
 - xviii. any action initiated/taken contrary to the regulations and/or guidelines made/issued by the Commission and/or the regulatory body concerned.

B. B. B. B.
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (g) "Institution" means a university as defined in sub-section (f) of Section 2 of the UGC Act, an institution declared as institution deemed to be university under Section 3 of the Act, and a college as defined under section 12A (1) (b) of the University Grants Commission Act, 1956.
- (h) "Ombudsperson" means the Ombudsperson appointed under these regulations;
- (i) "Prospectus" means and includes any publication, whether in print or otherwise, issued for providing fair and transparent information, relating to an institution, to the general public (including to those seeking admission in such institution) by such institution or any authority or person authorized by such institution to do so;
- (j) "Student" means a person enrolled, or seeking admission to be enrolled, in any institution, to which these regulations apply, through any mode i.e., Formal / Open and Distance Learning (ODL) / Online;
- (k) "Students' Grievance Redressal Committee (SGRC)" means a committee constituted under these regulations, at the level of an institution; and
- (l) "University" means a University so defined in clause (f) of section 2 of the Act or, where the context may be, an institution deemed to be University declared as such under Section 3 thereof.
- (2) Words and expressions used and not defined in these regulations but defined in the University Grants Commission Act, 1956 shall have the same meanings as respectively assigned to them in the Act.

4. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS, AND PRICING:

- (1) Every institution, shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:
- (a) the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;
- (b) the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;
- (c) the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution;
- (d) the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;
- (e) each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
- (f) rules/regulations for imposition and collection of any fines in specified heads or categories, minimum and maximum fines may be imposed;
- (g) the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
- (h) details of the teaching faculty, including their educational qualifications, along with their type of appointment (Regular/visiting/guest) and teaching experience of every member thereof;
- (i) information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital, or industry wherein the practical training is to be imparted to the students and in particular the amenities accessible by students on being admitted to the institution;
- (j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution, and, in particular such discipline relating to the prohibition of ragging of any student or students and the consequences thereof and for violating the provisions of any regulation in this behalf made by the relevant statutory regulatory authority; and
- (k) Any other information as may be specified by the Commission.

Provided that an institution shall publish/upload information referred to in clauses (a) to (k) of this regulation, on its website, and the attention of prospective students and the general public shall be drawn to such publication being on the website through advertisements displayed prominently in indifferent newspapers and through other media.

B. B. B. B.
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (2) Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its publication and distribution and no profit be made out of the publication, distribution, or sale of prospectus.

5. STUDENT GRIEVANCE REDRESSAL COMMITTEES (SGRC):

- (i) A complaint from an aggrieved student relating to the institution shall be addressed to the Chairperson, Students' Grievance Redressal Committee (SGRC).
- (ii) Every Institution shall constitute such number of Students' Grievance Redressal Committees (SGRC), as may be required to consider grievances of the students, with the following composition, namely:
 - a) A Professor - Chairperson
 - b) Four Professors/Senior Faculty Members of the Institution as Members.
 - c) A representative from among students to be nominated on academic merit/excellence in sports/performance in co-curricular activities-Special Invitee.
- (iii) Atleast one member or the Chairperson shall be a woman and atleast one member or the Chairperson shall be from SC/ST/OBC category.
- (iv) The term of the chairperson and members shall be for a period of two years.
- (v) The term of the special invitee shall be one year.
- (vi) The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
- (vii) In considering the grievances before it, the SGRC shall follow principles of natural justice.
- (viii) The SGRC shall send its report with recommendations, if any, to the competent authority of the institution concerned and a copy thereof to the aggrieved student, preferably within a period of 15 working days from the date of receipt of the complaint.
- (ix) Any student aggrieved by the decision of the Students' Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within a period of fifteen days from the date of receipt of such decision.

6. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:

- (i) Each University shall appoint Ombudsperson for redressal of grievances of students of the university and colleges/institutions affiliated with the university under these regulations.
- (ii) There shall be one or more part-time functionaries designated as Ombudspersons to hear, and decide on, appeals preferred against the decisions of the SGRCs.
- (iii) The Ombudsperson shall be a retired Vice-Chancellor or a retired Professor (who has worked as Dean/HOD) and has 10 years' experience as a Professor at State/Central Universities/Institutions of National Importance/Deemed to be Universities or a former District Judge.
- (iv) The Ombudsperson shall not, at the time of appointment, during one year before appointment, or in the course of his/her tenure as Ombudsperson, be in conflict of interest with the Institution where his/her personal relationship, professional affiliations or financial interest may compromise or reasonably appear to compromise, the independence of judgment towards the Institution.
- (v) The Ombudsperson shall be appointed for a period of three years or until he/she attains the age of 70 years, whichever is earlier, from the date of assuming office, and shall be eligible for reappointment for another one term.
- (vi) For conducting the hearings, the Ombudsperson shall be paid a sitting fee, per diem, in accordance with the norms fixed by the respective university and shall, in addition, be eligible for reimbursement of the expenditure incurred on conveyance.
- (vii) The University may remove the Ombudsperson from office, on charges of proven misconduct or misbehaviour.
- (viii) No order of removal of Ombudsperson shall be made except after an inquiry made in this regard by a person, not below the rank of a retired judge of the High Court in which a reasonable opportunity of being heard is given to the Ombudsperson.

7. FUNCTIONS OF OMBUDSPERSON:

- (i) The Ombudsperson shall hear appeals from an aggrieved student, only after the student has availed all other remedies provided under these regulations.

Subrata
Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

P. B. Mandak
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (ii) While issues of malpractices in the conduct of examination or in the process of evaluation may be referred to the Ombudsperson, no appeal or application for revaluation or re-totalling of answer sheets from an examination, shall be entertained by the Ombudsperson unless specific irregularity materially affecting the outcome or specific instance of discrimination is indicated.
- (iii) The Ombudsperson may avail assistance of any person, as amicus curiae, for hearing complaints of alleged discrimination.
- (iv) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the aggrieved student(s).

8. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:

- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student may submit an application seeking redressal of grievance.
- (ii) On receipt of an online complaint, the institution shall refer the complaint to the appropriate Students' Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
- (iii) The Students' Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved student.
- (iv) An aggrieved student may appear either in person or authorize a representative to present the case.
- (v) Grievances not resolved by the Students' Grievance Redressal Committee within the time period provided in these regulations may be referred to the Ombudsperson by the university.
- (vi) Institutions shall extend co-operation to the Ombudsperson or the Student Grievance Redressal Committee(s), in early redressal of grievances.
- (vii) The Ombudsperson shall, after giving reasonable opportunities of being heard to the parties concerned, on the conclusion of proceedings, pass such order, with reasons thereof, as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
- (viii) The institution, as well as the aggrieved student, shall be provided with copies of the order under the signature of the Ombudsperson.
- (ix) The institution shall comply with the recommendations of the Ombudsperson.
- (x) The Ombudsperson may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

9. INFORMATION REGARDING OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:

An institution shall furnish, prominently, on its website and in its prospectus, all relevant information in respect of the Students' Grievance Redressal Committee(s) coming in its purview, and the Ombudsperson for the purpose of appeals.

10. CONSEQUENCES OF NON-COMPLIANCE:

The Commission shall in respect of any institution, which wilfully contravenes these regulations or repeatedly fails to comply with the recommendation of the Ombudsperson or the Students' Grievance Redressal Committee, as the case may be, proceed to take one or more of the following actions till the institution complies with these Regulations to the satisfaction of the Commission, namely:

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the Act;
- (b) withholding any grant allocated to the Institution;


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- (c) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Commission;
- (d) declaring the institution ineligible to offer courses through Online/ODL mode for a specified period;
- (e) withdrawing / withholding / suspending the approval for offering courses through Online/ODL mode;
- (f) informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (g) recommend to the affiliating University for withdrawal of affiliation, in case of a college;
- (h) take such action as it may deem necessary, appropriate and fit, in case of an institution deemed to be University;
- (i) recommend to the Central Government, if required, for withdrawal of declaration as institution deemed to be a University, in case of an institution deemed to be University;
- (j) recommend to the State Government to take necessary and appropriate action, in case of a University established or incorporated under a State Act;
- (k) such other action as may be deemed necessary and appropriate against an institution for non-compliance.

Provided that no action shall be taken by the Commission under this regulation, unless the institution has been provided an opportunity of being heard to explain its position.

11. Nothing mentioned herein above in these regulations shall affect the continuance in office, during the currency of the term, of an incumbent Ombudsperson appointed under the provisions of the UGC (Redress of Grievances of Students) Regulations, 2019; where after, the appointment of Ombudsperson shall be made as per University Grants Commission (Redressal of Grievances of Students) Regulations, 2023.

Prof. MANISH R. JOSHI, Secy.

[ADVT.-III/4/Exty./13/2023-24]

Shivastava
Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

P. B. Mhatre
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

UGC REGULATION

ANTI - RAGGING

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.


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- 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;

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- 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 I, 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.

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B. Subrao
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- 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

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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


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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 Bye-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.

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- 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.

B. B. B. B.
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- 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

B. Barale
Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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:-

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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


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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.


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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.

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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

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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:

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UGC REGULATION

ANTI- SEXUAL HARASSMENT CELL

- (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. संघु, 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;


Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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;

Bhargava
Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

P. B. Mandate
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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

B. S. S. S.
Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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.

Bhaskar
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Murali
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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:-

B. S. S. S.
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) 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
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) 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;

Bhaskar
Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

P. B. Mandarke
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

- (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

B. B. B. B.
Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

P. B. Mandate
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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)

Bhobade
Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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

Bhaskar
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandakar
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

UGC REGULATION

**EQUAL OPPORTUNITY/SC/ST CELL
POLICY DOCUMENT**

Guidelines
for
Scheme of Equal Opportunity Centre for Colleges
XII Plan (2012-2017)



University Grants Commission

Bahadurshah Zafar Marg

New Delhi – 110 002

UGC Website: www.ugc.ac.in

B. S. B. B.
Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

P. B. Mandake
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

Equal Opportunity Centre in Colleges.

1. Introduction

India is a country of diversity. It is a hub of different religions, castes and cultures. However, the Indian society is characterized by a highly entrenched system of social stratification. It is these social inequalities that created the barriers of denial of access to materials, cultural and educational resources to the disadvantaged groups of society. These disadvantaged groups are SCs, STs, women, OBC (non-creamy layer), minorities and physically challenged persons. It is clear from the demographic factors that a large section of population of our country is still disadvantaged and marginalized.

Rigid compartmentalized caste system forced SCs to be socially deprived to render services without any claim on returns. The deprivation of dignity, identity and rights resulted in their dehumanization and humiliation. The toils and tears of STs were not very different from those of SCs. The STs were isolated, neglected and exploited. Both SCs and STs continue to suffer from social disabilities even today.

Women, victims of the past traditions and customs of the Indian society, were considered to be unequal and inferior. Even today women are being oppressed. Since gender disparity is known to lead to serious social imbalance, it is essential to neutralize these distortions of the past. The minorities including Muslims, Sikhs,

Christians, Buddhists and others, collectively constitute about 19% of the Indian population. The recent report of the Prime Minister's High Level Committee on the social, economic and educational status of the Muslim community of India has clearly indicated that the Muslim community exhibits deficits and deprivation in practically all dimensions of development. The same may be true with some variation in case of the other minorities. The physically challenged persons deserve due place and attention in the demographic setup of the nation. To ensure the same, the Parliament has passed the Act called the Person with Disabilities (Equal opportunities, Protection of Right and Full Participation) Act 1995.

On achieving independence, the nation took a conscious decision to undo the social and historic wrongs. For eradication of social disparities, various provisions were made in the Indian Constitution. Our Constitution enshrined democratization as one of the main objectives of education and anticipated the democratic expansion of education to serve social and economic upward mobility.

The Indian education system seems to have been oriented only to meet the requirement of one-third of the population, ignoring the interest of the rest. Indeed, historically education was confined to certain sections of the society and did exclude large sections of the population, making it highly undemocratic in matters of access. This exclusion in education created ever expanding disparities that adversely affected the disadvantaged groups of the society.

Since higher education is a tool for social and economic equality, the UGC has been addressing national concerns of access, equality, while ensuring the standard of quality and relevance of education by implementing policies of the Government of India and promoting several schemes


Co-ordinator
IGAG
Indira Mahavidyalaya
Kalamb


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Indira Mahavidyalaya
Kalamb Dist. Yavatmal

and programmes for the disadvantaged groups that would help in eliminating social disparities.

India is potentially rich in human resources. To harvest the same and make the present education system inclusive, the degree of democratization of higher education has to be increased to a large extent. Further colleges should become more responsive to the needs and constraints of the disadvantaged social groups. Therefore, the UGC has planned to establish Equal Opportunity Centres in colleges.

2. Aims and Objectives

To oversee the effective implementation of policies and programmes for disadvantaged groups, to provide guidance and counselling with respect to academic, financial, social and other matters and to enhance the diversity within the campus.

3. Functions

- i. To ensure equity and equal opportunity to the community at large in the college and bring about social inclusion.
- ii. To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.
- iii. To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- iv. To make efforts to sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the marginalized communities.
- v. To help individuals or a group of students belonging to the disadvantaged section of society to contain the problems related to discrimination.
- vi. To look into the grievances of the weaker section of society and suggest amicable solution to their problems.
- vii. To disseminate the information related to schemes and programmes for the welfare of the socially weaker section as well as notifications/memoranda, office orders of the Government, or other related agencies/organizations issued from time to time.
- viii. To prepare barrier free formalities/procedures for admission/ registration of students belonging to the disadvantaged groups of society.
- ix. To establish coordination with the Government and other agencies/organizations to mobilize academic and financial resources to provide assistance to students of the disadvantaged groups.
- x. To organize periodic meetings to monitor the progress of different schemes.
- xi. To adopt measures to ensure due share of utilization by SC/ST in admissions, recruitments (teaching and non-teaching posts) and to improve their performances.
- xii. To sensitize the college on the problems of SC/ST and other disadvantaged groups.

4. Advisory Committee

There shall be an Advisory Committee with the Principal as Chairperson and three other members including an Adviser, to review the implementation of various schemes and programmes for the welfare of the disadvantaged and marginalized groups of the society and


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Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

other related activities undertaken by the college as well as implementation of reservation policy in admission and recruitment for SC, ST, PH, OBC (non-creamy layer) and others, if any. The Committee should meet at least once in four months and action taken on decisions are to be reviewed in the subsequent meetings. The Principal shall nominate one of the teachers, who has an innate interest in the welfare of the disadvantaged social groups, as an Adviser

(a) The Adviser in the college shall:

- i. oversee/monitor various welfare schemes/ programmes sponsored by the Government of India/State Government, UGC or any agency/ organization as well as those devised by the college/affiliating university for the disadvantaged groups for their effective implementation
- ii. be responsible for the effective functioning of SC/ST Cell and other such Cells/Centres dealing with the problems of different socially disadvantaged groups.
- iii. convene the meetings of incharge of other Committees/Programmes dealing with social issues such as Gender Sensitization Committee against sexual harassment (GSCASH), National Service Schemes (NSS) etc. to review their activities.
- iv. The Advisor shall submit the progress/review report to the Principal. The Coordinators of SC/ST Cell, Remedial Coaching and other schemes/ Women's Study Centre, Population Education Cell etc. shall be closely associated with the Equal Opportunity Centre. 29

5. Eligibility Conditions

Assistance under this scheme will be provided to all Colleges which have been included under Sections 2(f) and 12B of the UGC Act, 1956.

6. Nature of Assistance

The UGC shall provide financial assistance to meet contingency expenditure, expenditure for organizing meetings and honorarium to the Advisor, as given below:

- 1) Assistance to the Postgraduate Colleges and Undergraduate Colleges to the tune of Rs.50, 000/- and Rs.30,000/- per annum respectively. The honorarium for the Advisor shall be at the rate of Rs.1000/- per month.
- 2) Rs.25, 000/- per annum to organize a short-term course on positive discrimination of SC and ST for national development at the beginning of every academic session for newly enrolled students. At the end of the programme, the students may be asked to write a summary of what they have learnt and a certificate may be issued to them.

7. Procedure of Release of Grant

The first year's grant will be released after approval. The release of further grant would be based on the utilization of earlier grant.


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Indira Mahavidyalaya
Kalamb Dist. Yavatmal

**MINUTES OF THE MEETING/REPORT OF
GRIEVANCES FROM THE VARIOUS
COMMITTEE/CELL**

**INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL**

**MINUTES OF THE MEETING
INTERNAL COMPLAINTS COMMITTEE (ICC)**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Internal Complaint Committee
I – Minutes of the Meeting
Year:2022-23

Date: - 15/10/2022

The first meeting the of session 2022-23 was held on 15 October 2022 at 1.30p.m. in the principal chamber.
The meeting followed by taking the agenda

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

The committee member Prof S. Y. Lakhadive welcome the gathering.

- ✓ The secretary of the Internal Complaint Committee welcomed all the members and introduced its intension.
- ✓ It was decided to take an immediate action on any complaint about sexual harassment.
- ✓ I t was decided to organized lecture of an expert in law that is an advocate to orient the students regarding antiaging, discipline, health and cleanliness.
- ✓ There was no other issue

The meeting concluded with vote of thanks by Diksha Nagose and regard to all the members present.



Dr.Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist.Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Internal Complaint Committee

II – Minutes of the Meeting

Year: 2022-23

Date: - 11/01/2023

The first meeting the of session 2022-23 was held on 11 January 2023 at 12.30p.m. in the principal chamber. The meeting followed by taking the agenda.

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

The committee member Prof S. S. Raut welcome the gathering.

- ✓ The secretary read the minutes of the meeting and the same were confirmed by the chairperson.
- ✓ The committee should be selected active member with prior discussion.
- ✓ The details review of the activities organized during the current year was taken by the secretary. The chairperson and the members expressed their satisfaction towards the activities and the function of the committee.
- ✓ There was no other issue

The meeting concluded with vote of thanks by Diksha Nagose and regard to all the members present.



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.Indiramahavidyalaya.com

Internal Complaint Committee

I – Minutes of the Meeting

Year: 2021-22

Date: - 15/10/2022

The first meeting the of session 2021-22 was held on 21 September 2021 at 12.30p.m. in the NAAC room. The meeting followed by taking the agenda.

Member present: All committee members, Lady Faculties, All UG/PG Students

The committee member Prof. S. Y. Lakhadive welcome the gathering.

- ✓ Members discussed potential activities for the academic session
- ✓ The need for increased awareness among students, faculty, and staff about safety measures and disciplinary parameters was emphasized. It was decided to create and display posters around campus, outlining key safety protocols and disciplinary guidelines.
- ✓ The Chair stressed the importance of having a clear and efficient system for handling complaints. Members discussed existing policies and identified areas for improvement.
- ✓ Plans for celebrating International Women's Day and Constitution Day were discussed.
- ✓ There was no other issue

The meeting concluded with vote of thanks by Diksha Nagose and regard to all the members present.



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Internal Complaint Committee
II – Minutes of the Meeting
Year: 2021-22

Date: - 23/10/2021

The first meeting the of session 2021-22 was held on 23 October 2021 at 12.30p.m. in the ICT room. The meeting followed by taking the agenda.

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

The committee member Prof. S. Y. Lakhadive welcome the gathering.

- ✓ The secretary read the minutes of the meeting and the same were confirmed by the chairperson.
- ✓ Members discussed the importance of raising awareness about the college's code of conduct.
- ✓ The current state of the girls' common room was discussed, and areas needing improvement were identified. Suggestions included adding more seating, improving lighting, ensuring regular cleaning, and providing essential amenities like sanitary supplies and a first-aid kit
- ✓ There was no other issue

The meeting concluded with vote of thanks by Diksha Nagose and regard to all the members present.



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Internal Complaint Committee
I – Minutes of the Meeting
Year: 2020-21

Date: - 12/12/2020

The first meeting the of session 2020-221 was held on 12 December 2020 at 2.15p.m. in the smart classroom. The meeting followed by taking the agenda.

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

- The committee member Prof. S. Y. Lakhadive welcome the gathering.
- ✓ The details of the activity organized during the current academic year was taken by the secretary. The chairperson and the members expressed their satisfaction towards the activities and the function of the committee.
 - ✓ The annual report for Prof. R. M. Wath was prepared and send to the concerned committee.
 - ✓ The action taken report of the whole academic year was prepared
 - ✓ There was no other issue

The meeting concluded with vote of thanks by Sonali Thed and regard to all the members present.



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Internal Complaint Committee
I – Minutes of the Meeting
Year: 2019-20

Date: - 17/07/2019

The first meeting the of session 2019-20 was held on 17 July 2019 at 12.45p.m. in the principal cabin. The meeting followed by taking the agenda.

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

The committee member Prof M. P. Rakhunde welcome the gathering.

- ✓ The expert lecture of Prof. Shital Raut was organized on 6 January 2020
- ✓ To the topic orientation of female student for safety measures
- ✓ The International Women's Day celebrated on 8 March 2020 and celebrating 26 November 2019 constitution day.
- ✓ There was no other issue

The meeting concluded with vote of thanks by Sonali Thed and regard to all the members present.



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Internal Complaint Committee
II – Minutes of the Meeting
Year: 2019-20

Date: - 30/11/2019

The first meeting the of session 2019-20 was held on 3 December 2019 at 12.15p.m. in the smart classroom. The meeting followed by taking the agenda.

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

The committee member Prof M. P. Rakhunde welcome the gathering.

- ✓ The secretary read the minutes of the meeting and the same were confirmed by the chairperson
- ✓ The action taken report of the whole academic year was prepared
- ✓ The annual report for Prof. R. M. Wath was prepared and send to the concerned committee.
- ✓ There was no other issue

The meeting concluded with vote of thanks by Sonali Thed and regard to all the members present.



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Internal Complaint Committee

I – Minutes of the Meeting

Year: 2018-19

Date: - 19/07/2018

The first meeting the of session 2018-19 was held on 21 July 2018 at 12.30p.m. in the smart classroom. The meeting followed by taking the agenda.

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

The committee member Dr. G. P. Urkunde welcome the gathering.

- ✓ Prof. R.M. Wath given the special address to all the students and faculty members regarding the prevention of sexual harassment.
- ✓ Member secretary Dr. G. P. Urkunde discussed about prevention of sexual harassment act 2013
- ✓ Prof. N. R. Thawale presented videos related to prevention of sexual harassment.
- ✓ Vaishnavi Pampattiwar commerce student expressed her thoughts.
- ✓ The committee noted that no complaint of sexual harassment has been received from any woman employee and girl students.

The meeting concluded with vote of thanks by A. V. Bhojar and regard to all the members present.



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Internal Complaint Committee
II – Minutes of the Meeting
Year: 2018-19

Date: - 27/02/2019

The first meeting the of session 2018-19 was held on 2 March 2019 at 12.20p.m. in the smart classroom. The meeting followed by taking the agenda.

Member Present: All Committee Members, Lady Faculties, All UG/PG Students

The committee member Prof M. P. Rakhunde welcome the gathering.

- ✓ The secretary read the minutes of the meeting and the same were confirmed by the chairperson
- ✓ Prof. R.M. Wath given the special address to all the students and faculty members regarding the prevention of sexual harassment.
- ✓ The suggestion box meant for girl's complaint will be opened as per the schedule and decision taken in current academic year.
- ✓ It was decided to take and immediate action on any complaint about sexual harassment.
- ✓ The International Women's Day celebrated on 8 March 2019 and 26 November 2018 celebrated constitution day.

The meeting concluded with vote of thanks by Renuka Barde



Dr. Madhuri P. Rakhunde
Professor
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

**INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL**

**MINUTES OF THE MEETING
STUDENT GRIVIENCE REDRESSAL COMMITTEE**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Student Grievance Redressal Committee
I - Minutes of the Meeting
Year: 2022-23


Date: 18/08/2022

First meeting of the Students Grievance Redressal Committee for the academic years 2022-23 held on 18 August 2022, in the principal's office. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the Meeting:

- The previous minutes of the meeting were read and confirmed.
- A thoroughly discussion has been taken on the disciplinary and to avoid the misconduct in the campus.
- The girl's student's safety and security measures were reviewed and analysed.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2022-23 and regard to all the members present.


LECTURAR
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal.


Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

Dr. Yashwant Moreshwar Donda Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Student Grievance Redressal Committee

II - Minutes of the Meeting

Year: 2022-23

Date: 03/01/2023

Second meeting of the Students Grievance Redressal Committee for the academic years 2022-23 held on 3 January 2023, in the principal's office. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the Meeting:

- The minutes of the meeting were read and confirmed
- the discussion has been taken on the maintenance of the dignity of the college by ensuring strife free atmosphere in the college.
- To promote the culture of cordial student- relationship and student mentorship within campus is ensured by taking the measures to sustain it.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2022-23 and regard to all the members present.


LECTURER
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal,


Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Student Redressal Committee

Minutes of the Meeting- I

Year: 2021-22

Date: 20/09/2021

First meeting of the Students Grievance Redressal Committee for the academic years 2022-23 held on 20 September 2021, in the principal's office. The meeting will preside by the principal, list of the members present attached herewith

Minutes of the Meeting:

- The resolution has been passed to conduct awareness meeting the student's teacher's parents and other stakeholders for mechanism of grievance registration.
- The decision has been taken on to frame t the parameter for conducive environment to student for studying and communicating with their fellow.
- It was decided to navigate the directions about fear free atmosphere with proper mechanism of disposal of grievances.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2021-22 and regard to all the members present.


LECTURER
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavamat,


Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Student Grievance Redressal Committee

Minutes of the Meeting – II

Year: 2021-22

Date: 19/02/2022

Second meeting of the Students Grievance Redressal Committee for the academic years 2021-22 held on 19 Feb 2022, in the principal's office. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the Meeting:

- The policy regarding the vigilance and supervision of campus is discussed and the decision on the essential measures has been initiated.
- It has been decided to conduct the orientation program on grievance redressal mechanism
- The decision on the commitment of providing student amenities as promised or required in institution is reviewed and fulfilled.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2021-22 and regard to all the members present.


LECTURER
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal,


Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Student Grievance Redressal Committee
Minutes of the Meeting – I
Year: 2020-21

Date: 17/09/2020

First meeting of the Students Grievance Redressal Committee for the academic years 2020-21 held on 17 September 2020, in the principal's office. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the Meeting:

- The decision has been taken to conduct planning about empowerment of fresh students within the campus
- The resolution has been passed to enhance conducive environment to student for studying and communicating with their fellow
- The circulation of the regulations of Students Grievance Redressal Committee is propagated in the campus.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2020-21 and regard to all the members present.


LECTURER
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal,


Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - invkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Student Grievance Redressal Committee
Minutes of the Meeting – I
Year: 2019-20

Date: 14/08/2019

First meeting of the Students Grievance Redressal Committee for the academic years 2019-20 held on 14 August 2019, in the ICT room. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the meeting:

- The committee has taken decision on sensitization of students about the Student Grievance Redressal Mechanism
- It is decided to develop policy towards accountable and easily accessible ambience among the student's teacher's parents and other stakeholders regarding grievances
- the committee members decided to arrange the various activities for orientation of students in the campus

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2019-20 and regard to all the members present.


LECTURER
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal,


Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

1

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Student Grievance Redressal Committee
Minutes of the Meeting – II
Year: 2019-20

Date: 09/02/2020

Second meeting of the Students Grievance Redressal Committee for the academic years 2019-20 held on 09 February 2020, in the principal's office. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the Meeting:

- It has been decided to organize the talk on awareness of fear free atmosphere.
- The decision has been taken to develop tolerance policy among the campus so that it helps to acquire the fear free ambience
- The review talk was initiated to arrange the various activities for promotion of togetherness within college campus.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2019-20 and regard to all the members present.


LECTURAR
INDIRA MAHAVIDHYALAYA
KALAMB Dist, Yavatemal,


Co-ordinator
IQAG
Indira Mahavidyalaya
Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshani Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Student Grievance Redressal Committee

Minutes of the Meeting – I

Year: 2018-19

Date: 04/08/2018

First meeting of the Students Grievance Redressal Committee for the academic years 2018-19 held on 04 August 2018, in the NAAC room. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the meeting:

- The minutes of the meeting were read and confirmed
- It has been decided to form and deploys statutory action within campus
- It is the culture of college to promote a culture of respect, empathy so the parameters are set and hon'ble chairperson is advised to take initiatives about it.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2018-19 and regard to all the members present.


LECTURER
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal,


Co-ordinator
IGAC
Indira Mahavidyalaya
Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Student Grievance Redressal Committee

Minutes of the Meeting – II

Year: 2018-19

Date: 04/02/2019

Second meeting of the Students Grievance Redressal Committee for the academic years 2018-19 held on 4 February 2019, in the principal's office. The meeting will preside by the principal, list of the members present attached herewith.

Minutes of the Meeting:

- The minutes of the meeting were read and confirmed
- It has been decided to form regulations and policies for prevention and elimination of worse incidents within the college premises.
- An orient talk was conducted to set the measures on prohibition of misconduct and mishappening in the college premises
- As per the suggestion of stakeholders the decision has been taken to make conducive ambience among the student and staff.

The committee is pleased to announce that there is not a single complaint has been lodged by the student in the session 2018-19 and regard to all the members present.


LECTURAR
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavamal,


Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb

**INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL**

MINUTES OF THE MEETING

ANTI-RAGGING

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Anti-Ragging Cell

I - Minutes of the Meeting

Year: 2022-23

Date: - 07-01-2023

Anti-Ragging Cell meeting held on 7 January 2023 under the chairmanship of principal, in the principal office, list of the members present attached herewith.

- It has been decided to organize the orientation session on Anti-Ragging in the induction programme in the running academic session.
- The healthy discussion was taken on development of ZERO tolerance towards ragging among the student's teacher's parents and other stakeholders.
- The selective measures are talked on the on the vigilance and supervision of campus.
- The decision has been circulated to arrange the various activities for prohibition of ragging in the campus.

Principal informed all the members to ensure that no ragging incident should be happened in the college campus. Meeting ended with votes of thanks and regard to all the members present.



**LECTURAR
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal.**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Anti-Ragging Cell
II - Minutes of the Meeting
Year: 2022-23


Date: - 11-02-2023

Anti-Ragging Cell meeting held on 11 February 2023 under the chairmanship of principal, in the Principal's Office, list of the members present attached herewith.

- It was unanimously decided to organize an awareness meeting involving students, teachers, parents, and other stakeholders.
- It was agreed to develop and distribute a survey to gather feedback from students on their current environment and suggestions for improvement.
- Detailed directions on Anti-Ragging prohibition were reviewed.
- Members discussed the need for clear signage around campus about Anti-Ragging policies and helplines.

Meeting ended with votes of thanks and regard to all the members present.

No ragging incident should be happened in the college campus.


LECTURAR
INDIRA MAHAVIDYALAYA
KALAMB Dist, Yavatmal.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Anti-Ragging Cell

I - Minutes of the
Year: 2021-22

Date: - 17-09-2021

Anti-Ragging Cell meeting held on 17 September 2021 under the chairmanship of principal, in the ICT room, list of the members present attached herewith.

- It was agreed that a dedicated session on Anti-Ragging will be included in the upcoming induction program for new students.
- A draft policy was discussed, focusing on creating a safe and inclusive environment. The policy will include clear definitions of ragging, preventive measures, reporting mechanisms, and consequences for violations.
- Various activities were proposed to raise awareness about the negative impacts of ragging and promote a supportive campus culture.

Meeting ended with votes of thanks and regard to all the members present.

No ragging incident should be happened in the college campus.


Prop. S.S. Raut
Director
Phy. Edu. Dept
Indira M.V. Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Anti-Ragging Cell

II - Minutes of the Meeting

Year: 2021-22

Date: - 10-03-2022

Anti-Ragging Cell meeting held 10 March 2022 under the chairmanship of principal, in the NACC room, list of the members present attached herewith.

- The cell discussed various strategies to enhance Anti-Ragging measures within the campus. Members were assigned specific roles to implement these measures effectively.
 - Discussions centered on creating a supportive and safe environment that encourages open communication among students.
 - The cell reviewed the existing anti-ragging regulations and discussed their adequacy and enforcement. Members reiterated the importance of strict adherence to these regulations and the need for clear communication of the consequences of ragging.
- Meeting ended with votes of thanks and regard to all the members present.

No ragging incident should be happened in the college campus.


Prop. S.S. Raut
Director
Phy. Edu. Dept
Indira M.V. Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
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E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Anti-Ragging Cell

I - Minutes of the Meeting

Year: 2020-21

Date: - 08-11-2020

Anti-Ragging Cell meeting held on 8 November 2020 under the chairmanship of principal, in the smart classroom, list of the members present attached herewith.

- The cell agreed to organize a comprehensive awareness meeting aimed at preventing and eliminating ragging incidents within the college and its neighbourhood.
- Existing Anti-Ragging policies were reviewed and discussed to ensure their adequacy and effectiveness.
- Strategies were discussed to ensure all stakeholders, including students, faculty, and parents, are fully aware of the punishments and consequences associated with ragging. It was decided to incorporate this information into the orientation program for new students.

Principal informed all the members to ensure that no ragging incident should be happened in the college campus. Meeting ended with votes of thanks and regard to all the members present.


Prop. S.S. Rauf
Director
Phy. Edu. Dept
Indira M.V. Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Anti-Ragging Cell

II - Minutes of the

Year: 2020-21

Date: - 7-01-2021

Anti-Ragging Cell meeting held 7 January 2021 under the chairmanship of principal, in the ICT room, list of the members present attached herewith.

- Members discussed potential speakers and topics for the awareness talk. It was decided to invite an external expert to speak on the legal and psychological aspects of ragging.
- The principal stressed the need for a strict zero-tolerance policy towards ragging. Members agreed to draft a detailed policy that includes clear definitions, reporting mechanisms, and consequences for offenders
- Various activities were proposed to raise awareness about the negative impacts of ragging.

Meeting ended with votes of thanks and regard to all the members present.

No ragging incident should be happened in the college campus.


Prop. S.S. Rauf
Director
Phy. Edu. Dept
Indira M.V. Kalamb

Dr. Yashwant Moreshwar Dondé Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Anti-Ragging Cell

I - Minutes of the Meeting

Year: 2019-20

Date: - 27-09-2019

Anti-Ragging Cell meeting held on 27 September 2019 under the chairmanship of principal, in the ICT room, list of the members present attached herewith.

- Members discussed the structure and content of the orientation program. It was decided that the orientation would include sessions on the definition of ragging, its consequences, and ways to report incidents.
- The necessity of a visible and active Anti-Ragging presence on campus was emphasized. Members agreed to form an Anti-Ragging squad consisting of faculty and senior students.
- Members discussed various strategies to foster a culture of respect and empathy among students.

Principal informed all the members to ensure that no ragging incident should be happened in the college campus. Meeting ended with votes of thanks and regard to all the members present.


Prop. S.S. Rauf
Director
Phy. Edu. Dept
Indira M.V. Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Anti-Ragging Cell

II - Minutes of the Meeting

Year: 2019-20

Date: - 12-03-2020

Anti-Ragging Cell meeting held on 12 March 2020 under the chairmanship of principal, in the principal chamber, list of the members present attached herewith.

- Members discussed the various harmful effects of ragging on students' mental and physical well-being.
- The necessity of a comprehensive Anti-Ragging policy was emphasized.
- Members agreed to draft a policy that includes preventive measures, reporting procedures, and consequences for those involved in ragging.
- Various activities were proposed to promote a ragging-free environment on campus.
- Suggestions included organizing role-playing sessions, skits, and poster-making competitions to engage students creatively.

Principal informed all the members to ensure that no ragging incident should be happened in the college campus. Meeting ended with votes of thanks and regard to all the members present.


Prop. S.S. Raut
Director
Phy. Edu. Dept
Indira M.V. Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Anti-Ragging Cell

I - Minutes of the Meeting

Year: 2018-19

Date: - 24-09-2018

Anti-Ragging Cell meeting held on 24 September 2018 under the chairmanship of principal, in the NACC room, list of the members present attached herewith.

- Members discussed the current state of campus vigilance and identified areas needing improvement. Surveillance measures such as installing additional CCTV cameras and improving lighting in secluded areas were proposed.
- The need for a robust anti-ragging framework was emphasized. Members agreed to establish an Anti-Ragging squad composed of faculty members and senior students.
- Members explored various strategies to foster a ragging-free culture. It was decided to launch awareness campaigns through posters, flyers, and social media to educate students about the consequences of ragging.
- Members reviewed the existing Anti-Ragging policies and discussed necessary updates.

Meeting ended with votes of thanks and regard to all the members present.

No ragging incident should be happened in the college campus.


Prop. S.S. Raut
Director
Phy. Edu. Dept
Indira M.V. Kalamb

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
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E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Anti-Ragging Cell

II - Minutes of the Meeting

Year: 2018-19

Date: - 15-03-2019

Anti-Ragging Cell meeting held on 15 March 2019 under the chairmanship of principal, in the principal chamber, list of the members present attached herewith.

- Members discussed strategies to educate students about the negative impacts of ragging. Senior students and alumni would be invited to share their experiences and encourage a supportive environment.
- The importance of addressing new students early in their academic journey was emphasized. A member orally talks to discuss the importance of a ragging-free atmosphere and the measures in place to ensure student safety.

A variety of activities were proposed to promote awareness and prevention of ragging on campus. The safety and security aspects of these activities were considered, with plans to involve campus security and set up a monitoring system.

Meeting ended with votes of thanks and regard to all the members present.

No ragging incident should be happened in the college campus.


Prop. S.S. Raut
Director
Phy. Edu. Dept
Indira M.V. Kalamb

INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL

MINUTES OF THE MEETING

ANTI-SEXUAL HARASSMENT

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell
Year: 2022-23
First Meeting

Date: - 24/07/2022

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2022- 23 held on 24 July 2022 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2022-23 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 16 March 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2022- 23 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the member present.


Prof. S.Y. Lakhdiva
Head
Department of Home-Economics.
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Dondre Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell

Year: 2022-23

Second Meeting

Date: - 18/09/2022

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2022- 23 held on 18 September 2022 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2022-23 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 24 July 2022 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2022- 23 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Prof. S.Y. Lakhdive
Head
Department of Home-Economics.
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
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E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell
Year: 2022-23
Third Meeting

Date: - 19/03/2023

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2022- 23 held on 19 March 2023 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2022-23 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 18 September 2022 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2022- 23 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Prof. S.Y. Lakhdive
Head
Department of Home-Economics.
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell
Year: 2021-22
First Meeting

Date: - 23/07/2021

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2021- 22 held on 23 July 2021 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2021-22 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 16 February 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2021- 22 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Prof. S.Y. Lakhdive
Head
Department of Home-Economics.
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell

Year: 2021-22

Second Meeting

Date: - 09/01/2022

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2021- 22 held on 9 January 2022 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2021-22 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 23 July 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2021- 22 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Prof. S.Y. Lakhdive
Head
Department of Home-Economics.
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
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E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell
Year: 2020-21
First Meeting

Date: - 25/09/2020

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2020- 21 held on 25 September 2020 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2020-21 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 15 January 2020 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2020- 21 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Prof. S.Y. Lakhdive
Head
Department of Home-Economics.
ndira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
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Minutes of the Anti-Sexual Harassment Cell

Year: 2020-21

Second Meeting

Date: - 18/12/2020

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2020- 21 held on 18 December 2020 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2020-21 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 25 September 2021 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2020- 21 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Signature & stamp
Prof. S.Y. Lakshdive
Head
Department of Home-Economics
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
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E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell

Year: 2020-21

Third Meeting

Date: - 16/02/2021

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2020- 21 held on 16 February 2021 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2020-21 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 18 December 2020 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2020- 21 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Signature & stamp
Prof. S.Y. Wadhive
Head
Department of Home-Economics,
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
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Minutes of the Anti-Sexual Harassment Cell

Year: 2019-20

First Meeting

Date: - 21/06/2019

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2019- 20 held on 21 June 2019 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2019-20 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 15 March 2019. And the house gave confirmation to the minutes.
- ❖ As there is not a single complaint has been logged by any student in the session 2019-20 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


Prof. S.Y. Lakhdiva
Head
Department of Home-Economics.
Indira Mahavidyalaya Kalamb
Dist Yavatma.

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website – www.indiramahavidyalaya.com

Minutes of the Anti-Sexual Harassment Cell

Year: 2019-20

Second Meeting

Date: - 23/09/2019

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2019- 20 held on 23 September 2019 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2019-20 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 21 June 2019. And the house gave confirmation to the minutes.
- ❖ Discussion regarding measures to be taken for prevention and prohibition of any kind of Harassment in the college campus. Anti-sexual harassment cell was suggested to take disciplinary procedures and steps in this regard.
- ❖ Since there is no single matter of complaint from the student and staff side in the last session so it reflects a exploitation, harassment free campus. The college authority and Anti-Sexual Harassment Celle were satisfied.

Since there is no matter to discuss the meeting ended with thanks giving and regard to all the members present.


Prof. S.Y. Lakhdive
Head
Department of Home-Economics,
Indira Mahavidyalaya Kalamb
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**Minutes of the Anti-Sexual Harassment Cell
Year: 2019-20**

Third Meeting

Date: - 15/01/2020

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2019- 20 held on 15 January 2020 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2019-20 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 23 September 2019 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2019- 20 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

Since there is no matter to discuss the meeting ended with thanks giving and regard to all the members present.


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Minutes of the Anti-Sexual Harassment Cell

Year: 2018-19

First Meeting

Date: - 23/09/2018

Minutes of first meeting of the college Anti-Sexual Harassment Cell for the academic years 2018- 19 held on 23 September 2018 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2018-19 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 21 March 2018 And the house gave confirmation to the minutes.
- ❖ As there is not a single complaint has been logged by any student in the session 2018-19 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

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Minutes of the Anti-Sexual Harassment Cell

Year: 2018-19

Second Meeting

Date: - 15/01/2019

Minutes of second meeting of the college Anti-Sexual Harassment Cell for the academic years 2018- 19 held on 15 January 2019 in the ICT room.

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- ❖ To read and confirm the minutes of the previous meeting held on 23 September 2018. And the house gave confirmation to the minutes.
- ❖ Discussion regarding measures to be taken for prevention and prohibition of any kind of Harassment in the college campus. Anti-Sexual Harassment Cell was suggested to take disciplinary procedures and steps in this regard.
- ❖ Since there is no single matter of complaint from the student and staff side in the last session so it reflects a exploitation, harassment free campus. The college authority and Anti-Sexual Harassment Celle were satisfied.

Since there is no matter to discuss the meeting ended with thanks giving and regard to all the members present.


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Minutes of the Anti-Sexual Harassment Cell
Year: 2018-2019
Third Meeting

Date: - 15/03/2019

Minutes of third meeting of the college Anti-Sexual Harassment Cell for the academic years 2018- 19 held on 15 March 2019 in the ICT room.

The meeting of the Anti-Sexual Harassment Cell for the session 2018-19 was conducted under the chairmanship of Prof. Rekha Wath and other members and principal. Initially teacher in-charge welcomed all the members and meeting started by the taking the following agendas.

- ❖ To read and confirm the minutes of the previous meeting held on 15 January 2019 and the house gave confirmation to the minutes.
- ❖ To assemble the CCTV cameras in college premises and classrooms for maintaining the safety and security.
- ❖ As there is not a single complaint has been logged by any student in the session 2018- 19 which promote friendly atmosphere within the students. The college authority and Anti-Sexual Harassment Celle were satisfied.

As there were no other matter for discussion, the meeting ended with thanks giving and regard to all the members present.


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Dist. Yavatma.

**INDIRA MAHAVIDYALAYA, KALAMB
DIST. YAVATMAL**

**MINUTES OF MEETING AND ACTION TAKEN
EQUAL OPPORTUNITY CELL/SC/ST CELL**

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB
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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 13/08/2022

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 13/08/2022 at 3.00p.m. at the office of the college.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	Planning of various activities regarding EOC for session 2022-23	Various activities conducted related to it.
3.	It is proposed to make a list of the students from the lower strata of the society belongs to SC/ST	The cell takes initiatives to strengthen these students by giving special attention to them in the form of Remedial class/Carrier guidance.

There is not a single complaint


Prof. S.R. Khandekar
Assistant Professor
Department of Chemistry
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Member Present:

INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 13/08/2022.

1. Dr.Pavan Bhau Mandavkar (President) : P.B.Mandavkar
2. Prof. Snehal Ramrao Khandekar (Co-ordinator) : Snehal
3. Prof. Prashant Santoshrao Jawade (SC Representative) : Prashant
4. Shri. Vishal Uttamrao Kodane (Scholarship clerk) : Vishal
5. Dr. Kailash Rambhau Nemade (Teacher Representative) : Kailash
6. Ku. Gauri Santosh Khandetod (Student Representative) : Gauri
7. Ku. Divya Mahadev Bulle (Student Representative) : D.M.Bulle



P. B. Mandavkar
PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 11/03/2023

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 11/03/2023 at 3.00p.m. in an online mode.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	It is proposed to revise the Equal opportunity/SC/ST cell composition.	New Members are absorbed in the cell for the new session.
3.	It is proposed that the college campus should be barrier free for the person with disabilities.	The ramps were made available for the person with disabilities.

There is not a single complaint


Prof. S.R. Khandekar
Assistant Professor
Department of Chemistry
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Member Present:


INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 11/03/2023

1. Dr. Pavan Bhau Mandavkar (President) : P.B Mandavkar
2. Prof. Snehal Ramrao Khandekar (Co-ordinator) : Snehal
3. Prof. Prashant Santoshrao Jawade (SC Representative) : Prashant
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5. Dr. Kailash Rambhau Nemade (Teacher Representative) : Kailash
6. Ku. Gauri Santosh Khandetod (Student Representative) : Gauri
7. Ku. Divya Mahadev Bulle (Student Representative) : D.M. Bulle


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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 14/08/2021

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 14/08/2021 at 3.00p.m. in an online mode.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	It was proposed that the students should assisted with various welfare measures provided by the government and the non-government bodies.	Assistance provided to the SC/ST students during the time of admission.
3.	It was proposed that the staff should assisted with various welfare measures provided by the university.	Assistance provided to the staff about the criteria for staff recruitments.

There is not a single complaint

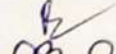

Prof. S.R. Khandekar
Assistant Professor
Department of Chemistry
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Member Present:

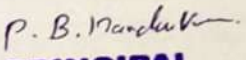
INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 14/08/2021.

1. Dr.Pavan Bhau Mandavkar (President) : 
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3. Prof. Prashant Santoshrao Jawade (SC Representative) : 
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6. Ku. Manisha Champalal Rathod (Student Representative) : 
7. Mr. Krantikumar Shailesh Alone (Student Representative) : 


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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 12/03/2022

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 12/03/2022 at 3.00p.m. at the office of the college.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	It is proposed to revise the Equal opportunity/SC/ST cell composition.	New Members are absorbed in the cell for the new session.
3.	The discussion on the current status and functioning of the cell.	The cell is functioning well.
4.	The committee member discusses on the various differently abled students admitted to the college	The cell makes a list of differently abled students.

There is not a single complaint

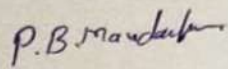
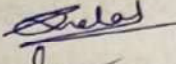
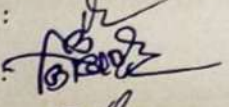
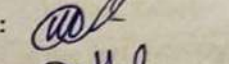
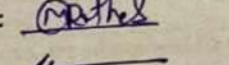

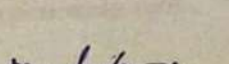

Prof. S.R. Khandekar
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Department of Chemistry
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Dist. Yavatmal

Member Present:

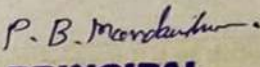
INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 12/03/2022.

1. Dr. Pavan Bhau Mandavkar (President) : 
2. Prof. Snehal Ramrao Khandekar (Co-ordinator) : 
3. Prof. Prashant Santoshrao Jawade (SC Representative) : 
4. Shri. Vishal Uttamrao Kodane (Scholarship clerk) : 
5. Dr. Kailash Rambhau Nemade (Teacher Representative) : 
6. Ku. Manisha Champalal Rathod (Student Representative) : 
7. Mr. Krantikumar Shailesh Alone (Student Representative) : 


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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 14/08/2020

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 14/08/2020 at 3.00p.m. in an online mode.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	It is proposed that, cell should meet with the students to create awareness in this regard.	This Cell looks into the matter of the needs - financially, academically and in other aspects.
3.	The institute should try to create a barrier free education.	Students coming from underprivileged sections of the society face no bar in his academic progress.

There is not a single complaint


Prof. S.R. Khandekar
Assistant Professor
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Dist. Yavatmal

Member Present:

INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 14/08/2020.

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4. Shri. Vishal Uttamrao Kodane (Scholarship clerk)
5. Dr. Kailash Rambhau Nemade (Teacher Representative)
6. Ku. Kalal Rajesh Inzalkar (Student Representative)
7. Mr. Digvijay Pandurang Kaurase (Student Representative)

: P. B. Mandavkar.

: Snehal

: Prashant

: Vishal

: Kailash

: Rajesh

: Digvijay



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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 13/03/2021

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 13/03/2021 at 3.00p.m. in an online mode.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	It is proposed to revise the Equal opportunity/SC/ST cell composition.	New Members are absorbed in the cell for the new session.
3.	The students were made aware about various scholarship provide by the Government and Non-government bodies.	The cell helped the students in this regard. Almost all the eligible students have received the scholarships.
4.	The college should prepare a list of scholarship holders every year and provide it to the cell.	The cell helped the students in this regard. Almost all the eligible students have received the scholarships.

There is not a single complaint


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Member Present:

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5. Dr. Kailash Rambhau Nemade (Teacher Representative) : Kailash
6. Ku. Kajal Rajesh Inzalkar (Student Representative) : Kajal
7. Mr. Digvijay Pandurang Kaurase (Student Representative) : Digvijay


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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 10/08/2019

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 10/08/2019 at 3.00p.m. at the office of the college.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	Discussion on recent equal opportunity initiatives	Planning for upcoming awareness campaign.
3.	Discussion on preparation of rough draft of policies of the EOC.	The draft is sent to all members for suggestions and ideas.

There is not a single complaint


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Assistant Professor
Department of Chemistry
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Member Present:

INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 10/08/2019.

1. Dr.Pavan Bhau Mandavkar (President) : *P. B. Mandavkar.*
2. Prof. Snehal Ramrao Khandekar (Co-ordinator) : *Snehal*
3. Prof. Prashant Santoshrao Jawade (SC Representative) : *P. B. J.*
4. Shri. Vishal Uttamrao Kodane (Scholarship clerk) : *V. U. K.*
5. Dr. Kailash Rambhau Nemade (Teacher Representative) : *K. R. N.*
6. Ku. Kajal Rajesh Inzalkar (Student Representative) : *K. R. Inzalkar*
7. Mr. Digvijay Pandurang Kaurase (Student Representative) : *D. V. K.*


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Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 14/03/2020

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 14/03/2020 at 3.00p.m. in an online mode.

Sr. No.	Minutes of the Meeting	Action Taken
1.	Review of previous meeting	Proceedings of the last meeting were read and confirmed.
2.	It is proposed to revise the Equal opportunity/SC/ST cell composition.	New Members are absorbed in the cell for the next session.
3.	The Policies of the EOC/SC/ST are finalized.	The poster of information pertaining details of EOC/SC/ST is display on notice board.
4.	It was proposed that there should be an awareness among the students in relation with the cell.	Measures to be taken to create awareness among the students in this regard.

There is not a single complaint




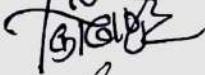




Prof. S.R. Khandekar
Assistant Professor
Department of Chemistry
Indira Mahavidyalaya Kalamb
Dist. Yavatmal

Member Present:


INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 14/03/2020.

1. Dr. Pavan Bhau Mandavkar (President) : 
2. Prof. Snehal Ramrao Khandekar (Co-ordinator) : 
3. Prof. Prashant Santoshrao Jawade (SC Representative) : 
4. Shri. Vishal Uttamrao Kodane (Scholarship clerk) : 
5. Dr. Kailash Rambhau Nemade (Teacher Representative) : 
6. Ku. Kalal Rajesh Inzalkar (Student Representative) : 
7. Mr. Digvijay Pandurang Kaurase (Student Representative) : 


IQAC
Co-Ordinator
Indira Mahavidyalaya, Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA, KALAMB

DIST. YAVATMAL, MAHARASHTRA 445401
Tele. (07201) 226147/226129 NAAC Accredited B+ Grade
Mob. No. Principal- 9422867658, Vice-Principal -9420199479
E mail - imvkalamb@yahoo.co.in Website - www.indiramahavidyalaya.com

Equal Opportunity Cell/SC/ST Cell

Minutes of Meeting and Action Taken

Date: 16/03/2019

Proceedings of the Meeting of the Equal Opportunity Cell/SC/ST cell held on 16/03/2019 at 3.00p.m. at the Office of the College.

Sr. No.	Minutes of the meeting	Action Taken
1.	Equal opportunity cell /SC/ST cell first meeting was taken place.	Discussion is taken on the formation of EOC/SC/ST Cell
2.	EOC/SC/ST cell was established.	Committee members were selected and nominated.
3.	To discuss the various objectives and the functioning of EOC /SC/ST cell.	Committee members decided to take the responsibilities of various duties assign to them.


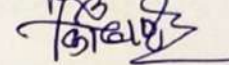

Prof.S.R.Khandekar
Assistant Professor
Department of Chemistry
Indira Mahavidyalaya Kalamb
Dist.Yavatmal

Member Present:

INDIRA MAHAVIDYALAYA, KALAMB, DIST.YAVATMAL

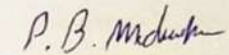
EQUAL OPPURTUNITY CELL / SC/ ST CELL

The members present for the scheduled meeting on dated 16/03/2019.

1. Dr.Pavan Bhau Mandavkar (President) : 
2. Prof. Snehal Ramrao Khandekar (Co-ordinator) : 
3. Prof. Prashant Santoshrao Jawade (SC Representative) : 
4. Shri. Vishal Uttamrao Kodane (Scholarship clerk) : 
5. Dr. Kailash Rambhau Nemade (Teacher Representative) : 
6. Ku. Kalal Rajesh Inzalkar (Student Representative) : 
7. Mr. Digvijay Pandurang Kaurase (Student Representative) : 


IQAC
Co-Ordinator
Indira Mahavidyalaya, Kalamb




PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal

RELEVANT DATA OR DOCUMENTS RELATED IN THIS METRICS

Letter: Anti Ragging Undertaking by the Students of Institution

13 Mar 2015

Ref: ARAFD/C-42925/2015

Principal/Director

INDIRA COLLEGE ,
Kalamb..

Dear Sir/Mam,

As you know it is mandatory as per the Hon. Supreme Court & UGC/AICTE Regulations that all students fill in an Anti Raging Undertaking, each year. To make the process easy MHRD has developed an ONLINE Facility.

Undertaking can be filled ONLINE at:

1. www.amanmovement.org (OR)
2. www.antiragging.in

Please ask all your students to fill their Undertaking on any of the two web sites. The procedure is very simple and explained on the web sites

Thank you,
Prof. RAJ KACHROO,
Founder Trustee. - Aman Satya Kachroo Trust.
Monitoring The National Ragging Prevention Project on behalf of UGC.

The information contained in this email message is privileged and confidential and is intended only for the use of the individual(s) or entity named above who have been specifically authorized to receive it. If the reader is not the intended recipient, you are hereby notified that any dissemination or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately for further instructions.

1800 1805522
Toll free No

Letter: Internal Complaint Committee

Official Letter of Communicated to Parent University Regarding Display of Register in Grievances at Institution as well as Constitution of Women Development Cell

Sr. College Code 414 □ Jr. College Index No. 08.19-003 ☎ (07201) 226147, 226129 (Telefax)
Dr. Yashwanti Moreshwar Donde Sarwajanik Shaikshanik Trust's
INDIRA MAHAVIDYALAYA **इंदिरा महाविद्यालय**
Kalamb, Distt. Yavatmal 445401 कळंब, जि. यवतमाळ ४४५४०१
Sh. Yugandhar Mandavkar Dr. Pavan Mandavkar
President **Principal**

✓ कायपूत

No. : ४६९/१३
Date : २१/१२/१३

प्रती,
मा. संचालक
विद्यार्थी कल्याण
संत गाडगेबाबा अमरावती विद्यापीठ अमरावती

संदर्भ:- आपले पत्र क्र. संगबाअवि/१३/विक/०८/२०१३.

महोदय,
आपल्या वरील संदर्भित पत्राच्या अनुषंगाने आमच्या महाविद्यालयात विद्यार्थिनींच्या छेडछाड अत्याचाराबाबत तक्रारीसाठी मार्गदर्शन सूचना फलक व तक्रार पेटीची व्यवस्था करण्यात आली आहे. तसेच महिला विकास कक्षाची निर्मिती करण्यात आली ती खालीलप्रमाणे—

अ.क्र.	पूर्णनाव	पद
१.	प्रा. आर.एम. वाठ	अध्यक्ष
२.	प्रा. एस.वाय. लखदिवे	सदस्य
३.	प्रा. एम.पी. राखुंडे	सदस्य
४.	प्रा. एस.व्ही. बढे	सदस्य
५.	कु. ए.व्ही. भोयर	सदस्य

आपल्या माहितीकरीता सादर.

५/१३/१२
आयका निधीक
संत गाडगेबाबा अमरावती विद्यापीठ

uansira
इंदिरा महाविद्यालय, कळंब
जि. यवतमाळ

English Version

Sr. College Code 414 Jr. College Index No. 08.19-003 (07201) 226147, 226129 (Telefax) Dr. Yashwant
Moreshwar Donde Public Educational Trust's

Indira Mahavidyalaya,
Kalamb, Dist. Yavatmal – 445401
Shri. Yugandhar Mandavkar
President

Indira Mahavidyalaya,
Dr. Pavan Mandavkar
Principal

No.: 889/93 Date: 21/12/1993

To,
The Director Student Welfare
Sant Gadge Baba Amravati University, Amravati

Subject: Reference to your letter no. SGBAU/13/VK//28/02/2013

Sir,

In reference to your aforementioned letter, we have implemented guidance and arrangements for complaints regarding harassment and misbehaviour towards female students in our college. Additionally, the establishment of a Women's Development Cell has been initiated as per the following:

Sr. No.	Full Name	Post
1.	Prof. R. M. Wath	President
2.	Prof. S. V. Lakhdive	Member
3.	Prof. M. P. Rakhade	Member
4.	Prof. S. V. Badhe	Member
5.	Mr. A. V. Bhoyar	Member

Principal,
Indira Mahavidyalaya, Kalamb
Dist. Yavatmal

Date: 4.03.2012

Letter: Student Grievance Redressal Committee

Sr. College Code 414 □ Jr. College Index No. 08.10-003 (07201) 226147, 226129 (Telefax)
 e mail : imvkalamb@yahoo.co.in □ Website : www.indiramahavidyalaya.com □

Dr. Yashwant Moreshwar Dondre Sarwanjanik Shaikshanik Trust's

INDIRA MAHAVIDYALAYA

Kalamb, Distt. Yavatmal 445401 (Maharashtra)

Sh. Yugandhar Mandavkar
 B.Tech. (Agri.), M.B.A. (IIM-A'bad)
President

Dr. Marand Khupse
 M.Com., M.Phil., Ph.D.
Vice-Principal
 9890610498

इंदिरा महाविद्यालय

कळंब, जि. यवतमाळ ४४५४०१ (महाराष्ट्र)

Dr. Pavan Mandavkar
 M.A.(Eng., Mar.), B.Ed., Ph.D.
Principal

फोन - डॉ. जी.पी. उरकुटे ९७६५०३४०९७

मुख्य लिपीक - श्री. अशोक उमरतकर - ९४२२८६७८३८

शिफारशी - श्री. जयवंत ठेंबरे - ९४०३०३३५५

No. : 182
 Date : 30.08.2012

प्रती,
 मा. संचालक
 महाविद्यालय व विद्यापीठ विकास मंडळ,
 संत गाडगेबाबा अमरावती विद्यापीठ अमरावती

संदर्भ:- आपले पत्र क्र. संगबा/अवि/७-ड/०९/६६३/१२. दि. ३१ जुलै २०१२.

महोदय,

आपल्या वरील संदर्भाकित् पत्राच्या अनुषंगाने आमच्या महाविद्यालयात आपल्या Code of conduct मधील
 सर्वधर्मांचे आचार्य पद विद्यापीठ Grievance Commi
 त्वर, महिला कर्मचाऱ्यांच्या संदर्भात समिती मधील कोलेली उरकुटे.
 सोनाली ओमप्रकाश चिचाटे अयोग्य संस्थापकी यादी मध्ये
 सोनाली ओमप्रकाश चिचाटे
 आदि.

अ.क्र.	पूर्णनाव	पद
१	प्रा.कु. आर.एम. वाठ	अध्यक्ष
२	प्रा.कु. एस.वाय. लखदिवे	सदस्य
३	प्रा. श्री. बी.व्ही. राठोड	सदस्य
४	श्री. ए.एम. उमरतकर	कर्मचारी सदस्य
५	कु. ए.व्ही. भोयर	कर्मचारी सदस्य
६	डॉ. ज्योती एम. तुंडलवार	महिला सदस्य
७	श्री. शुद्धोधन ज्ञानेश्वर भुजाडे	विद्यार्थी प्रतिनिधी
८	कु. माधुरी राजेंद्र अढाळ	विद्यार्थीनी प्रतिनिधी
९	सौ. सोनाली ओमप्रकाश चिचाटे	महिला वकील
१०	डॉ. एस.बी. मांडवकर	व्यवस्थापन समिती प्रतिनिधी

मुख्य लिपीक
 संत गाडगेबाबा अमरावती विद्यापीठ

प्रधान
 इंदिरा महाविद्यालय, कळंब
 जिल्हा - यवतमाळ

English Version

Sr. College Code 414 Jr. College Index No. 08.19-003 (07201) 226147, 226129 (Telefax) Dr. Yashwant
Moreshwar Donda Public Educational Trust's

Indira Mahavidyalaya,
Kalamb, Dist. Yavatmal – 445401
Shri. Yugandhar Mandavkar
President

Indira Mahavidyalaya,
Dr. Pavan Mandavkar
Principal

No.: 182
Date: 10/08/2012

To,
Director, College Development Committee,
Sant Gadge Baba Amravati University, Amravati

Reference: Your letter no. AU/7-D/09/663/12. Dated 31st July 2012.

Dear Sir,

The following are appointed as members of the Grievance Committee in accordance with the examination code of conduct and as per instructions received from your above-mentioned letter.

Sr. No.	Name	Designation
1	Prof. R. M. Wath	Chairman
2	Prof. S. V. Lakhdive	Member
3	Prof. B. V. Rathod	Member
4	Shri. A. M. Umratkar	Non-Teaching Member
5	Ku. A. V. Bhoyar	Non-Teaching Member
6	Dr. J. M. Tundalwar	Female Member
7	Shri. S. D. Bhujade	Student Representative
8	Ku. M. R. Adhal	Student Representative
9	Sau. S. O. Chichate	Female Representative
10	Dr. S. B. Mandavkar	Administrative Committee Representative

Principal,
Indira Mahavidyalaya, Kalamn
District - Yavatmal

Date: 13.08.2012

Letter: To Eradicate Ragging Among the Student Community of Institution

सहपत्र - ५३

Sr. College Code 414 □ Jr. College Index No. 08.10-003 ☎ (07201) 226147, 226129 (Telefax)
 □ e mail : imvkalamb@yahoo.co.in □ Website : www.indiramahavidyalaya.com □
 Dr. Yashwant Moreshwar Donda Sarwajanik Shaikhanik Trust's

INDIRA MAHAVIDYALAYA **इंदिरा महाविद्यालय**
 Kalamb, Dist. Yavatmal 445401 (Maharashtra) कळंब, जि. यवतमाळ ४४५४०१ (महाराष्ट्र)
Sh. Yugandhar Mandavkar **Dr. Martand Khupse** **Dr. Pavan Mandavkar**
 Tech. (Agri.), M.B.A. (IIM-A'bad) M.Com., M.Phil., Ph.D. M.A.(Eng., Mar.), B.Ed., Ph.D.
President **Vice-Principal** **Principal**
 Vice-Principal-9890610498 Exam. 9765034097 Jr. College Supervisor 9420046996 Head Clerk 9422867838 Scholarship 9403047151

No. : 2310E
Date : 30-90-0E

प्रति,
 मा. शत्रिस्वर
 सेनाका अमरावती विद्यापीठ अमरावती
 विषय - यु.जी.सी. नियमान्वये रॉगिंगचे उच्च शिक्षणात घुन उच्चाय करावे.

संदर्भ - यु.जी.सी.चे शत्रिस्वर सेनाका अमरावती विद्यापीठ अमरावती यांचेकडून प्राप्त झालेले पत्र क्र. F.1-16/2009 (PP-II).
 विश्व विद्यालय अनुदान आयोग, नवी दिल्ली
 नं. 110 002 (भारत)
 सप्टेंबर २००९

महोदय,

आपल्या उपरोक्त पत्राकडून अनुसंधान पत्राप्रमाणे आमच्या महाविद्यालयाने रॉगिंग विरोधी कृती समितीची सभा घेण्यात येऊन कृती समितीची स्थापना करण्यात येऊन परिषदकानुसार सर्व सदस्यांना भारतीय शैक्षणिक काही. कृती समितीची स्थापना झाल्यानंतर पुढील योजनेची कार्यवाही करण्याचे निश्चित करण्यात आले. कृती समितीची चारी आपल्या भारतीय शैक्षणिक संकेत उठावित आहे.

आपला विश्वासू
 प्राचार्य
 इंदिरा महाविद्यालय
 कळंब, जि. यवतमाळ

English Version

Sr. College Code 414 Jr. College Index No. 08.19-003 (07201) 226147, 226129 (Telefax) Dr. Yashwant
Moreshwar Donde Public Educational Trust's

Indira Mahavidyalaya,
Kalamb, Dist. Yavatmal – 445401
Shri. Yugandhar Mandavkar
President

Indira Mahavidyalaya,
Dr. Pavan Mandavkar
Principal

No.: 23/09

Date: 10-10-2009

To,
The Registrar.
Sant Gadge Baba Amravati University, Amravati

Subject: Implementation of Anti-Ragging Measures through UGC Guidelines

Reference: Received from Registrar, Amravati University, under File No. 5.1-16/2009 (CPP-II), University
Grants Commission, Bahadur Shah Zafar Marg, New Delhi 110002, India

Dear Sir,

In accordance with the above reference, we are initiating the formation of an Anti-Ragging Committee at our college, based on the guidelines provided by the UGC. A meeting of the committee will be convened to discuss and establish protocols for further action, ensuring the involvement of all members as per the enclosed circular. We are forwarding this correspondence for your information and necessary action.

Principal,
Indira Mahavidyalaya

Meeting to Constitution Anti – Sexual Harassment Cell

Page No. :
Date: / /

सन २०१३-१४
सभा पत्रिका

इंदिरा महाविद्यालयाच्या संवत्साव काळात पत्रिका सभा दि. १६/६/२०१३ रोजी दुपारी ३-०० वाजता सभेस Sexual Harassment Cell ची सभा घेण्यात आली. या सभेत स्वागत सभारसद हजर होते.

- | | | |
|----------------------------------|--------------------------|--------------|
| १) प्रा. कु. आर. पुन. वाळ | अध्यक्ष | Ramch |
| २) प्रा. कु. पुस. वाय. लक्ष्मदेव | सदस्य | Chand |
| ३) प्रा. डॉ. वी. सी. शेटे | सदस्य | Shete |
| ४) स्त्री. पु. पुन. उमताकर | कर्म. सदस्य | Umtakar |
| ५) कु. पु. सी. भोयर | कर्म. सदस्य | A.V. Boyar |
| ६) डॉ. ज्योती कुंडलवार | महिला सदस्य | डॉ. कुंडलवार |
| ७) कु. शाश्या चांदेवार | विद्यार्थिनी प्रतिनिधी | Chandekar |
| ८) स्त्री स्त्रीवांत सुडित | विद्यार्थी प्रतिनिधी | Sudith |
| ९) सौ. रीमालि चिचारे | महिला कर्मचारी | Chichare |
| १०) डॉ. पुस. वी. भेंडवकर | अध्यक्ष व्यवस्थापन समिती | डॉ. भेंडवकर |

युक्तीचीय्या पत्रान्वये या समितीची संस्थापना करण्यात आली. या सभेस समितीची पत्रिका सभा आज घेण्यात आली या सभेस समितीत निघड डॉ. लक्ष्मदेव सभारसदस्येस अभिनंदन करण्यात आले. या सभेत स्वागत हजर भेंडवकर करण्यात आले.

उपस्थित क्र. १

महिला प्राध्यापक, महिला कर्मचारी व विद्यार्थिनी सभेस सन्मानपूर्वक वागणुका देण्यात आली. सभेत वर्षा करण्यात आली. उपस्थित सभेस अभिनंदन

English Version

Session 2013 -14

First Meeting

A meeting of Indira Mahavidyalaya was held on 19/6/2023 at 3:00 PM to form the Anti Sexual Harassment Cell. The following members were present:

Name	Designation
Prof. R. M. Wath	Chairman
Prof. S. V. Lakhdive	Member
Prof. B. V. Rathod	Member
Shri. A. M. Umratkar	Non-Teaching Member
Ku. A. V. Bhoyar	Non-Teaching Member
Dr. J. M. Tundalwar	Female Member
Shri. S. J. Chandekar	Student Representative
Shri. S.V. Suthit	Student Representative
Sau. S. O. Chichate	Female Representative
Dr. S. B. Mandavkar	Administrative Committee Representative

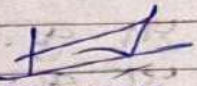
The establishment of this committee is in accordance with the guidelines of the UGC. Approval for these members was granted during this meeting.

Resolution No. 1

The principal has signed this document. All concerned individuals are to be informed and actions taken accordingly.

क्रमांक २

विद्यार्थिनिध्या वेडबड, भव्यारावबाब
तपारीसणी भगवर्शन सुचना पाठक व तपार
येदीया व्यपस्था पबब्यावदक चया कब्यात
भाषी शयि सुचना पाठकाल व तपार पेरी
काब्यात शयि भरी ही सभा करणे.
क्रमांक सर्वगुमेत भेपुर


PRINCIPAL
INDIRA MAHAVIDYALAYA
KALAMB DIST-YAVATMAL

प्रचारक	भाषी	भाषी	भाषी
प्रचारक	भाषी	भाषी	भाषी
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विद्यार्थिनिध्या वेडबड, भव्यारावबाब
तपारीसणी भगवर्शन सुचना पाठक व तपार
येदीया व्यपस्था पबब्यावदक चया कब्यात
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English Version

The guidelines for dealing with complaints of sexual harassment are described in the attached reference. Detailed information has been provided to the students. Following these guidelines, the committee will promptly address and resolve complaints related to sexual harassment.

Principal
Indira Mahavidyalaya, Kalamn
District - Yavatmal

Dr. Yashawant Moreshwar Donde Sarwajanik Shaikshanik Trust's

INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129

Mob. Principal – 9422867658, IQAC coordinator - 8668564641

E mail - imvkalamb@yahoo.co.in, Website – www.indiramahavidyalaya.com

UGC recognized 2(f) & 12B, Permanent affiliation by SGBAU, NAAC accredited 'B+' grade

Date: 16/03/2019

Resolution of Formation of Equal Opportunity /SC/ST Cell

The Equal Opportunity/SC/ST Cell at Indira Mahavidyalaya, Kalamb, forms on dated 16/03/2019. The Equal Opportunity/SC/ST Cell aims to ensure inclusive and equal access to opportunities and resources for students from marginalized communities.

The basic aim of the Equal Opportunity Cell is to ensure that students and faculty belonging to various community, religion, region, gender or ability is not deprived of their basic opportunities to enshrine democratization within campus.

- To promote the equality among all and eliminate the discrimination or harassment.
- To adopt and implement harmonized ambience and space for all students entered in the journey of college.
- To identify the issues in the campus and to provide an enabling and non-discriminative environment for all.
- To disseminate the information related to schemes, programs, office orders of the Govt., related to welfare of SC /ST groups from time to time.
- To promote diversity and inclusive practices on campus and provide the underprivileged groups with adequate opportunities.
- Safeguard the interest of students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability.
- To create an atmosphere of equal opportunity through awareness programs.
- To expedite legal redressed in matters of violation of equal opportunity and dignity.

The cell is chaired by the Principal, Dr. Pavan Mandavkar, with other faculty members and student representatives holding specific responsibilities within the committee.


Co-ordinator
IQAC
Indira Mahavidyalaya
Kalamb


PRINCIPAL
Indira Mahavidyalaya
Kalamb Dist. Yavatmal