

**SEXUAL  
HARRASEMENT  
CELL**



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S  
**ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI,**  
(Permanently affiliated to university of Mumbai)  
Tal-Kalyan, Dist-Thane,421301

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5.1.5 - The Institution has a transparent Mechanism for timely redressal of student grievance.

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UNIVERSITY OF MUMBAI  
No. CONCOL/ 24 / of 2014 – 2015

CIRCULAR:-

The Government of India has published the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for its implementation at the organization levels.

WHEREAS, sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS, the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS, it was expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace and accordingly Indian Parliament has enacted The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto;

AND WHEREAS, in exercise of power conferred by Sub-section (3) of Section (1) of the Act 2013, the Central Government has notified the Act to come into force from Ninth December Two Thousand Thirteen;

AND WHEREAS, in exercise of power conferred by Section 29 of the Act, the Central Government has made rules which are known as The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, which also came into force from Ninth December Two Thousand Thirteen;

AND WHEREAS, under Section 4 of the Act 2013, it is incumbent upon the employer of a workplace to constitute an Internal Complaints Committee and make such other rules in accordance with the provisions of the Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto;



PURSUANT HEREOF, all the employers of the colleges/ institutions affiliated to the University of Mumbai are hereby directed that:

1. If there exist no Internal Complaints Committee in accordance with the Act 2013, to constitute the Internal Complaints Committee, strictly in accordance with the provisions of the Act 2013, within two weeks from the receipt of this circular.
2. If there exist any Committee prior to the enactment of these rules but has not been reconstituted in accordance with the provisions of the Act 2013, then, to re-constitute such existing committee strictly in accordance with the provisions of the Act 2013, within two weeks from the receipt of this circular.
3. All Institutions/colleges should intimate the complete details of the duly constituted or re-constituted Internal Complaints Committee to the University of Mumbai within four weeks from the date of the receipt of this circular.
4. All Institutions/colleges should strictly comply with all the provisions of the Act 2013, particularly the duties of the employer as envisaged under Section 19 of the said Act.
5. In addition to the aforesaid for giving effect to any provision of the Act 2013, all the Institutions/colleges should do such other things or take other steps which are required to be done or taken under the said Act or such other Act for the time being in force.

In pursuance to the Act 2013, the Chairmen / Directors and Principals of the affiliated colleges/institutions are hereby requested to follow the above directions immediately regarding the establishment of the Internal Complaints Committee as per the Act 2013 in the respective colleges/institutions.

Mumbai – 400 032  
Date:- 12/11/2014

  
(Dr. M.A. Khan)  
Registrar  
(University of Mumbai)


To,  
The Chairmen / Directors and Principals of all the affiliated colleges / institutions  
for information & necessary action.

Copy for information:-

1. The Secretary, Higher & Technical Education Department, Mantralaya Annexe, Mumbai – 400 032.
2. The Director, Higher Education, Maharashtra State, Central Building, Pune – 411 001.



3. The Director, Higher & Technical Education, Elphinstone Technical School Building, Mahapalika Marg, Mumbai – 400 001.
4. The Joint Director, Higher Education, Mumbai Region, Mumbai – 400 001.
5. The Joint Director, Higher Education, Konkan Region, Panvel – 400 001.
6. The Joint Director, Technical Education Department, Kherwadi, Bandra (East), Mumbai – 400 051.
7. The Presiding Officer, College Tribunal for Mumbai and S.N.D.T. Women's Universities, University Building, East Wing, Fort, Mumbai – 400 032.
8. University of Mumbai College Principals Association, Dnyansadhana College of Arts, Science & Commerce, Near Eternity Mall, Thane (W) – 400 604.
9. The Secretary, Association of Non-Government College (A.N.G.C.), Vidyapeeth Vidyarthi Bhavan, Churchgate, Mumbai – 400 020.
10. The General Secretary, Bombay University and College Teachers Union, Mumbai University Club House, "B" Road, Churchgate, Mumbai – 400 020. (Two copies)
11. The Executive Secretary to the Vice-Chancellor and the Personal Assistants to (i) the Pro-Vice-Chancellor (ii) the Registrar and (iii) the Director, BCUD.
12. Record Section (10 copies).

  
(Dr. M.A. Khan)  
Registrar  
(University of Mumbai)

- (d) "Commission" means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) "covered individuals" are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) "employee" means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) "Executive Authority" means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) "Higher Educational Institution" (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) "Internal Complaints Committee" (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) "protected activity" includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) "sexual harassment" means-

- (i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:-

- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"

- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;



- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;  
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;  
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
  - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
  - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.
- 3. Responsibilities of the Higher Educational Institution-** (1) Every HEI shall,-
- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
  - publicly notify the provisions against sexual harassment and ensure their wide dissemination;
  - organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
  - act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
  - publicly commit itself to a zero tolerance policy towards sexual harassment;
  - reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
  - create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
  - include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual



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

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

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

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

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

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

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

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

**4. Grievance redressal mechanism.**—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-



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

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

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

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

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

**5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:**

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;



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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

**9. Interim redressal-**The HEI may,

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

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

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

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
  - (b) suspend or restrict entry into the campus for a specific period;
  - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
  - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
  - (b) the loss of career opportunity due to the incident of sexual harassment;
  - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
  - (d) the income and status of the alleged perpetrator and victim; and
  - (e) the feasibility of such payment in lump sum or in instalments.

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

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

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

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

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

JASPAL S. SANDHU, Secy. UGC





# 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 जाएंगे।

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

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

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

(स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केंद्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केंद्र, 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

(1)



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

(डी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित है;

(ई) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत हैं तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;

(एफ) "कर्मचारी" का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगे छात्र, स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में हैं अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;

(जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केंद्रीय नागरिक सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;

(एच) "उच्चतर शैक्षिक संस्थान" (एचईआई.) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;

(आई) "आन्तरिक शिकायत समिति" (आई.सी.सी.) (इन्टरनल कम्प्लेन्ट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.ए.एस.एच.) ऐसे निकाय को आन्तरिक शिकायत समिति (आईसीसी) के रूप में पुनर्गठित किया जाना चाहिए;

बशर्त, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्त कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;

(जे) "संरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न मामलों में सहयोग करना अथवा किसी बाहरी एजेंसी द्वारा की जा रही जाँच पड़ताल में अथवा किसी मुकदमे में बतौर गवाह मौजूद रहना;

(के) "लैंगिक उत्पीड़न" का अर्थ है—

(i) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अत्यन्त मजबूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और धमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा धमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अवांछित काम या व्यवहारों में कोई भी एक या उससे अधिक या ये समस्त व्यवहार शामिल हैं (चाहे सीधे तौर से या छिपे तौर से) नामतः—

(अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण

(ब) लैंगिक अनुग्रह या अनुरोध करना

(स) लैंगिकतायुक्त टिप्पणी करना



(ड) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना

(ई) अश्लील साहित्य दिखाना

(ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा यह ऐसे किसी बर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं—

(अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में है,

(ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी;

(स) संबद्ध व्यक्ति के वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर;

(द) एक दहशत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके;

(ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है;

(एल) "छात्र" शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल हैं:

बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगा:

बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा;

(एम) "किसी तीसरे व्यक्ति द्वारा उत्पीड़न" उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है—बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है;

(एन) "उत्पीड़न" का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधे तौर से लैंगिक दुर्भावना की नीयत छिपी होती है;

(ओ) "कार्यस्थल" का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:

(अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित हैं;

(ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आयासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;

(स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।

उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)

कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;

लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार-प्रसार को सुनिश्चित करना;



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

### 3.2 समर्थन करने वाली गतिविधियाँ—

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



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

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



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

#### 4. शिकायत समाधान तन्त्र—

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



- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि—

(अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा

(ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा

(स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा

(द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवामें निरन्तरता को जनहित के प्रतिकूल माना जाएगा;

तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;"

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

(अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;

(ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;

(स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;

(द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा

(ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्यवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;

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

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

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

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

8. जाँच पड़ताल की प्रक्रिया:-



- (1) शिकायत मिलने पर आन्तरिक शिकायत समिति इसकी एक प्रति को प्रतिवादी को इसके प्राप्त होने से सात दिनों के भीतर भेजेगी;
- (2) शिकायत की प्रति मिलने के बाद प्रतिवादी अपना उत्तर इस शिकायत के बारे में, समस्त दस्तावेजों की सूची, गवाहों के नामों एवं पतों के नामों एवं उनके पतों सहित दस दिन की अवधि में दाखिल करेगा;
- (3) शिकायत प्राप्त होने के 90 दिनों के भीतर ही जाँच पड़ताल पूरी की जानी चाहिए। अनुशंसाओं सहित, यदि वे हों, प्राधिकारी को प्रस्तुत की जानी चाहिए। इस शिकायत से जुड़े दोनों पक्षों के समक्ष इस जाँच के तथ्यों या सिफारिशों की प्रति दी जाएगी;
- (4) जाँच रिपोर्ट प्राप्त होने के 30 दिनों के भीतर इस समिति की सिफारिशों पर उच्चतर शैक्षिक संस्थान के अध्यक्ष प्राधिकारी कार्यवाही करेंगे, यदि किसी भी पक्ष द्वारा उस अवधि में जाँच के विरुद्ध कोई अपील दायर न की गई हो;
- (5) दोनों में से किसी भी पक्ष द्वारा आन्तरिक शिकायत समिति द्वारा प्रदान तथ्यों/अनुशंसाओं के विरुद्ध उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी के समक्ष की गई अनुशंसाओं की तिथि से तीस दिन की अवधि में अपील दायर की जा सकती है;
- (6) उच्चतर शैक्षिक संस्थान का कार्यकारी प्राधिकारी यदि आन्तरिक शिकायत समिति की सिफारिशों के अनुसार कार्य नहीं करने का निर्णय लेता है तो वह इसके बारे में लिखित रूप से कारण स्पष्ट करेगा जिन्हें आन्तरिक शिकायत समिति को तथा उस कार्यवाही से जुड़े दोनों पक्षों को भेजा जाएगा। यदि दूसरी ओर वह आन्तरिक शिकायत समिति द्वारा की गई सिफारिशों के अनुसार कार्य करने का निर्णय लेता है तो एक कारण बताओ नोटिस जिसका 10 दिनों के भीतर उत्तर भेजा जाना है— उसे उस पक्ष को भेजा जाएगा जिसके विरुद्ध कार्यवाही की जानी है। उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी उस असन्तुष्ट व्यक्ति का पक्ष चुनने के पश्चात ही आगे की कार्यवाही करेंगे;
- (7) मामले को निपटाने के उद्देश्य से पीड़ित पक्ष एक सुलह का आग्रह कर सकता है। सुलह का आधार कोई आर्थिक समझौता नहीं होना चाहिए। यदि कोई सुलह का प्रस्ताव रखा जाता है तो यथास्थिति उच्चतर शैक्षिक संस्थान सुलह की प्रक्रिया को आन्तरिक शिकायत समिति के माध्यम से सुलभ कराएगा। किसी भी दण्डात्मक हस्तक्षेप की तुलना में, जहाँ तक संभव होता है, उस पीड़ित पक्ष की पूरी संतुष्टि के लिए उस पारस्परिक विरोध के समाधान को अधिमानता दी जाती है;
- (8) पीड़ित पक्ष अथवा पीड़ित व्यक्ति अथवा गवाह अथवा अपराधकर्ता की पहचान सार्वजनिक नहीं की जाएगी या विशेष रूप से उस जाँच प्रक्रिया के दौरान इसे सार्वजनिक क्षेत्र में रखा जाएगा;

#### 9. अन्तरिम समाधान:— उच्चतर शैक्षिक संस्थान,

- (अ) यदि आन्तरिक शिकायत केन्द्र सिफारिश करता है तो शिकायतकर्ता अथवा प्रतिवादी को अन्य किसी अनुभाग अथवा विभाग में स्थानान्तरित किया जा सकता है ताकि सम्पर्क अथवा अन्योन्य क्रिया में शामिल जोखिम कम से कम बना रहे;
- (ब) पीड़ित पक्ष को, सम्पूर्ण स्तर संबंधी एवं अन्य हित लाभों के संरक्षण सहित तीन माह तक का अवकाश स्वीकृत कर दे;
- (स) शिकायतकर्ता के किसी भी काम अथवा निष्पादन अथवा परीक्षण अथवा परीक्षाओं के संबंध में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
- (द) सुनिश्चित करें कि अपराधकर्ताओं को पीड़ित व्यक्तियों से दूरी बना कर रखनी चाहिए तथा यथा आवश्यक, यदि कोई प्रत्यक्ष धमकी है तो उनका परिसर में प्रवेश प्रतिबंधित कर दे;
- (ई) लैंगिक उत्पीड़न की किसी शिकायत के परिणाम स्वरूप, शिकायतकर्ता को प्रतिशोध एवं उत्पीड़न से सुरक्षा प्रदान करने के लिए तथा एक अनुकूल वातावरण उपलब्ध कराने के लिए सख्त उपाय किये जाने चाहिए;

#### 10. दण्ड एवं हरजाना:—

- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
- (2) अपराध की गंभीरता को देखते हुए— यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान:—
  - (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे—पुस्तकालय, सभागार, आवासीय आगारों, यातायात, छात्रवृत्ति, भत्तों एवं पहचान पत्र आदि तक पहुँच बनाना;



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

#### 11. झूठी शिकायत के विरुद्ध कार्यवाई—

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

#### 12. गैर अनुपालन के परिणाम—

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



- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुमति 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;



**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

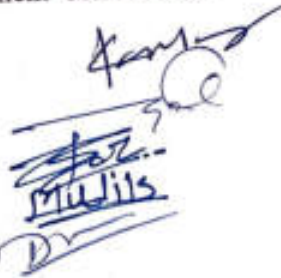
**Annual Report on sexual harassment**

**Year-2016-17**

- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)



Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

  
**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**

B. Kore  
Principal

JSSP/ACS (G) / 20 -20

Date : 01/07/2016

Meeting Notice

**Subject : Meeting of the standing committee of sexual harassment regarding year 2016-2017 .**

The standing committee of sexual harassment under the chairmanship of principal is scheduled to be held on 7/07/2016 (Thursday) at 11.30 AM in room no 001, J.S.S.P. College, Goveli, Kalyan. The composition of the standing committee of the college is made with a view to provide protection against discrimination and sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental there to, the internal complaints committee comprising of the following member has been reconstituted in J.S.S.P's Goveli College graduation and post-graduation .

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof .Meena Mulik	Member	
6	Prof. Niharika Deshmukh	Member	
7	Prof. Geetanjali Geedh	Member	

Dr.K.B.Kore

**Principal**  
(Principal)**Jeevandeep Shaikshnik Sanstha's**  
**Arts Commerce & Science College, Goveli,**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



**JSSP'S**  
**ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI**  
**Tal-Kalyan,Dist-Thane 421301**

**Sexual Harassment Complaint Form**

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

**Annual Report on sexual harassment**

**Year-2017-18**

- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)

*[Handwritten signatures of the committee members]*

Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

*[Handwritten signature of the Principal]*  
**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

Tal. Kalyan, Dist. Thane - 421103

Accreditation with NAAC

(Permanently Affiliated to University of Mumbai)

Website : www.jsspcollegegoveli.in Email : govelli\_jssp@rediffmail.com

B. Kore  
Principal

JSSP/ACS (G) / 20 -20

Date : 25/07/2017

Meeting Notice

Subject : Meeting of the standing committee of sexual harassment regarding year 2017-2018 .

The standing committee of sexual harassment under the chairmanship of principal is scheduled to be held on 4/08/2017 (Wednesday ) at 11.00 AM in room no 001, J.S.S.P. College, Goveli, kalyan. The composition of the standing committee of the college is made with a view to provide protection against discrimination and sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental there to, the internal complaints committee comprising of the following member has been reconstituted in J.S.S.P's Goveli College graduation and post -graduation .

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Meena Mulik	Member	
6	Prof. Niharika Deshmukh	Member	
7	Prof. Geetanjali Geedh	Member	

Dr.K.B.Kore

**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.

**JSSP'S**  
**ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI**  
**Tal-Kalyan,Dist-Thane 421301**

**Sexual Harassment Complaint Form**

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )



**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

**Annual Report on sexual harassment**

**Year-2018-19**

- Number of Complaints of sexual harassment received in the year: Nil  
Number of complaints disposed off during the year: Nil  
Number of cases pending more than ninety days : Nil  
No of workshops or awareness programs against sexual harassment : 1  
No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)

  
Mulik

Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

  
**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**

JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

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Website : www.jsspcollegegoveli.in

Email : goveli\_jssp@rediffmail.com

B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 04/07/2018

Meeting Notice

**Subject : Meeting of the standing committee of sexual harassment regarding year 2018-2019.**

The standing committee of sexual harassment under the chairmanship of principal is scheduled to be held on 18/07/2018 (Wednesday) at 11.00 AM in room no 002, J.S.S.P. College, Goveli, kalyan. The composition of the standing committee of the college is made with a view to provide protection against discrimination and sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental there to, the internal complaints committee comprising of the following member has been reconstituted in J.S.S.P's Goveli College graduation and post-graduation.

Sr.No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Jaya Deshmukh	Member	
6	Prof. Niharika Deshmukh	Member	
7	Prof. Priya Jadhav	Member	

Dr. K.B. Kore

Principal

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

Sexual Harassment Complaint Form

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

**Annual Report on sexual harassment**

**Year-2019-20**

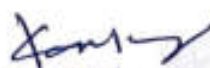
- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)



Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

  
**Principal**  
Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.





॥ विद्या विनयेन शोभते ॥

Tel. Office : 0251-2390922

2390928

2390929

Prin : 9321941725

JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

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Website : www.jsspcollegegoveli.in

Email : goveli\_jssp@rediffmail.com

B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 03/08/2019

### Meeting Notice

Subject : Meeting of the standing committee of sexual harassment regarding year 2019-2020 .

The standing committee of sexual harassment under the chairmanship of principal is scheduled to be held on 12/08/2019 (Monday) at 12.30 AM in room no 001, J.S.S.P. College, Goveli, kalyan. The composition of the standing committee of the college is made with a view to provide protection against discrimination and sexual harassment of women at workplace (Prevention ,Prohibition and Redressal) Act 2013 and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental there to ,the internal complaints committee comprising of the following member has been reconstituted in J.S.S.P's Goveli College graduation and post -graduation .

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof .Jaya Deshmukh	Member	
6	Prof. Niharika Deshmukh	Member	

Dr.K.B.Kore

(Principal)

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.

JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

Sexual Harassment Complaint Form

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )



**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

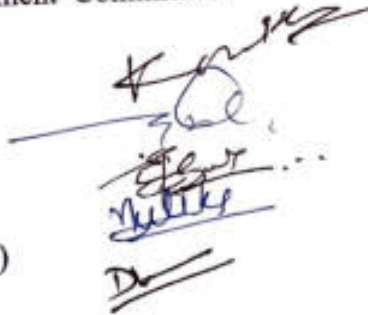
**Annual Report on sexual harassment**

**Year-2020-21**

- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment Committee:-

- 1)Dr. K.B.Kore (Chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)

Handwritten signatures of the committee members, including Dr. K.B. Kore, Prof. Harendra Soshte, Prof. Bhagyashri Pawar, Prof. Meena Mulik, and Prof. Deepaswini Chavhan.

Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

Tal. Kalyan, Dist. Thane - 421103

Accreditation with NAAC

(Permanently Affiliated to University of Mumbai)

Website : www.jsspcollegegoveli.in Email : goveli\_jssp@rediffmail.com

K. B. Kore  
Principal

JSSP/ACS (G) / 20 -20

Date : 05/07/2020

Meeting Notice

Subject : Meeting of the standing committee of sexual harassment regarding year 2020-2021.

The standing committee of sexual harassment under the chairmanship of principal is scheduled to be held on 14/07/2020 (Thursday) at 11.30 AM in online meeting . The composition of the standing committee of the college is made with a view to provide protection against discrimination and sexual harassment of women at workplace (Prevention ,Prohibition and Redressal)Act 2013 and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental there to ,the internal complaints committee comprising of the following member has been reconstituted in J.S.S.P's Goveli College graduation and post -graduation .

Sr.No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Jaya Deshmukh	Member	
6	Prof. Niharika Deshmukh	Member	
7	Prof. Priya Jadhav	Member	

Dr.K.B.Kore

(Principal)

Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.



JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

Sexual Harassment Complaint Form

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

\_\_\_\_\_



**JEEVANDEEP SHAIKSHNIK SANSTHA POI'S**  
**ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI,**  
(Permanently affiliated to university of Mumbai)  
Tal-Kalyan, Dist-Thane,421301

**INDEX**

5.1.5 - The Institution has a transparent Mechanism for timely redressal of student grievance.

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Dr. Sunil Patil  
I/c Director



Department of Students' Development  
Vidyapeeth Vidyarthi Bhavan,  
'B' Road, Churchgate  
Mumbai - 400 020  
Tel. No. 2204 28 59

**CIRCULAR**

To,  
The Principals/Directors  
of the Affiliated Colleges/Recognized Institutions  
of the University of Mumbai

**Subject: Constitution of College Grievance Redressal Cell (CGRC)  
as per maharaYT/ Saasana rajap~ AsaaQaarNa Baaga caar baE  
AsaaQaarNa k'maaMk 67**

Sir/Madam,

As per directives received from the University Authorities, I am directed to inform your goodself that as per maharaYT/ Saasana rajap~ AsaaQaarNa Baaga caar baE AsaaQaarNa k'maaMk 67, dated February 27, 2019, each Affiliated College and Recognized Institution of the University of Mumbai has to constitute a **College Grievance Redressal Cell (CGRC)**. All grievances of students relating to College/Institution shall first be addressed to College Grievance Redressal Cell (CGRC) to be constituted at the level of College/Institution by following below given steps:

1. Affiliated College/Recognized Institution shall constitute College Grievance Redressal Cell (CGRC). The composition of CGRC shall be as follows:
  - a. Principal of the College or Head/Director of the Recognized Institution – **Chairperson**
  - b. One Senior Faculty Member Nominated by the Principal of the College or Head/Director of the Recognized Institution – **Member**
  - c. One Senior Faculty Member Nominated by the Principal of the College or Head/Director of the Recognized Institution – **Member Secretary**

The tenure of all the members of CGRC shall be of two years.

2. Affiliated College/Recognized Institution shall create a Portal on their website where student shall register their grievances online with necessary documents.
3. Affiliated College/Recognized Institution shall upload the information of functioning of CGRC on the portal.
4. Affiliated College/Recognized Institution shall give wide publicity to College Grievance Redressal Cell (CGRC) among all students, teachers, administrative staff and non-teaching staff of their College/Institution through various means like, Website, Prospectus, Notices, Electronic Gadgets, etc.
5. The concerned student of the Affiliated College/Recognized Institution shall register his/her complaint on the portal available on the website of his/her College/Institution.

6. The Member Secretary of CGRC shall maintain the documentation of the grievances of students who have registered their grievances on the portal of the College/Institution.
7. The Member Secretary shall prepare the Agenda for the meeting of the College Grievance Redressal Cell (CGRC) in consultation with the Chairperson and shall communicate to all members prior to the meeting.
8. The committee shall resolve the grievance of the complainant student by giving an opportunity of hearing to all the concerned parties and following principles of natural justice.
9. The Member Secretary shall convene meeting of College Grievance Redressal Cell (CGRC) in consultation with the Chairperson in order to redress the grievances registered on portal within 15 days of its receiving.
10. The Member Secretary shall prepare Minutes and Action Taken Report for College Grievance Redressal Cell (CGRC).
11. The Member Secretary shall upload the Decisions/Resolutions/Minutes/Action Taken Report of CGRC on the portal.
12. The Member Secretary shall communicate the Minutes and Action Taken Report of each meetings of CGRC for the information to the Director, Students' Development, University of Mumbai by an email on **cgrc@mu.ac.in**
13. The Member Secretary will prepare Annual Report regarding working of the CGRC and submit it to the Director, Students' Development, University of Mumbai by an email on **cgrc@mu.ac.in**
14. If the concerned student is not satisfied with the decision of the College Grievance Redressal Cell (CGRC) then he/she can appeal to University Grievance Redressal Cell (UGRC) which comes under Department of Students' Development within 30 days. The Member Secretary shall communicate this to all students who have registered their grievances on the portal. The student desire to appeal on the decision given by CGRC shall register his/her grievance/s on the portal available on the website of University of Mumbai, **www.mu.ac.in** with all supporting documents within 30 days.
15. The procedure and directives for functioning of College Grievance Redressal Cell (CGRC) are enclosed here for information and necessary action at your end.

Mumbai  
May 14, 2019

**Dr. Sunil Patil**  
**I/c Director, DSD**




Jeevandeep shaikshnik sanstha poi's  
**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**  
 Tal-Kalyan,Dist-Thane

**ACTION TAKEN REPORT**

**Report of the Grievances Redressal Cell for the Academic Year : 2016-17**

Sr.No	Type of Grievance received	Action taken	Remarks
1	The I year girls complained about missing of their mobiles in their classroom when they were out for nature calls	Immediate Search is taken by the Class teacher and find the mobiles	The Principal warned not to repeat the situation as it will reflects on the career and the traced mobiles are handed to the girls
2.	Washroom facilities are not so good, can be improved.	The washrooms have been renovated and made disabled friendly.	Compliant resolved within a week
3.	Awareness program for higher education	Instructed the coordinator Higher Education Cell to arrange such programs for III & IV year of all the department student	Done by all Departments
4.	Students requested to increase the timings of cultural events for each department.	Permitted to provide extra minutes to each department for the cultural events	Done
5.	Name correction in result	Change the name by verifying data	Compliant resolved within a week



  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**

JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

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Website : [www.jsspcollegegoveli.in](http://www.jsspcollegegoveli.in) Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Date : 20/07/2016

### NOTICE

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 26/07/2016 at 11:30 AM.

#### Constitution Committee :

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Suresh Chede	Member

*[Handwritten signatures of the members of the Constitution Committee]*



*[Handwritten signature of the Principal]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal. Kalyan, Dist. Thane - 421 301.**



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

Tal. Kalyan, Dist. Thane - 421103

Accreditation with NAAC

(Permanently Affiliated to University of Mumbai)

Website : [www.jsspcollegegoveli.in](http://www.jsspcollegegoveli.in) Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Date : 22/08/2016

**NOTICE**

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 29/08/2016 at 11:00 AM.

**Constitution Committee :**

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Suresh Chede	Member

*[Handwritten signatures of the committee members]*



*[Handwritten signature of the Principal]*  
Principal

**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College**  
**Goveli, Tal. Kalyan, Dist. Thane - 421103**

Date : 20/10/2016

### NOTICE

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 27/10/2016 at 12:30 PM.

#### Constitution Committee :

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Suresh Chede	Member

*[Handwritten signatures of the members of the Constitution Committee]*



*[Handwritten signature of the Principal]*  
Principal

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal. Kalyan, Dist. Thane - 421 103.



**Jeevandeep shaikshnik sanstha poi's**  
**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**  
**Tal-Kalyan,Dist-Thane**

**ACTION TAKEN REPORT**

**Report of the Grievances Redressal Cell for the Academic Year : 2017-18**

Sr.No	Type of Grievance received	Action taken	Remarks
1.	Maintenance of Hygiene's in washrooms is not Good	Informed to Higher Authority to take necessary action	Compliant resolved within a week
2.	Lost of student bags in the Arts block during examinations	Security observation and instructed the students not to get textbooks and other valuables during examinations	No such cases are reported further
3.	Misbehavior of some students in PG block	Informed the case to Vice-Principal for further action and counseled the students not to involve in such negative activities in future	The situation is under control with security No such cases are reported further
4..	The Students Complained about the maintenance of toilets and drinking water in the college.	The committee has taken immediate action with in three days by giving instructions to the contingent staff to facilitate cleanliness and water facility	No such cases are reported further
5.	Lost of student mobile in the Scirnce block during examinations	Security observation and instructed the students not to get textbooks and other valuables during examinations	No such cases are reported further
6.	Name correction in result	Change the name by verifying data	Compliant resolved within a week



*[Signature]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal. Kalyan, Dist. Thane - 421 301.**

JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

Tal. Kalyan, Dist. Thane - 421103

Accreditation with NAAC

(Permanently Affiliated to University of Mumbai)

Website : www.jsspcollegegoveli.in

Email : goveli\_jssp@rediffmail.com

Date : 25/10/2017

**NOTICE**

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 31/10/2017 at 12:30 PM.

**Constitution Committee :**

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

*[Handwritten signatures of the members of the Constitution Committee]*



*[Handwritten signature of the Principal]*  
Principal

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.



**Jeevandeep shaikshnik sanstha poi's**  
**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**  
**Tal-Kalyan,Dist-Thane**

**ACTION TAKEN REPORT**

**Report of the Grievances Redressal Cell for the Academic Year : 2018-19**

Sr.No	Type of Grievance received	Action taken	Remarks
1	Announcement of results should be improved. It should be on there 20-25 days after exams.	We will try to announce results within 30 days of the last day of exam as also prescribed by Internal Quality Assurance Cell.	This type of Grievance is solve successfully.
2.	Students ask for Drinking water tank is not regularly fill.	Non teaching staff maintain the water tank day by day.	Done by management.
3.	Name correction in result	Change the name by verifying data	Compliant resolved within a week
4.	Maintenance of Hygiene's in washrooms is not Good	Informed to Higher Authority to take necessary action	Compliant resolved within a week
5.	Students asked more coaching classes for practicing and to secure good marks	Permitted to conduct more coaching classes and exams	Done by Subject Teachers



*[Signature]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**

JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

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Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Date : 18/07/2018

### NOTICE

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 23/07/2018 at 12:30 PM.

#### Constitution Committee :

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

Principal

Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.





JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

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Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Date : 15/08/2018

### NOTICE

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 20/08/2018 at 11:30 AM.

#### Constitution Committee :

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*  
Principal

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

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Website : www.jsspcollegegoveli.in

Email : goveli\_jssp@rediffmail.com



Date : 25/01/2019

**NOTICE**

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 02/02/2019 at 12:30 PM.

**Constitution Committee :**

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

A series of handwritten signatures in blue ink, corresponding to the members of the Constitution Committee listed in the table.



A handwritten signature in blue ink, likely of the Principal.

**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
 Goveli, Tal: Kalyan, Dist. Thane - 421 301.




**Jeevandeep shaikshnik sanstha poi's**  
**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**  
**Tal-Kalyan,Dist-Thane**

**ACTION TAKEN REPORT**

**Report of the Grievances Redressal Cell for the Academic Year : 2019-20**

Sr.No	Type of Grievance received	Action taken	Remarks
1.	Students asked more practices for Multi Choice Questions (MCQs) in all the subjects	Decided to give more practices and test for MCQs in all the subjects.	This type of Grievance is solve successfully.
2.	Students requested to provide more videos on lab experiments apart from Virtual lab through Online mode	Suggested to provide additional videos to the students inspire of taking virtual lab through Online mode	Provide online data to students.
3.	The students requested to allow for Industrial visit during this Year.	Allowed to go during the month end holidays.	Done
4.	Students requested to increase the timings of cultural events for each department.	Permitted to provide extra minutes to each department for the cultural events	Done
5.	Students asked more coaching classes for practicing and to secure good marks	Permitted to conduct more coaching classes and exams	Done by Subject Teachers



  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



**JEEVANDEEP SHAIKSHNIK SANSTHA POI'S**  
**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

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Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Date : 15/07/2019

**NOTICE**

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the meeting in the college on 22/07/2019 at 12:30 PM.

**Constitution Committee :**

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member


Principal

**Principal**  
Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College Goveli,  
Goveli, Tal. Kalyan, Dist. Thane - 421 301.





**JEEVANDEEP SHAIKSHNIK SANSTHA POI'S**  
**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

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Website : [www.jsspcollegegoveli.in](http://www.jsspcollegegoveli.in)

Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Date : 05/10/2020

**NOTICE**

The college professors are informed that a Student Grievance Redressal Committee is being constituted under the chairperson of Dr. K. B. Kore. However, the concerned professors attended the online meeting in the college on 10/10/2020 at 2:30 PM.

**Constitution Committee :**

Dr. K B Kore	Chairperson
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

Principal

Principal

Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 103



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S  
**ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI,**  
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Tal-Kalyan, Dist-Thane,421301

**INDEX**

5.1.5 - The Institution has a transparent Mechanism for timely redressal of student grievance.

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	<b>Anti –Ragging (2018-19 )</b>	
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18-11-16

**University of Mumbai**  
No.SW/45/Of 2016

Dr. Sunil Patil  
Director



Department of Students' Welfare  
Vidyapeeth Vidyarthi Bhavan,  
'B' Road, Churchgate,  
Mumbai - 400 020.  
Tel. No. 2204 28 59

**CIRCULAR:**

Ref: A letter No.F.2-30/14(Circular/WRO), dated 18<sup>th</sup> October, 2016, received from Dr. G. Srinivas, Joint Secretary, University Grants Commission, Ganeshkhind, Pune - 411007 addressed to the Registrar/Director BCUD/Dean (CDC) requesting them to circulate the contents of the letter to affiliated Colleges/Institutions for implementation and immediate action/compliance in the matter.

**To Read:**

Sub: Curbing the Menace of ragging in higher educational institutions.

Dear Sir/Madam,

In pursuance to the judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No.887/2009, the UGC notified " Regulations on curbing the Menace of Ragging in Higher Educational Institutional Institutions, 2009". The Regulations are available on the UGC website i.e. [www.ugc.ac.in](http://www.ugc.ac.in).

These regulations are mandatory and if any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

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

Students in distress due to ragging related incidents can call the National Anti-ragging Helpline **1800-180-5522 (24 x 7 Toll Free)** or e-mail the Anti-Ragging Helpline at [helpline@antiragging.in](mailto:helpline@antiragging.in). For any other information regarding ragging, please visit the UGC website i.e. [www.ugc.ac.in](http://www.ugc.ac.in) & [www.antiragging.in](http://www.antiragging.in) and contact UGC monitoring agency i.e. AmanSatyaKachroo Trust on following No.09871170303,09818400116 (only in case of emergency).

You are requested to hold workshops, seminar on eradication of ragging in higher educational institutions who may be requested to display Anti Ragging posters at all prominent places like Admission Centre, Departments Library, Canteen, Hostel, Common facilities etc. The size of posters should be 8 x 6 feet.

The institutions under your ambit may be requested to get themselves accredited by NAAC/NBA and submit the compliance report and implement the special Drive on Anti-Ragging prevention programme.

Regulatory Authorities are requested to immediately instruct all the institutions under their purview to submit online compliance of anti-ragging Regulations on curbing the menace of ragging in higher educational institutions, 2009 at [www.antiragging.in](http://www.antiragging.in).

In compliance of the 2<sup>nd</sup> Amendment in UGC Regulations, institutions may be requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at [www.antiragging.in](http://www.antiragging.in) and [www.amanmovement.org](http://www.amanmovement.org).

University of Mumbai

No. SW/46 /of 2016

Dr. Sunil Patil  
Director



Department of Students' Welfare  
Vidyapeeth Vidyarthi Bhavan,  
'B' Road, Churchgate,  
Mumbai - 400 020.  
Tel. No. 2204 28 59

**CIRCULAR:**

Ref: A letter No.14-24/2016(CPP-II) dated 10<sup>th</sup> November, 2016, received from Shri. Jaspal Sindhu, Secretary, University Grants Commission Bahadurshah Zafar Marg, New Delhi addressed to Hon'ble Vice-Chancellor requesting him to take necessary action/compliance in the matter.

Sub: Banning junk food in Higher Educational Institutions & Colleges.

Sir/Madam,

I am directed to inform your goodself that "The Ministry of Human Resource Development vide its letter No.13-65/2015-U.5, dated 20<sup>th</sup> October, 2016 has desired to issue instructions against availability and sale of junk food in Higher Educational Institutions. Banning junk food in colleges would set new standards for healthy food and make the students live better and learn better and also reduce the obesity levels in young learners, thus preventing life style diseases which have a direct link with excessive weight."

All the University Departments / Colleges & Institute are requested to take necessary action on the following points:-

1. To implement measures to sensitize the students on ill effects of junk food.
2. All the University Departments/Colleges & Institute can serve as important data sources on student's health. Information on markers like body mass index (BMI) / percentage of body weight/waist hip ratio etc. can help in creating awareness among students towards their health.
3. Orientation programs for faculty and staff be conducted on health issues.
4. Wellness centre should be created in the University Department/College/Institute where counseling should be done regarding proper nutrition, proper exercise and healthy habits. These wellness centre can also provide psychological support to the students to prevent and reduce the incidence of obesity in young students.

You are, therefore, requested that you may take necessary action on the above points in your University Department/College/Institute.

Place: Mumbai - 400 020.

Date: 17<sup>th</sup> November, 2016.

Dr. Sunil Patil  
Director, DSW

Copy for information and necessary action to:

The Directors/Heads of the recognized Institutions & the Principals of the constituent and affiliated colleges of the University of Mumbai.

(Note: It is requested to submit a copy of compliance report to the Director, DSW, University of Mumbai, Churchgate, Mumbai - 400 020.)

\*\*\*\*\*



Jeevandeep shaikshnik sanstha poi's

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

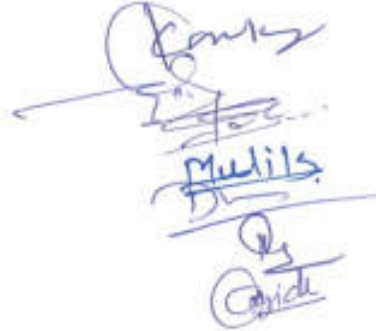
**Anti-Ragging Annual Report**

**Year-2016-17**

- a) Number of Complains of Anti-Ragging received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of cases filled: Nil
- e) Nature of Complain : Nil
- f) Details of Complain : Nil

The Constitution of the Anti-Ragging committee :-

- 1)Dr. K.B.Kore (Chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof. Deepaswini Chavhan (Member)
- 6) Dr.Rahul Taur (Member)
- 7) Prof. Geetanjali Geeth (Member)



Action taken by the institution in solving the complaints date wise: Nil

CCTV Cameras/other security measures undertaken by the institution: Yes



**Principal**

**Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.**





JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

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Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Dr. K. B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 02/07/2016

### Important Notice

If any student is found indulging in ranging, it may be brought to the notice of Member/ Coordinator/Chairperson of the ANTI RAGGING COMMITTEE /ANTI RAGGING SQUAD of the college or ANIT RAGGING MONTERING CELL of the university immediately.

Complaints may contact

**ANTI RAGGING MONITORING CELL**

**Dr. K.B. KORE**

**Principal**

**Phone no: 0251 2390922 2390928**

**Email ID:-goveli\_jssp@rediffmail.com**

**Principal**

**Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 001.**





JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

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Website : www.jsspcollegegoveli.in

Email : goveli\_jssp@rediffmail.com

Dr. K. B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 28/06/2016

**Meeting notice**

Subject: Constitution of Anti-Ragging committee year 2016-2017.

The standing committee of Anti-Ragging under the chairmanship of principal is scheduled to be held on 7/07/2016 (Thursday) at 12.00 pm in room no 001, J.S.S.P. College, Goveli, kalyan.

The institution has "Zero Tolerance" policy for any act of anti ragging committee. A standing committee is constituted for prevention of any form of anti ragging for maintaining discipline in the college premises. Students if facing any problem /issue may contact the Convener/Member of the committee.

Sr.No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Meena Mulik	Member	
6	Prof. Rahul Taur	Member	
7	Prof. Geetanjali Geedh	Member	

Dr.K.B.Kore

**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College Goveli.  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.

JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

**Anti-ragging and Sexual Harassment  
Compliant Form**

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )



Jeevandeep shaikshnik sanstha poi's

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

**Anti-Ragging Annual Report**

**Year-2017-18**

- a) Number of Complains of Anti-Ragging received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of cases filled: Nil
- e) Nature of Complain : Nil
- f) Details of Complain : Nil

The Constitution of the Anti-Ragging committee :-

- 1)Dr. K.B.Kore (Chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof. Deepaswini Chavhan (Member)
- 6) Dr.Rahul Taur (Member)
- 7) Prof. Geetanjali Geeth (Member)

*[Handwritten signatures of the committee members]*

Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes



*[Handwritten signature of the Principal]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



**JEEVANDEEP SHAIKSHNIK SANSTHA POI'S**  
**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

Tal. Kalyan, Dist. Thane - 421103

**Accreditation with NAAC**

(Permanently Affiliated to University of Mumbai)

Website : [www.jsspcollegegoveli.in](http://www.jsspcollegegoveli.in) Email : [goveli\\_jssp@rediffmail.com](mailto:goveli_jssp@rediffmail.com)

Dr. K. B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 03/08/2017

### Important Notice

If any student is found indulging in ranging, it may be brought to the notice of Member/ Coordinator/Chairperson of the ANTI RAGGING COMMITTEE /ANTI RAGGING SQUAD of the college or ANIT RAGGING MONTERING CELL of the university immediately.

Complaints may contact

**ANTI RAGGING MONITORING CELL**

**Dr. K.B. KORE**

**Principal**

**Phone no: 0251 2390922 2390928**

**Email ID:-goveli\_jssp@rediffmail.com**

**Principal**

**Jaevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College Goveli,**  
**Goveli, Tal. Kalyan, Dist. Thane - 421 301.**





JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

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Email : goveli\_jssp@rediffmail.com

Dr. K. B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 01/08/2017

## Meeting notice

Subject: Constitution of Anti-Ragging committee year 2017-2018.

The standing committee of Anti-Ragging under the chairmanship of principal is scheduled to be held on 8/08/2017 (Thursday) at 12.00 PM in room no 001, J.S.S.P. College, Goveli, kalyan.

The institution has "Zero Tolerance" policy for any act of Anti-Ragging committee. A standing committee is constituted for prevention of any form of Anti-Ragging for maintaining discipline in the college premises. Students if facing any problem /issue may contact the Convener/Member of the committee.

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof .Meena Mulik	Member	
6	Prof. Rahul Taur	Member	
7	Prof. Geetanjali Geedh	Member	

  
Dr. K. B. Kore

Principal

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli.  
Goveli, Tal. Kalyan, Dist. Thane - 421 301.

JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

**Anti-ragging and Sexual Harassment  
Compliant Form**

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )

Jeevandeep shaikshnik sanstha poi's

## ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI

Tal-Kalyan,Dist-Thane

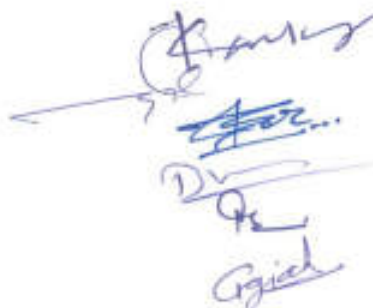
### Anti-Ragging Annual Report

Year-2018-19

- a) Number of Complains of Anti-Ragging received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of cases filled: Nil
- e) Nature of Complain : Nil
- f) Details of Complain : Nil

The Constitution of the Anti-Ragging committee :-


- 1)Dr. K.B.Kore (Chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof. Deepaswini Chavhan (Member)
- 6) Dr.Rahul Taur (Member)
- 7) Prof. Mohnish Deshmukh (Member)



Action taken by the institution in solving the complaints date wise: Nil

CCTV Cameras/other security measures undertaken by the institution: Yes



  
**Principal**  
Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal. Kalyan, Dist. Thane - 421 101.



Date:- 10/07/2018

### Important Notice

If any student is found indulging in ranging, it may be brought to the notice of Member/ Coordinator/Chairperson of the ANTI RAGGING COMMITTEE /ANTI RAGGING SQUAD of the college or ANIT RAGGING MONTERING CELL of the university immediately.

Complaints may contact


**ANTI RAGGING MONITORING CELL**

**Dr. K.B. KORE**

**Principal**

**Phone no: 0251 2390922 2390928**

**Email ID:-goveli\_jssp@rediffmail.com**

  
**Principal**  
Jaevandeep Shaikshnik Santho's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

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Accreditation with NAAC

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Website : www.jsspcollegegoveli.in

Email : goveli\_jssp@rediffmail.com

Dr. K. B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 02/07/2018

## Meeting notice

Subject: Constitution of Anti -Ragging committee year 2018-2019.

The standing committee of Anti-Ragging under the chairmanship of principal is scheduled to be held on 16/07/2018 (Monday) at 12.00 pM in staff room ,J.S.S.P. College, Goveli ,kalyan.

The institution has "Zero Tolerance policy" for any act of Anti-Ragging committee. A standing committee is constituted for prevention of any form of Anti-Ragging for maintaining discipline in the college premises .Students if facing any problem /issue may contact the Convener/Member of the committee.

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Meena Mulik	Member	
6	Prof. Rahul Taur	Member	
7	Prof. Monish Deshmukh	Member	

Dr. K. B. Kore

Principal)

Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal. Kalyan, Dist. Thane - 421 301.

JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

Anti-ragging and Sexual Harassment  
Compliant Form

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )



Jeevandeep shaikshnik sanstha poi's

## ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI

Tal-Kalyan,Dist-Thane

### Anti-Ragging Annual Report

Year-2019-20

- a) Number of Complains of Anti-Ragging received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of cases filled: Nil
- e) Nature of Complain : Nil
- f) Details of Complain : Nil

The Constitution of the Anti-Ragging committee :-

- 1)Dr. K.B.Kore (Chairperson)
- 2) Prof. Harendra Soshite (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof. Deepaswini Chavhan (Member)
- 6) Dr.Rahul Taur (Member)
- 7) Prof. Mohnish Deshmukh (Member)



Action taken by the institution in solving the complaints date wise: Nil

CCTV Cameras/other security measures undertaken by the institution: Yes

  
**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.

Date :- 09/08/2019

### **Important Notice**

If any student is found indulging in ranging, it may be brought to the notice of Member/ Coordinator/Chairperson of the ANTI RAGGING COMMITTEE /ANTI RAGGING SQUAD of the college or ANIT RAGGING MONTERING CELL of the university immediately.

Complaints may contact

**ANTI RAGGING MONITORING CELL**

**Dr. K.B. KORE**

**Principal**

**Phone no: 0251 2390922 2390928**

**Email ID:-goveli\_jssp@rediffmail.com**



**Principal**

**Jeevandeep Shaikshnik**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 201.**



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

Tal. Kalyan, Dist. Thane - 421103

Accreditation with NAAC

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Website : www.jsspcollegegoveli.in Email : govelli\_jssp@rediffmail.com

Dr. K. B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 03/08/2019

## Meeting notice

Subject: Constitution of Anti-Ragging committee year 2019-2020.

The standing committee of Anti-Ragging under the chairmanship of principal is scheduled to be held on 16/08/2019 (Friday) at 11.00 AM in room no 001, J.S.S.P. College, Goveli, kalyan.

The institution has "Zero Tolerance" policy for any act of Anti-Ragging committee. A standing committee is constituted for prevention of any form of Anti-Ragging for maintaining discipline in the college premises. Students if facing any problem /issue may contact the Convener/Member of the committee.

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Meena Mulik	Member	
6	Prof. Rahul Taur	Member	
7	Prof. Monish deshमुख	Member	

Dr. K. B. Kore

Principal

**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal. Kalyan, Dist. Thane - 421 301.



JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

Anti-ragging and Sexual Harassment  
Compliant Form

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )

Jeevandeep shaikshnik sanstha poi's

## ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI

Tal-Kalyan,Dist-Thane

### Anti-Ragging Annual Report

Year-2020-21

- a) Number of Complains of Anti-Ragging received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of cases filled: Nil
- e) Nature of Complain : Nil
- f) Details of Complain : Nil

The Constitution of the Anti-Ragging committee :-

- 1)Dr. K.B.Kore (Chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof. Deepaswini Chavhan (Member)
- 6) Dr.Rahul Taur (Member)
- 7) Prof. Mohnish Deshmukh (Member)

*[Handwritten signatures of the Anti-Ragging committee members]*

Action taken by the institution in solving the complaints date wise: Nil

CCTV Cameras/other security measures undertaken by the institution: Yes



*[Handwritten signature of the Principal]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College**  
**Goveli, Tal. Kalyan, Dist. Thane - 421 103**



JEEVANDEEP SHAIKSHNIK SANSTHA POI'S

**ARTS, COMMERCE & SCIENCE COLLEGE, GOVELI**

Tal. Kalyan, Dist. Thane - 421103

Accreditation with NAAC

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Website : www.jsspcollegegoveli.in

Email : goveli\_jssp@rediffmail.com

Dr. K. B. Kore  
Principal

JSSP/ACS (G) / / 20 -20

Date : 01/07/2020

## Meeting notice

Subject: Constitution of Anti-Ragging committee year 2020-2021.

The standing committee of Anty-Ragging under the chairmanship of principal is scheduled to be held on 8/07/2020 (Wednesday) at 12.00 PM in room no 001, J.S.S.P. College, Goveli, kalyan.

The institution has "Zero Tolerance" policy for any act of Anti-Ragging committee. A standing committee is constituted for prevention of any form of Anti-Ragging for maintaining discipline in the college premises. Students if facing any problem /issue may contact the Convener/Member of the committee.

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Meena Mulik	Member	
6	Prof. Rahul Taur	Member	
7	Prof. Monish deshमुख	Member	

Dr.K.B.Kore

(Principal)

Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 103.



JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

Anti-ragging and Sexual Harassment  
Compliant Form

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

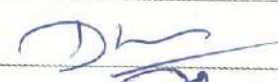
( \_\_\_\_\_ )

## Minutes of Meeting

Year 2016-17

Date:- 29/07/2016

The meeting of anti-Ragging committee was held in the office of principal under the chairperson of Dr K.B. Kore. The following members were present for the following.

- 1) Dr. K.B. Kore (Principal) 
- 2) Prof. Harendra Soshte (Vice-principal) 
- 3) Prof. Bhagyashri Pawar 
- 4) Prof. Suresh Chede 
- 5) Prof. Deepswini Chavan 
- 6) Prof. Pravin N. Ghore 
- 7) Prof. Rahul Taur 

### Agenda of meeting :-

- 1) To review the cases of ragging if any.
- 2) To organised anti-Ragging awareness program.
- 3) To guide the students about anti Ragging.
- 4) Any other relevant subject at the time of meeting.

### Minutes of meeting

- 1) minutes of earlier meeting were read by prof. Harendra Soshte and approved by Dr. K.B. Kore.



- 2) There is no case regarding ragging of student.
- 3) All the members of committee visited to all classes and guided students regarding issues.
- 4) Subject to last meeting a notice was displayed on notice board and was circulated to students to fill online anti-ragging form with the time limit.



Principal

Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Govadi,  
Govadi, Tal: Kalyan, Dist. Thane - 421 301.



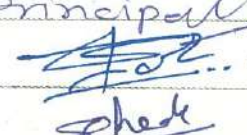




## Minutes of Meeting.

Year - 2017-2018

Date - 25/07/2017

The meeting of anti-Ragging Committee was held in the office of Principle under the chairperson of Dr. K.B. Kore. The following member were present for the following:

- 1) Dr. K.B. Kore (Principal) 
- 2) Prof. Harendra Soshite (Vice-Principal) 
- 3) Prof. Bhagyashri Pawar 
- 4) Prof. Suresh Chede 
- 5) Prof. Deepswati Chavan 
- 6) Prof. Pravin N. Chane
- 7) Prof. Rahul Jaur

### Agenda of meeting:-

- 1) To Review the cases of ragging if any;
- 2) To organise Anti-Ragging awareness program.
- 3) To guide the student about anti-Ragging
- 4) Any other relevant subject at the time of meeting.

### Minutes of meeting:-

- 1) minutes of earlier meeting were

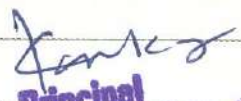


- read by Prof. Havendra Soshite &  
approved by Dr. K.B. Kore.

2) There is no case regarding ragging of students.

3) All the members of committee visited to all classes and guided students regarding issues.

4) Subjected to last meeting a notice was displayed on notice board & was circulated to students to fill online anti-Ragging form with the time limit.

  
**Principal**  
Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.



# Minutex of Meeting

Year - 2018-2019

Date 16/07/2018

The meeting of anti-ragging committee was held in the staff room under the principal the chairperson of Dr. K.B. Kore. The following members were present for the following

1. Dr. K.B. Kore (principal)
2. Prof. Harendra Sashte (vice-principal)
3. Prof. Bhagyashri Pawar
4. Prof. Deepaswini Chavhan
5. Prof. Meena Malik
6. Prof. Rahul Tawar
7. Prof. Mohanish Deshmukh.

*[Signatures]*  
✓  
Sashte  
Pawar  
Chavhan  
Malik  
Tawar  
Deshmukh

## Agenda of Meeting :-

- 1) To review the cases of ragging if any.
- 2) To organized Anti-Ragging awareness programs.
- 3) To guide the student about anti-Ragging
- 4) Any other relevant subject at the time of meeting.

## Minutes of Meeting:

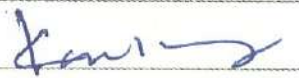
- 1) Minutes of earlier meeting were Read by Prof. Harendra Sashte, and approved by Dr. K.B. Kore
- 2) There is no case regarding ragging of student

⇒



③ All the members of committee visited to all classes and guided students regarding issues.

4) subject to last meeting a notice was displayed on notice board and was circulated to students to fill online anti-ragging form with the time limit.



**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli.  
Goveli, Tal. Kalyan, Dist. Thane-421201



## Minutes of meeting

Year - 2019-20

Date 16/08/2019

The meeting of anti-ragging committee was held in the staff room under the chairperson of Dr. K.B. Kore. The following members were present for the following.

1. Dr. K.B. Kore (Principal) *[Signature]*
2. Prof. Harendra Soshite (Vice-principal) *[Signature]*
3. Prof. Bhagyashri Pawar *[Signature]*
4. Prof. Deepswini Chavhan *[Signature]*
5. Prof. Meena Malik *[Signature]*
6. Prof. Rahul Tawar *[Signature]*
7. Prof. Mohanish Deshmukh *[Signature]*

### Agenda of Meeting :-

- 1> TO review the case of ragging if any.
- 2> TO organized Anti-Ragging awareness programs
- 3> TO guide the student about anti-Ragging
- 4> Any other relevant subject at the time of meeting

### Minutes of meeting :-

- ① Minutes of earlier meeting were Read by Prof. Harendra Soshite and approved by Dr. K.B. Kore
- ② There is no case regarding ragging of student.
- ③ All the member of committee visited to all classes and guided student's regarding issues.



4.) Subject to last meeting a notice was displayed on notice board and was circulated to student's to fill online anti-ragging form with the time limit.

*[Signature]*

**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal. Kalyan, Dist. Thane-421301



**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2016-17

**Student Grievance Redressal Committee**

Today, on 26/07/2016, the first meeting of the Student Grievance Redressal Committee was held at the college at 11:30 AM.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof.Harendra Soshte	Member
Prof.Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Gitanjali Geeth	Member
Prof.Niharika Deshmukh	Member
Prof. Meena mulik	Member
Prof. Suresh Chede	Member

*[Handwritten signatures of the committee members]*

The following points were discussed at the meeting.

- 1) An examination committee has been appointed for the planning of the examinations to be held in the year 2016-2017. The head of this committee is Prof. Dipswini Chavan, there was a discussion on the subject of students examinations, which mainly included the student's admission process and results.
- 2) As per the Sexual Harassment Act 2013, a committee is set up in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee. As per Anti-Ragging Appeal No 887, we formed a committee in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee.



*[Handwritten signature of the Principal]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tai: Kalyan, Dist. Thane - 421 301.**

**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2016-17

Student Grievance Redressal Committee

Today, on 29/08/2016, the second meeting of the Student Grievance Redressal Committee was held at the college at 11:00 AM.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Gitanjali Geeth	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Suresh Chede	Member

*[Handwritten signatures of the committee members]*

The following points were also discussed at the meeting.

- 1) Discussions were held regarding the examination forms, results etc. of the students regarding the examinations to be held in the year 2016-17.
- 2) The committee was constituted under the Women's Complaints Act.

*[Handwritten signature of Principal]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal. Nanjan, Dist. Thane - 421 301.**





**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2016-17

Student Grievance Redressal Committee

Today, on 27/10/2016, the third meeting of the Student Grievance Redressal Committee was held at the college at 12:30 AM.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Gitanjali Geeth	Member
Prof. Niharika Deshmukh	Member
Prof. Pravin Ghare	Member
Prof. Suresh Chede	Member

*[Handwritten signatures of the committee members]*

The following points were also discussed at the meeting.

- 1) In the year 2016-17, the examination was reviewed in terms of planning and examination results.
- 2) Discussed about are there any issues regarding women's grievance redressal ?

*[Handwritten signature of the Principal]*  
Principal

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal. Kalyan, Dist. Thane - 421 301.**



**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2017-18

**Student Grievance Redressal Committee**

Today, on 22/07/2017, the first meeting of the Student Grievance Redressal Committee was held at the college at 12:00 AM.

The following members of the committee were present at this meeting.


Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member



The following points were also discussed at the meeting.

- 3) An examination committee has been appointed for the planning of the examinations to be held in the year 2017-2018. The head of this committee is Prof. Dipswini Chavan, there was a discussion on the subject of students examinations, which mainly included the student's admission process and results.
- 4) As per the Sexual Harassment Act 2013, a committee is set up in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee. As per Anti-Ragging Appeal No 887, we formed a committee in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee.



  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tai: Kalyan, Dist. Thane - 421 301.**

**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2017-18

Student Grievance Redressal Committee

Today, on 30/08/2017, the second meeting of the Student Grievance Redressal Committee was held at the college at 11:30 AM.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member



The following points were also discussed at the meeting.

- 1) Discussions were held regarding the examination forms, results etc. of the students regarding the examinations to be held in the year 2017-18.
- 2) Examination schedule, Admission form etc. were planned and discussed in the context of students' examinations.



  
Principal  
Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli.  
Gov. Tal. Kalyan, Dist. Thane - 421 301.



**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

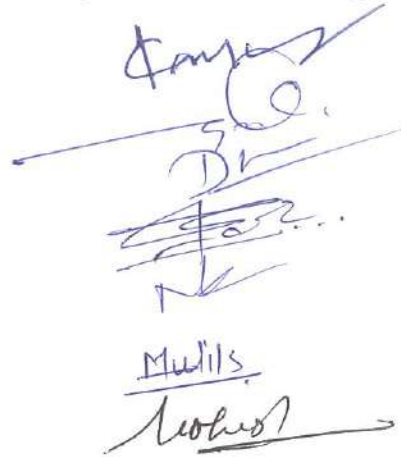
Academic Year - 2018-19

**Student Grievance Redressal Committee**

Today, on 23/07/2018, the first meeting of the Student Grievance Redressal Committee was held at the college at 12:30 AM.

The following members of the committee were present at this meeting.

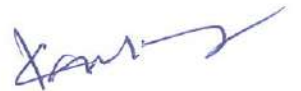
Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member



The following points were also discussed at the meeting.

- 5) An examination committee has been appointed for the planning of the examinations to be held in the year 2018-2019. The head of this committee is Prof. Dipswini Chavan, there was a discussion on the subject of students examinations, which mainly included the student's admission process and results.
- 6) As per the Sexual Harassment Act 2013, a committee is set up in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee. As per Anti-Ragging Appeal No 887, we formed a committee in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee.





**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal. Kalyan, Dist. Thane - 421 301.**

**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2018-19

Student Grievance Redressal Committee

Today, on 20/08/2018, the second meeting of the Student Grievance Redressal Committee was held at the college at 11:30 AM.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

*(Handwritten signatures of the committee members)*

The following points were also discussed at the meeting.

- 1) Discussions were held regarding the examination forms, results etc. of the students regarding the examinations to be held in the year 2018-19.
- 2) Examination schedule, Admission form etc. were planned and discussed in the context of students' examinations.



*(Handwritten signature of the Principal)*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**

**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2018-19

Student Grievance Redressal Committee

Today, on 02/02/2019, the third meeting of the Student Grievance Redressal Committee was held at the college at 12:30 AM.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

*[Handwritten signatures of the committee members]*

The following points were also discussed at the meeting.

- 1) Discussions were held regarding the examination forms, results etc. of the students regarding the examinations to be held in the year 2018-19.
- 2) Examination schedule, Admission form etc. were planned and discussed in the context of students' examinations.
- 3) Exam planning, seating arrangements, etc. were discussed.



*[Handwritten signature of the Principal]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2019-20

Student Grievance Redressal Committee

Today, on 22/07/2019, the first meeting of the Student Grievance Redressal Committee was held at the college at 11:30 AM.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member

*[Handwritten signatures of the committee members]*

The following points were also discussed at the meeting.

- 1) An examination committee has been appointed for the planning of the examinations to be held in the year 2019-2020. The head of this committee is Prof. Dipswini Chavan, there was a discussion on the subject of students examinations, which mainly included the student's admission process and results.
- 2) As per the Sexual Harassment Act 2013, a committee is set up in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee. As per Anti-Ragging Appeal No 887, we formed a committee in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee.



*[Handwritten signature of the Principal]*  
**Principal**  
**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli,**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301**

**Jeevandeep Shaikshnik Sanstha Poi's**  
**ARTS ,COMMERCE &SCIENCE COLLEGE,GOVELI**

Academic Year - 2020-21

Student Grievance Redressal Committee

Today, on 10/10/2020, the first meeting of the Student Grievance Redressal Committee was held at the college at 2.30 P.M.

The following members of the committee were present at this meeting.

Dr. K B Kore	Chairman
Prof. Harendra soshte	Member
Prof. Dipswini Chavan	Member
Prof. Bhagyashree Pawar	Member
Prof. Niharika Deshmukh	Member
Prof. Meena Mulik	Member
Prof. Mohnish Deshmukh	Member



The following points were also discussed at the meeting.

- 3) An examination committee has been appointed for the planning of the examinations to be held in the year 2019-2020. The head of this committee is Prof. Dipswini Chavan, there was a discussion on the subject of students examinations, which mainly included the student's admission process and results.
- 4) As per the Sexual Harassment Act 2013, a committee is set up in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee. As per Anti-Ragging Appeal No 887, we formed a committee in the college. Prof. Bhagyashree Pawar was appointed as the head of the committee.

Principal

**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College Goveli.**  
Goveli, Tal: Kalyan, Dist. Thane - 425 001

## Minutes of meeting of Sexual Harassment at Committee

The Committee meeting is held on 21.8.2015 at 12.P.M. The following Committee members were attend the meeting.

Chairperson :- Dr. K. B. Kore  
Principal

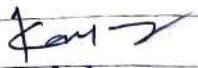
Member Secretary :- Prof. Harendra Soshte

Members

- 1) Prof. B. G. Pawar
- 2) Prof. G. P. Geedh
- 3) Prof. D. G. Chauhan
- 4) Prof. M. L. Mulik
- 5) Prof. N. U. Deshmukh

Agenda :- Review of incidence of Sexual Harassment / gender disparity.

proceedings :- No incidence of Sexual Harassment have been reported since last meeting. The committee meeting is held every 3 months or as and when required. the next meeting of the committee will be 11.1.2016

  
Principal



# Minutes of Sexual Harassment

PAGE No.	
DATE	/ /

## Minutes of Meeting of Sexual Harassment at committee.

The Committee meeting is held on 07/07/2016 at 12 p.m. The following committee members were attend the meeting.

chairperson : Dr. K.B. Kore  
Principal

Member Secretary :- Prof. Harendra Sashte

Members : 1> Prof. B.G. Pawar

2> Prof. G.P. Gredh


3> Prof. D.G. Charhan

4> Prof. M.L. Mulik

5> Prof. N.D. Deshmukh

Agenda :- Review of incidence of sexual Harassment / gender disparity

proceedings :- No incidence of sexual Harassment have been Reported since last meeting

  
Principal

Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli,  
Goveli, Tal: Kalyan, Dist: Thane - 421 301.

# Minutes of meeting of Sexual Harassment at Committee;

The committee meeting is held on 04.08.2017 (Wednesday) at 11:00 am. The following committee members were attended the meeting:

Chairperson: Dr. K. B. Kore  
Principal.

member secretary: Prof. H. V. Sashte

members :- 1) Prof. B. G. Pawar

2) Prof. G. P. Geetha


3) Prof. D. G. Chavhan

4) Prof. M. L. Mulik

5) Prof. N. V. Deshmukh

Agenda: Review of incidence of Sexual Harassment / gender disparity

proceeding: No incidence of Sexual Harassment have been reported since last meeting.

  
Principal  
Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Govoli,  
Govoli, Tal: Kalyan, Dist. Thane - 421 301.

# Minutes of meeting of sexual Harassment at committee

The committee meeting is held on 18/07/2018 at 11 am. The following committee members were attend the meeting.

chairperson : Dr K.B. Kose  
Principal

Member secretary: Prof. Harandora Sasnte

members : 1) Prof. B.G. Pawar

2) Prof. D.G. Chavhan

3) Prof. Jaya Deshmukh

4) Prof. Niharika Roshmuni

5) Prof. Priya Jadhav

Agenda: Review of incidence of sexual Harassment / Gender disparity

proceeding : No incidence of sexual Harassment Have been reported since last meetings.

*[Signature]*

Principal



Minutes of the meeting of Sexual Harassment  
at committee

The committee meeting is held on  
12/08/2019 at 12.30 pm. The following committee  
members were attend the meeting

Chairperson → Dr. K. B. Kore  
principal

Member Secretary : prof. Harandra Soshke

Members : 1) Prof. B. G. pawar

2) prof. D. G. Chavhan

3) prof. Jaya Deshmukh

4) prof. Neharika Deshmukh

Agenda : Review of incidence of sexual  
Harassment / gender Disparity.

proceeding : No incidence of sexual  
Harassment have been Reported  
since last meeting

  
Principal

## Minutes of meeting of Sexual Harassment Committee

The Committee meeting is held on 14/7/20 at 11.30 A.M. The following Committee members.

chairperson :- Dr. K.B. Kore  
principal

member secretary:- Prof. Harendra Soshte

members :- 1) Prof. B.G. Pawar

2) Prof. D.G. Chauhan

3) Prof. Jaya Deshmukh

4) Prof. Niharika Deshmukh

5) Prof. :- Priya Jadhav.

Agenda :- Review of incidence of sexual Harassment / gender disparity.

proceedings :- No incidence of Sexual Harassment have been reported since last meeting. The Committee meeting every three month.

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

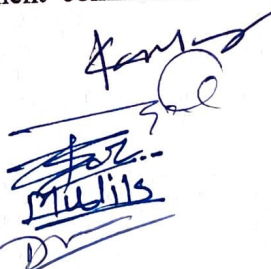
**Annual Report on sexual harassment**

**Year-2016-17**

- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)



Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

  
**Principal**

**Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli.  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



B. Kore  
Principal

JSSP/ACS (G) / 20 -20

Date : 01/07/2016

Meeting Notice

**Subject : Meeting of the standing committee of sexual harassment regarding year 2016-2017 .**

The standing committee of sexual harassment under the chairmanship of principal is scheduled to be held on 7/07/2016 (Thursday) at 11.30 AM in room no 001, J.S.S.P. College, Goveli, Kalyan. The composition of the standing committee of the college is made with a view to provide protection against discrimination and sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental there to, the internal complaints committee comprising of the following member has been reconstituted in J.S.S.P's Goveli College graduation and post-graduation .

Sr .No	Name	Designation	Sign
1	Dr.K.B.Kore	Chairman	
2	Prof. Harendra Soshte	Vice-Chairman	
3	Prof. Bhygashree Pawar	Convener	
4	Prof. Deepaswini Chavan	Member	
5	Prof. Meena Mulik	Member	
6	Prof. Niharika Deshmukh	Member	
7	Prof. Geetanjali Geedh	Member	



Dr.K.B.Kore

**Principal**  
(Principal)**Jeevandeep Shaikshnik Sanstha's**  
**Arts Commerce & Science College, Goveli,**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**

**JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301**

**Sexual Harassment Complaint Form**

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )



**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

**Annual Report on sexual harassment**

**Year-2017-18**

- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)

*[Handwritten signatures of the committee members]*

Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

**Principal**

**Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College Goveli.  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.**



**JSSP'S**  
**ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI**  
**Tal-Kalyan,Dist-Thane 421301**

**Sexual Harassment Complaint Form**

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3. Victim : \_\_\_\_\_
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5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

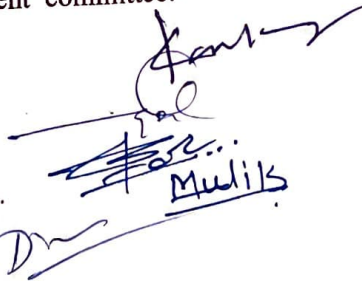
**Annual Report on sexual harassment**

**Year-2018-19**

- Number of Complaints of sexual harassment received in the year: Nil  
Number of complaints disposed off during the year: Nil  
Number of cases pending more than ninety days : Nil  
No of workshops or awareness programs against sexual harassment : 1  
No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)

  
Mulik

Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

  
**Principal**

**Jeevandeep Shaikshnik Sanstha's**  
**Arts, Commerce & Science College, Goveli.**  
**Goveli, Tal: Kalyan, Dist. Thane - 421 301.**

**JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301**

**Sexual Harassment Complaint Form**

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
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5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

**Signature of Student**

( \_\_\_\_\_ )



Jeevandeep shaikshnik sanstha poi's

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

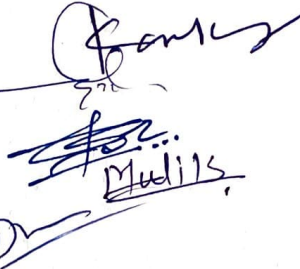
**Annual Report on sexual harassment**

**Year-2019-20**

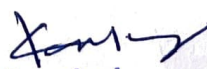
- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment committee:-

- 1)Dr. K.B.Kore (chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)



Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes

  
**Principal**  
Jeevandeep Shaikshnik Sanstha's  
Arts, Commerce & Science College, Goveli.  
Goveli, Tal: Kalyan, Dist. Thane - 421 301.

JSSP'S  
ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI  
Tal-Kalyan,Dist-Thane 421301

Sexual Harassment Complaint Form

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
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5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )

Jeevandeep shaikshnik sanstha poi's

**ARTS,COMMERCE AND SCIENCE COLLEGE GOVELI**

**Tal-Kalyan,Dist-Thane**

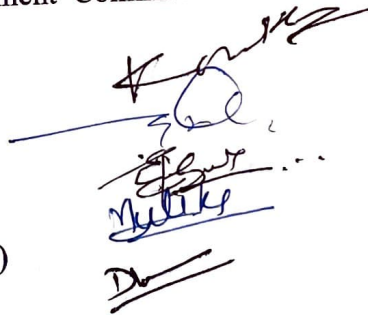
**Annual Report on sexual harassment**

**Year-2020-21**

- a) Number of Complaints of sexual harassment received in the year: Nil
- b) Number of complaints disposed off during the year: Nil
- c) Number of cases pending more than ninety days : Nil
- d) No of workshops or awareness programs against sexual harassment : 1
- e) No of cases filled: Nil

The Constitution of the Sexual Harassment Committee:-

- 1)Dr. K.B.Kore (Chairperson)
- 2) Prof. Harendra Soshte (Member)
- 3)Prof. Bhagyashri Pawar (Member)
- 4) Prof. Meena Mulik (Member)
- 5)Prof Deepaswini Chavhan (Member)

Handwritten signatures of the committee members: Dr. K.B. Kore, Prof. Harendra Soshte, Prof. Bhagyashri Pawar, Prof. Meena Mulik, and Prof. Deepaswini Chavhan.

Action taken by the institution in solving the complaints date wise: Nil  
CCTV Cameras/other security measures undertaken by the institution: Yes



**JSSP'S**  
**ARTS ,COMMERCE AND SCIENCE COLLEGE GOVELI**  
**Tal-Kalyan,Dist-Thane 421301**

**Sexual Harassment Complaint Form**

1. Name Of Student : \_\_\_\_\_
2. Class : \_\_\_\_\_
3. Victim : \_\_\_\_\_
4. Contact No : \_\_\_\_\_
5. Mail Id : \_\_\_\_\_
6. Accuser : \_\_\_\_\_
7. Class Of Accuser : \_\_\_\_\_
8. Compliant : \_\_\_\_\_
9. Time and Date : \_\_\_\_\_

Signature of Student

( \_\_\_\_\_ )