



Gokhale Education Society's

Sir Dr. M.S. Gosavi College of Pharmaceutical Education & Research, Nashik.

Prin. T. A. Kulkarni Vidynagar, Nashik - 422005. (M.S.), India



Affiliated to SPPU, Pune & MSBTE, Mumbai • Approved by PCI, New Delhi and DTE, Mumbai • Recognized by Govt. of Maharashtra

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Phone : 0253-2232799

An ISO 9001:2015 Certified Institute

Prin. Dr. Sunil V. Amrutkar
M. Pharm., Ph.D. (Pharmaceutical Chemistry)

Ref. No. : GES/MSGCOPER/

Date :

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Metric No. 5.1.4

The Institution has a transparent mechanism for timely redressal of student grievances including Sexual Harassment and Ragging cases

1. Implementation of guidelines of statutory/regulatory bodies

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M. Pharm., Ph.D. (Pharmaceutical Chemistry)

Ref. No. : GES/MSGCOPER/

INDEX

Date :

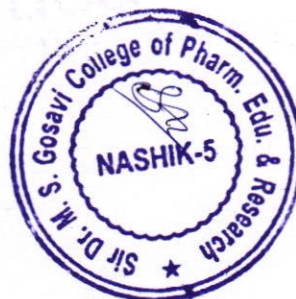
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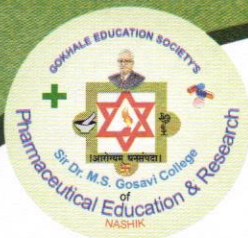
The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organization wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Institute has establish various committees for transparent and efficient working, out of which following committees look after redressal of student grievances related to sexual harassment and ragging,

Sr. No.	Name of committee	Type of grievances
1	Internal Complaints Committee	Sexual harassment
2	Student Grievance Committee	Student grievances
3	Anti – Ragging Committee	Ragging

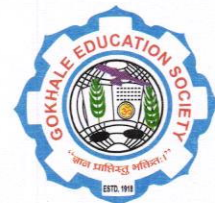




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Date :

1. Internal Complaints Committee (ICC) For girl students and women employees

Internal Complaints Committee (ICC) aims to safe guard and promote well being of all women employees and girl students of the institute. It also aims to make them aware of the rules and regulations of ICC that works for prevention, prohibition and redressal of sexual harassment of women at workplace. ICC provides women employees and girl students a mechanism to express their grievances / problems freely and frankly.

Redresal Mechanism:

Scrutiny of Complaints o The complaints of the following nature are dismissed:-

- Complaints which are illegible (unreadable, scribbled) or vague (unclear, imprecise, ambiguous), anonymous
- Complaints involving no deprivation (denial) of women rights
- If the aggrieved (hurt) person requests for conciliation (resolution), then try conciliation. If conciliation is unsuccessful, then ICC makes enquiry report with recommendations. Copy of complaint is sent to respondent.
- Then either allegation (claim) is proved, not proved or is false (malicious). If allegation is not proved, executive authority takes decision.



1) Gazette for guidelines

रजिस्ट्री सं० डी० एल०—(एन)०४/०००७/२००३—१३

REGISTERED NO. DL—(N)04/0007/2003—13



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं० 18] नई दिल्ली, मंगलवार, अप्रैल 23, 2013/ वैशाख 3, 1935 (शक)
No. 18] NEW DELHI, TUESDAY, APRIL 23, 2013/ VAISAKHA 3, 1935 (SAKA)

इस भाग में बिना पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:—

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 OF 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

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 recognised 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 is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.



Explanation.— For the purposes of this sub-clause “management” includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) “Internal Committee” means an Internal Complaints Committee constituted under section 4;

(i) “Local Committee” means the Local Complaints Committee constituted under section 6;

(j) “Member” means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) “prescribed” means prescribed by rules made under this Act;

(l) “Presiding Officer” means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) “respondent” means a person against whom the aggrieved woman has made a complaint under section 9;

(n) “sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) “workplace” includes —

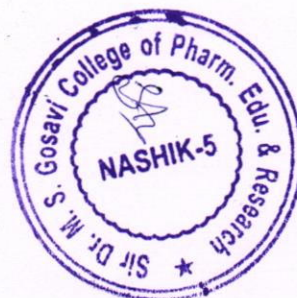
(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;



(vi) a dwelling place or a house;

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of sexual harassment.

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:—

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution of Internal Complaints Committee.

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

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 (1):

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 organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.



(5) Where the Presiding Officer or any Member of the Internal Committee,—

- (a) contravenes the provisions of section 16; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

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

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

Notification of District Officer.

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

Constitution and jurisdiction of Local Complaints Committee

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely:—

Composition, tenure and other terms and conditions of Local Complaints Committee

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

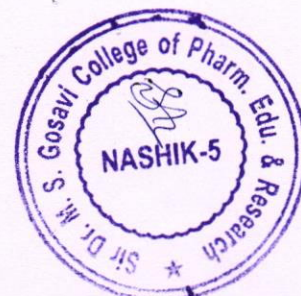
(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.





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Ref. No. : GES/MSGCOPER/

Date : 18/08/2024

Internal Complaint Committee (AY 2021-22)

Sr No.	Name	Designation	Contact No	Email Id
1	Dr. R. A. Patil	Presiding Officer	9423381206	ruupalipatil@gmail.com
2	Dr. S. V. Amrutkar	Member	9423958076	prin@msgpharma.org
3	Mrs. A. S. Paranjpe	Member	9850331895	asparanjpe29@yahoo.com
4	Mr. Tushar Mahajan	Member, NGO	9730011067	tpm_276@rediffmail.com
5	Mr. R. Y. Ghegade	Member	7588097423	raoghegade1@gmail.com
6	Mrs. S. P. Shelke	Member	9890213783	smitashelke@gmail.com
7	Mrs. R. H. Mishal	Member	8552002823	mishalrashmi@gmail.com
8	Mrs. S. R. Walimbe	Member	7722035779	walimbe46@gmail.com
9	Mrs. S. S. Mahajan	Member	9168783626	swatimahajan.maha@gmail.com
10	Dr. S. S. Harak	Member secretary	9850550846	harak-shilpa@yahoo.co.in



Copy to: Members mentioned as above

Principal
Dr. S. V. Amrutkar

Principal

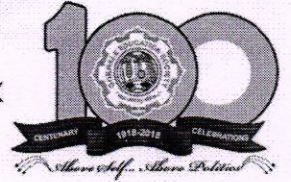
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Ref. No. : GES/MSGCOPER/

Date :

Internal Complaint Cell / Student Grievance / Redressal Committee
(Academic Year 2020-21)

Objectives:

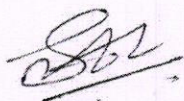
- Upholding the dignity of the College by promoting cordial relationships, encouraging students and staff to express grievances freely, respecting each other's rights, refraining from inciting others, and ragging in any form is prohibited.

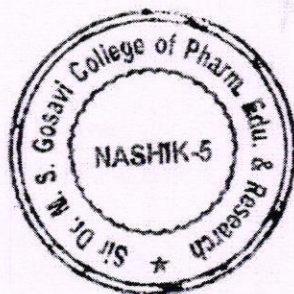
Responsibilities:

- Empowered to open an investigation into an allegation of sexual harassment.
- It has the authority to gather proof and call witnesses.
- It can offer advice on the steps to be taken if a similar case arises again in the future.

Composition:

Sr. No.	Member	Designation	Contact No.
1	Dr. R. A. Patil	Presiding Officer	9404967845
2	Dr. S. S. Harak	Member Secretary	9850550846
3	Mrs. A. S. Paranjpe	Member	9850331895
4	Mrs. S. P. Shelke	Member	9890213783
5	Mr. S. S. Boraste	Member	7588833122
6	Mr. R. Y. Ghegade	Member	7588097423
7	Mrs. S. R. Walimbe	Member	7722035779


Principal
Dr. S. V. Amrutkar

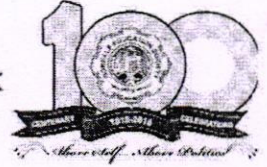


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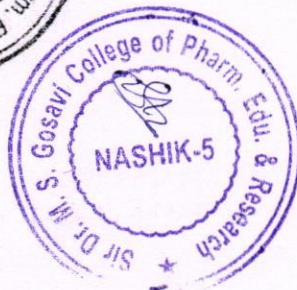
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drmsgpharma@gmail.com
Website : www.msgpharma.org
Telefax.: 0253 - 2232799

Ref. No. : GES/MSGCOPER/

Date : 01/08/2019

INTERNAL COMPLAINT CELL (AY 2019-20)

Sr. No	Name	Designation
1	Dr. Sunil V Amrutkar	Principal- Chairman
2	Dr. Rupali A Patil	Cell- Incharge
3	Mr. Sahebrao S Boraste (SDO)	Member (SDO)
4	Mrs. Anupama S Paranjpe	Member
5	Dr. Shilpa S Harak	Member (Faculty)
6	Mrs. Rashmi H Mishal	Member (Faculty)
7	Mrs. Savita R Walimbe	Member (Non- Teaching)
8	Ms. Jui P Wagh	Student Representative
9	Ms. Vaishali H. Ambhore	Student Representative



Dr. S. V. Amrutkar
Principal

Principal
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Sir. Dr. M. S. Gosavi College of
Pharmaceutical Edu. & Research
Nashik - 5



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Telefax.: 0253 - 2232799

Ref. No. : GES/MSGCOPER/

Date : 01/08/2019

**GENDER SENSITIZATION AND SEXUAL HARASSMENT PREVENTION CELL
OF THE INSTITUTE (AY 2019-20)**

The composition of Gender Sensitization and Sexual Harassment Prevention Cell is as follows:

1. Dr. Shilpa S. Harak – In-charge of the cell
2. Mrs. Anupama S. Paranjpe – Member
3. Mrs. Rashmi H. Mishal – Member
4. Mr. Raosaheb Y. Ghegade – Member
5. Mrs. Swati S. Mahajan – Member
6. Ms. Snehal Amrutkar – Student Member
7. Mr. Shivam V. Patel – Student Member
8. Ms. Diksha M. Telangi – Student Member (D.Pharm.)
9. Mr. Siddhesh M. Kothawade – Student Member (D.Pharm.)

The Cell was formed in accordance with the guidelines on sexual harassment prevention in the workplace, issued by the Honorable Supreme Court of India in 1997 and in accordance with the VISHAKHA guidelines of Supreme Court and endorsed in SAKSHAM report of the University Grants Commission.

The cell aims to sensitize and create awareness about gender justice among the academic and non-academic community in this educational institution.

The cell has organized seminars, and interactive sessions with eminent speakers and activists and aims to conduct many such seminars and workshops for the benefit of all stakeholders of this institution.

The members of the said cell had also propagated their ideas in such events.



The Cell is responsible for looking into any complaints filed by students and staff about sexual harassment if any happening inside the college premises.

According to the Honorable Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behaviour, such as:

- Physical contact and advances,
- Demand or request for sexual favours,
- Sexually Coloured remarks,
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Objectives:

- To resolve the issues pertaining to sexual harassment,
- To provide a platform for listening to complaints and redressal of grievances,
- To foster healthy relationship with opposite gender,
- To equip students, faculty and staff with the knowledge of their legal rights and redressal of their grievances,
- To facilitate speedy delivery of justice, through organizing meetings at regular intervals

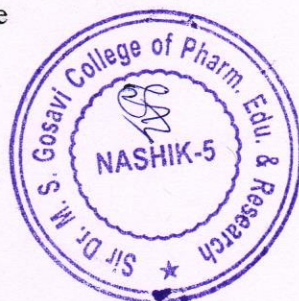
Activities:

- Conducting gender awareness programmes,
- Organising women empowerment programmes,
- Programmes in the nearby community to sensitize gender equality,
- Observing International Women's Day,
- Creating Awareness against Gender Biasness, Domestic Violence,
- Prevention and redressal of sexual harassment.



Principal
Dr. S. V. Amrutkar

Copy to: Member as mentioned above



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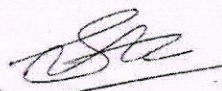
GENDER SENSITIZATION AND SEXUAL HARASSMENT PREVENTION CELL (AY 2022-2023)

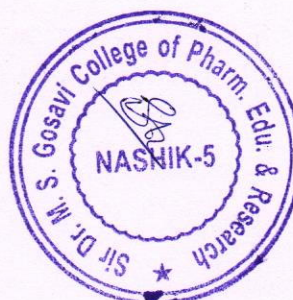
This committee is also names as Grievance Redressal Cell/ Internal Complaint Cell.
In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the college is constituted:

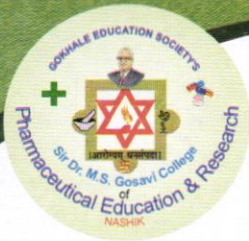
1. To deal with the complaints relating to Sexual harassment at work place.
2. To spread awareness about gender-related issues and functioning of the ICC

Sr. No.	Name of the member	Designation	Contact No.
1	Dr. Shilpa S. Harak	Presiding Officer	9850550846
2	Mrs. Anupama S. Paranjpe	Member	9850331895
3	Mrs. Rashmi H. Mishal	Member (Teaching Staff)	7588097423
4	Mr. Raosaheb Y. Ghegade	Member (Teaching Staff)	8552002823
5	Mrs. Swati S. Mahajan	Member (Non-teaching staff)	9483385606
6	Ms. Anuradha Malode	Member (Student Representative)	8208169226
7	Mr. Aniket Patil	Member (Student Representative)	8998610965




Dr. S. V. Amrutkar
Principal





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Prin. T. A. Kulkarni Vidynagar, Nashik - 422005. (M.S.), India



Affiliated to SPPU, Pune & MSBTE, Mumbai • Approved by PCI, New Delhi and DTE, Mumbai • Recognized by Govt. of Maharashtra

E-mail : prin@msgpharma.org
drmsgpharma@gmail.com
Website : www.msgpharma.org
Phone : 0253-2232799

An ISO 9001:2015 Certified Institute

Prin. Dr. Sunil V. Amrutkar
M. Pharm., Ph.D. (Pharmaceutical Chemistry)

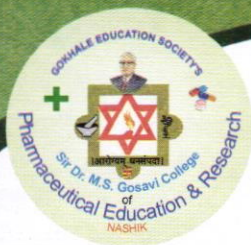
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2. Grievance Redressal Committee

Date :

Student Redressal Cell The main objective of the Student Redressal cell is to develop a responsible and receptive attitude among all the stakeholders so that a harmonious educational atmosphere is maintained in the college. Also, to encourage the students to express their problems / grievances frankly and freely and without any fear of being victimized.





Gokhale Education Society's

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Date :

Code of Conduct for Students

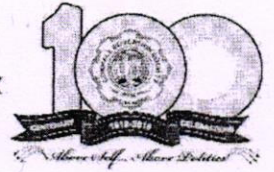
- ✓ Students should follow Academic Schedule strictly.
- ✓ According to University policy, a student must have at least 80% Attendance to be allowed to take the exam.
- ✓ Students are recommended to make proper use of the facilities offered by the college.
- ✓ Students are expected to keep the campus clean.
- ✓ It is advised that students take part in all of the college programmes and events.
- ✓ Ragging is absolutely Prohibited.
- ✓ Mobile devices are not permitted in the classroom or library.
- ✓ Students should safeguard college property.
- ✓ The student should not miss class without authorization.





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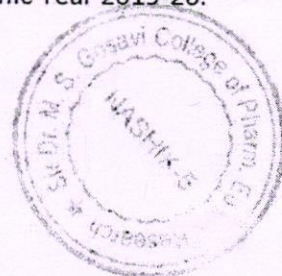
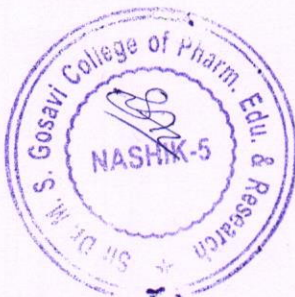
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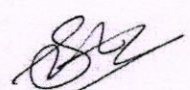
Date : 01/08/2019

STUDENT GRIEVANCE / REDRESSAL CELL (AY 2019-20)

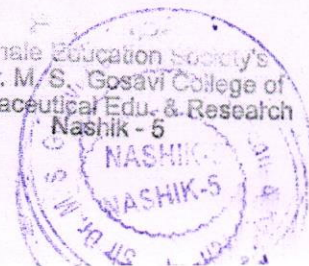
Sr. No.	Name	Designation
1	Dr. Sunil V. Amrutkar	Principal – Chairman
2	Mrs. Anupama S. Paranjpe	Cell In-charge
3	Mr. Sahebrao S. Boraste	Faculty Representative (Male)
4	Mrs. Smita P. Shelke	Faculty Representative (Female)
5	Mrs. Rashmi H. Mishal	Faculty Representative (Female – D.Pharm.)
6	Mr. Abhish B. Jadhav	Faculty Representative (Male – D.Pharm.)
7	Mrs. Savita R. Walimbe	Representative (Non-Teaching Staff)
8	Ms. Alfiya A. Pathan	Student Representative (First Year B.Pharm)
9	Ms. Yashoda B. Jadhav	Student Representative (Second Year B.Pharm)
10	Mr. Shivam V. Patel	Student Representative (Third Year B.Pharm)
11	Ms. Madhavi M. Bhatia	Student Representative (Final Year B.Pharm)
12	Ms. Bhakti D. Gadhe	Student Representative (First Year D.Pharm)
13	Ms. Preeti J. Rajput	Student Representative (Final Year D.Pharm)

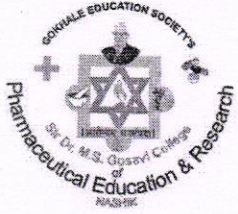
Committee framed for Academic Year 2019-20.




Dr. S.V. Amrutkar
Principal

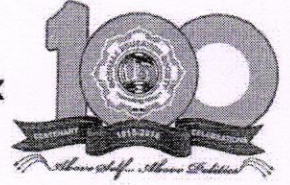
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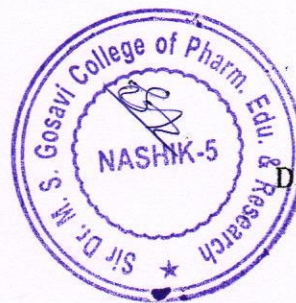
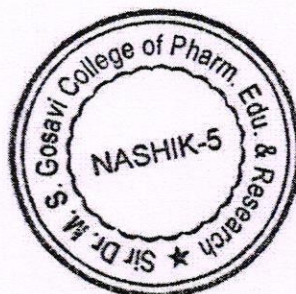
ANTI RAGGING COMMITTEE (A.Y. 2020-21 & 2021-22)

Sr.No.	Name of Member	Designation	Contact No.
1	Prof. R. P. Deshpande	Branch Secretary, Gokhale Education Society	9890681700
2	Prof. Dr. Sunil V. Amrutkar	Principal, GES's College of Pharmacy	9423958076
3	Prof. Pradeep M. Deshpande	Project Director, Gokhale Education Society	9822401256
4	Mr. Shailesh M. Gosavi	Director - E & M, Gokhale Education Society	9822040164
5	Representative- Nashik District Collector Office	Member	--
6	Representative - College Road Police Station	Member	--
7	Representative -News/Media	Member	--
8	Dr. Jyoti Thakur Dube	Warden, Girls & Boys Hostel	9823264213
9	Dr. Prakash Parikh	Medical Officer	9422258295

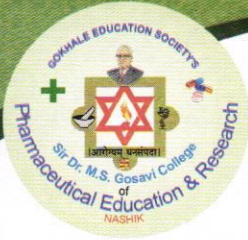
ANTI RAGGING SQUAD (A.Y. 2020-21 & 2021-22)

Sr.No.	Name of Member	Designation	Contact No.
1	Mrs.Anupama S. Paranjpe	Faculty-Member	9850331895
2	Dr.Dhanashri R. Mali	Faculty-Member	9881624094
3	Mr. Vishal B. Jadhav	Faculty-Class In charge	9960685892
4	Mrs. Deepali D. Bhandari	Faculty- Class In charge	7709616297
5	Mr.Kamlesh R. Dandagvhal	Faculty- Class In charge	9975590711
6	Mr.Hemant U. Chikhale	Faculty- Class In charge	9405211956
7	Mrs.Deepika A.Wable	Faculty- Class In charge	7756004204

Anti Ragging Help Line 24x7: 1800-180-5522 or 15522



Dr. S.V. Amrutkar
Principal



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M. Pharm., Ph.D. (Pharmaceutical Chemistry)

Ref. No. : GES/MSGCOPER/

Date :

3. Anti – Ragging Committee

Anti-Ragging Committee As per the guidelines by Under Graduate Commission (UGC, New Delhi) & SPPU, Pune, Gokhale Education Society's Sir Dr. M. S. Gosavi College Of Pharmaceutical Education & Research, has taken strict initiatives to prevent any kind of ragging in the college as well as in the campus. The college strictly follows the norms of anti-ragging to prevent ragging and to create a harmonic environment in the college premises.





Gokhale Education Society's
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Nashik-422005, MS, INDIA



ANTIRAGGING POLICIES



ANTI RAGGING POLICY

UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging.

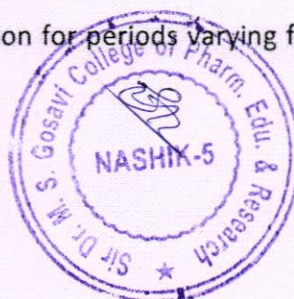
Ragging Menace

The Ragging is defined by UGC as any disorderly conduct, whether by words spoken or written or by an act, has the effect of teasing, treating, or handling with rudeness a fresher or a junior student. Indulging in a rowdy or undisciplined activity that causes or is likely to cause annoyance, hardship, or psychological harm or to raise fear or apprehension thereof in a fresher or junior student. Asking the students to do any act or perform something that such students will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or junior student. This can lead to adverse effects such as depression, anxiety, and sometimes even suicide.

Punishment Provisions

Any student or group of students found guilty of ragging on campus or off campus shall be liable to one or more of the following UGC punishments:

- Debarring from appearing in any sessional test/ university examination or withholding results
- Suspension from attending classes and academic privileges
- Withdrawing scholarships and other benefits
- Suspension from the college for a period of one month
- Cancellation of admission
- Debarring from representing the institution in any national or international meet, tournament, youth festival, etc.
- Suspension/expulsion from the hostel
- Rustication from the institution for periods varying from 1 to 4 semesters or equivalent period



- Expulsion from the institution and consequent debarring from admission to any other institution

• **Collective punishment-** When the students committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggars.

The Anti-Ragging Committee of the college

The Anti-Ragging Committee is composed of principal, vice-principal, faculty members as anti-ragging officer, anti-ragging squad and female faculty member.

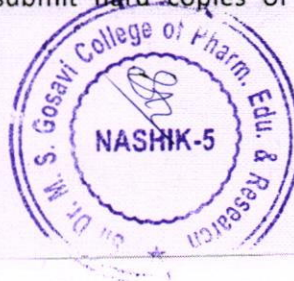
To ensure compliance with the provisions of the regulations as well as the provisions of any law for the time being in force concerning ragging; investigate complaints and also, monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.

The Anti-Ragging Committee is responsible for inculcating a culture of Ragging Free Environment on Campus. The Anti-Ragging Committee is involved in designing strategies and action plan for curbing the menace of ragging in the college by adopting an array of activities. The committee is also responsible for conducting awareness programmes from time-to-time on campus.

The College is participating in Anti-Ragging Activity as follows:

- ✓ The college has Anti-Ragging committee, Anti Ragging squad & Monitoring committee.
- ✓ Board containing their names and their member names along with their phone numbers is displayed in area in such a way that it is easily noticeable.
- ✓ Ministry of HRD directed colleges by email through collegedesk.antiragging@gmail.com for filing online forms by the student.
- ✓ All students of all classes of the college filled this online Anti-Ragging form every academic year after submitting this form online, student Anti-Ragging affidavits & parents. Anti-Ragging affidavits get generated by website and emailed to the respective student. Students should submit ~~hard~~ copies of affidavits signed by students and parents to college office.

Confidential Documents




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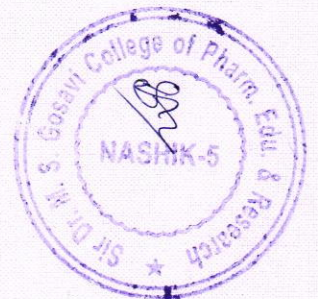
- ✓ The college premise is under the surveillance of CCTV cameras with the notices "YOU ARE UNDER CCTV SURVEILANCE" is displayed with the cameras.
- ✓ The code of conduct is displayed in the college at each floor where students are instructed about given anti-ragging laws strictly.

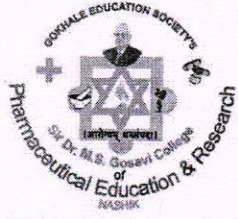
Anti-Ragging Squads of College

The Anti-Ragging Squad office bearers work under the supervision and guidance of the Anti-Ragging Committee and engage in checking places like hostels, buses, canteens, grounds, classrooms and other places of student congregation to keep a vigil and stop the incidences of ragging, if any, and report them if they happen.



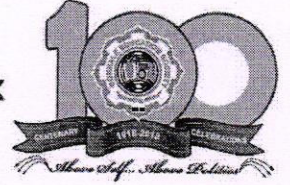

Principal
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Date : 21.08.2020

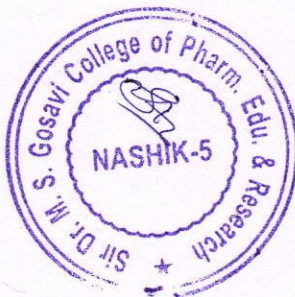
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9	Dr. Prakash Parikh	Medical Officer	9422258295

ANTI RAGGING SQUAD (A.Y. 2020-21)

Sr.No.	Name of Member	Designation	Contact No.
1	Dr. Shilpa S. Harak	Faculty-Member	9850550846
2	Mr. Raosaheb Y. Ghegade	Faculty-Member	7588097423
3	Mr. Hemant U. Chikhale	Faculty-Class In charge	9975590711
4	Mrs. Nita B. Deore	Faculty- Class In charge	7020647394
5	Ms. Shraddha P. Ekhande	Faculty- Class In charge	8329828123

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