



JEEVAN VIKAS MAHAVIDYALYA, DEVGRAM

Tah. Narkhed, Dist. Nagpur-441301 (M.S.)

(Permanent Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur)

College Code: 341

(NAAC Accredited in Cycle II with 'B++' Grade, CGPA 2.93)

ISO 9001:2015 Certified, NIRF Participated

Website: www.jvmd.co.in

E-mail: jvmthugaondeo@gmail.com

CITARIA 5

STUDENT PROGRESSION & STUDENT SUPPORT

5.1 - Student Support

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. 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

Convener
Internal Quality Assurance
Cell (IQAC), JVM Thugaondeo
Dist. Nagpur (M.S.)



Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



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JVMD/2018/14

Date: 016/006/2018

Declaration

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

Hence this certificate.

Convener
Internal Quality Assurance
Cell (IQAC), JVM Thugaondeo
Dist. Nagpur (M.S.)



Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



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Activity Report

Student Grievance & Redressal

Session 2018 – 2019

- **TITLE OF PROGRAM:** Annual Report of Student Grievance & Redressal Committee
 - **Topic/ Themes :** “Special Counseling & Guiding or Student Caring from Ragging ”
 - **Date & Time :** Tenure - 15th June 2018 to 30th April 2018
Office Time : 8.30 A.M.to 3.00 P. M. First Batch ,
Place : Jeevan Vikas Mahavidyalaya, Devgram
 - **Aim :** To prevent and address ragging and harassment
 - **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, J V M , Devgram
- Grievances and Redressal Committee:**
- **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, J V M , Devgram

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

Grievances and Redressal Committee:

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

Participants / Beneficiaries : For All College Students

Here is a detailed report on the student grievance and redressal annual activity:

Vision:

To create a safe and supportive learning environment where students can grow and thrive without fear of harassment or intimidation.

Mission:

To establish a fair and efficient grievance redressal mechanism that addresses student concerns and promotes a culture of respect and inclusivity.

Aims:

- To provide a platform for students to report grievances and concerns
- To ensure prompt and fair redressal of grievances
- To prevent and address ragging and harassment
- To promote a culture of respect and inclusivity

Objectives:

- To receive and address student grievances in a timely and fair manner
- To investigate and take action on reported cases of ragging and harassment
- To provide support and counseling to affected students
- To review and improve the grievance redressal mechanism annually

Hearing Process:

- Grievances are received through a designated online portal or in-person
- Grievances are reviewed and investigated by the Vice Principal and Convenor, Grievance and Redressal
- Students are provided an opportunity to present their case and evidence
- Decisions are made based on the investigation and evidence presented

Result:

- 2 grievances received regarding cleanliness of urinals by senior students
- Maharashtra State Road Transporting of Government Buses Up-Down Process
- 2 Grievances Redressed

Outcome:

- Prompt and fair redressal of grievances
- Prevention of further incidents of ragging and harassment
- Creation of a safe and supportive learning environment

Importance:

- Grievance redressal is essential for creating a safe and supportive learning environment
- Prompt and fair redressal of grievances helps to prevent further incidents and promotes a culture of respect and inclusivity

Guidelines (Vishakha Guidelines):

- The grievance redressal mechanism is guided by the Vishakha Guidelines, which provide a framework for preventing and addressing sexual harassment in educational institutions
- The mechanism ensures confidentiality, fairness, and promptness in addressing grievances

Key provisions of the Vishakha Guidelines:

1. Definition of Sexual Harassment: The guidelines define sexual harassment as "any unwelcome sexually determined behavior, whether directly or indirectly, such as:

- Physical contact or advances
- Demand or request for sexual favors
- Sexually colored remarks or gestures
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature"

1. Prevention: Institutions must take steps to prevent sexual harassment, including:

- Raising awareness about sexual harassment
- Creating a conducive work environment
- Establishing a complaint mechanism

1. Complaint Mechanism: Institutions must establish a complaint mechanism, which includes:

- A complaint committee with a minimum of 3 members, including a presiding officer and a member from an NGO
- A clear procedure for filing and investigating complaints
- Timely and fair investigation and resolution of complaints
- **Investigation: The complaint committee must investigate complaints promptly and fairly, and:**
 - Maintain confidentiality
 - Provide support to the complainant
 - Take action against the respondent if found guilty
- **Penalties: Institutions must impose penalties on those found guilty of sexual harassment, including:**
 - Warning or reprimand
 - Suspension or transfer
 - Termination of employment or expulsion
- **Awareness and Training: Institutions must raise awareness about sexual harassment and provide training to employees and students on:**
 - The definition and forms of sexual harassment
 - The complaint mechanism and procedure
 - The importance of preventing sexual harassment

- **Monitoring: Institutions must monitor the implementation of the Vishakha Guidelines:**
 - Review the complaint mechanism and procedure regularly
 - Take corrective action to address any shortcomings
- The Vishakha Guidelines provide a framework for preventing and addressing sexual harassment in educational institutions, and are an important tool for creating a safe and supportive learning environment.







ANTYODAY MISSION'S

JEEVAN VIKAS MAHAVIDYALAYA

DEVGRAM (THUGAONDEO) TA. NARKHED, DIST. NAGPUR

Dr. Devendra Bhongade
Principal
Mo. No. 9823421427

(Permanent Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur)
(NAAC Accredited 'B' Grade, CGPA 2.39)

No: IVMT/ 2032/A/2018

Date: 01/08/2018

प्रति,
मा. आगार व्यवस्थापक,
काठोल विभाग, काठोल.

विषय :- काठोल-जळालखेडा-नरखेड वसाह्या केंद्रा वाढविद्यावाकव.

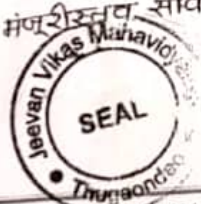
महोदय,

उपरोक्त विषयाच्या अनुषंगाने आपणास सविनय कळविण्यात येते की, जीवन विकास महाविद्यालय, देवग्राम (युगांतदेव) जि. नागपूर येथे कनिष्ठ कला वाणिज्य व विज्ञान विभागाच्या तसेच पदवी स्तरावर कला, वाणिज्य, विज्ञान तया बी. एड.क, पदव्युत्तर स्तरावर एम.ए. इंग्रजी व एम.ए. मराठी तसेच फॅशन डिजायनिंग बॅकींग अँड अकाउंटन्सी, डी.एस., बी.एस., व एम.एस. इ. विद्याराख्या अस्तीत्वात असून काठोल, सावरगाव, नरखेड, जळालखेडा, मोवाड व इतर आणूणूच्या 20 ते 25 गावामधील विद्यार्थी महाविद्यालयात शिकण्याकरिता येत असतात या गावामधील एम.ए. वसेसच्या केंद्रा गॅर-सोयीच्या असून काठोल बस आगारापुन सकाळी 7.00 वाजताची बसकेंरी तसेच नरखेड कॅम्प 7.15 वाजताची बसकेंरी नव्याने सुरु करण्यात यावी.

तसेच दुपारच्या वेळी नरखेड-जळालखेडा-नरखेड या मार्गाने दुपारी 12.30 च्या वेळाल वसेसच्या केंद्रा वाढपुन वसमष्टी गर्दी असल्यामुळे मोवाड-जळालखेडा-मोवाड मार्गी एस.टी. विद्यार्थी पास विद्यार्थ्यांना देण्यात यावी. जेव्हा कॅम्प विद्यार्थ्यांची गॅरसोय हाकता येईल. वरील विद्यार्थ्यांची होणारी गॅरसोय हाकत्याचा पृष्ठीने सदर बसकेंरी व एस.टी. पास सेवा बहाळ करण्यासाठी सदर प्रती वेदन देण्यात येत आहे.

करिता पुढील मंजूरीसुप सविनय सादर करित आहे.

03/08/2018



PRINCIPAL
Jeevan Vikas Mahavidyalaya
Thugaondeo, Ta. Narkhed, Dist. Nagpur

Address : Devgram (Thugaondeo), Ta. Narkhed, Distt. Nagpur - 441 301 (M.S.)
College Code: 327, Website: www.jvmt.org
E-mail: jvmthugaondeo@gmail.com, Ph. +91 9823743649

प्रति,

मा. प्राचार्य,

जीवन विकास महाविद्यालय, युगांवदेव
ता. नरखेड, जि. नागपूर.

विषय : नरखेड- जिल्हाखेत्रास वसला महाविद्यालयाच्या प्रवेशव्दाशसभोर
वस यांवा सुरु करण्यास महाविद्यालयाने पुढकार घेण्याबाबत

महोदय,

उपरोक्त विषयाबबबे आम्ही सर्व विद्यार्थी विनंतीपूर्वक अर्ण सादर
करतो की, आम्ही सर्व विद्यार्थी ग्रामीण भागातील विद्यार्थी असून
दररोज एस.टी वसने प्रवास करीत असतो. युगांवदेव येथील वस यांवा
हा पुजे गाव व नयिन गाव येथे असून त्यामधील अंतर जास्त
असल्यामुळे महाविद्यालयात जातानी अंतर जास्त जावे लागते. त्यामुळे
विद्यार्थ्यांना त्रास होतो. म्हणून महाविद्यालयाने पुढकार घेउन वस
महाविद्यालयाच्या प्रवेशव्दाशसभोर यांवेळ यांबविण्यासाठी प्रयत्न करावे
ही विनंती.

दि. 07/08/2018

आपले विद्यार्थी

- 1] Pooja Bhagwan Tingude
- 2] Gayatri Ajabao Masode
- 3] Nikita Sunil Maske
- 4] Yamini Ramchondaji Satpute
- 5] Suvarna Panjabao Rajguru
- 6] Pratiksha Visayao Goyalhane
- 7] Bhavana Sanjay Vaidya
- 8] Nisha Manohar Kosekar
- 9] Pooja Gayaman Kanire
- 10] Nikita Shankar Parale

Pooja

Gmalode

Maske

Satpute

Suvarna

Goyalhane

Blade

N. Kosekar

Kanire

Parale

- 11) Punam S. Chaudhari = P. S. Chaudhari
 12) Vaishnavi M. Kawthar = V. Kawthar
 13) Bhavana R. Patpate = BR.
 14) Teushali S. Kuware ⇒ Ruware
 15) Abhishhek S. Tekam ⇒ Atkam
 16) Nidant S. Sonone ⇒ asone
 17) Swikant S. Konde ⇒ Konde
 18) Aniruddha N. Borke ⇒ AN
 19) Nibhay G. Sulejwe ⇒ N. G. Sulejwe



Convener
 Internal Quality Assurance
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 Dist. Nagpur (M.S.)




Principal
 Jeevan Vikas Mahavidyalaya
 Devgram (Thugaondeo)
 Tah. Narkhed, Dist. Nagpur

प्रति,
मा. प्राचार्य,
जीवन विकास महाविद्यालय, युगांवदेव
ता. नरखेड, जि. नागपूर.

विषय : नरखेड- जिल्हाखेड वसला महाविद्यालयाच्या प्रवेशद्वारासमोर
वस यांवा सुरु करण्यास महाविद्यालयाने पुढाकार घेण्याबाबत

महोदय,

उपरोक्त विषयाबाबते आम्ही सर्व विद्यार्थी किंतीपूर्वक अर्ण सादर
करतो की, आम्ही सर्व विद्यार्थी ग्रामीण भागातील विद्यार्थी असून
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हा पुजे गाव व नयिन गाव येथे असून त्यामधील अंतर जास्त
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विद्यार्थ्यांना त्रास होतो. म्हणून महाविद्यालयाने पुढाकार घेऊन वस
महाविद्यालयाच्या प्रवेशद्वारासमोर यांवेळ यांवेळी प्रयत्न करावे
ही किंती.

दि. 07/08/2018

आपले विद्यार्थी

- 1] Pooja Bhagwan Timgude
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- 5] Suvarna Panjabao Rajguru
- 6] Pratiksha Visayao Goyalhane
- 7] Bhavana Sanjay Vaidya
- 8] Nisha Manohar Kosekar
- 9] Prerana Jayaman Kanire
- 10] Nikita Shankar Parale

Pimgude

Malode

Maske

Satpute

Suvarna

Goyalhane

Blade

Kosekar

Kanire

Parale

प्रति,

मा. प्राचार्य
जीवन विकास महाविद्यालय,
थुगांवदेव

विषय :- महाविद्यालयीन मुलींचे प्रसाधनगृह
आणि स्वच्छतागृह स्वच्छ
करण्याबाबतचे निवेदन

अर्जदार :- महाविद्यालयीन विद्यार्थी मंच
महोदय,

उपरोक्त विषयाच्या अनुषंगाने आपणाने
अर्ज सादर करण्यात येते की, महाविद्यालयातील
मुलींचे स्वच्छतागृह आणि प्रसाधनगृह नेहमी
स्वच्छ राहल नाही. त्यामुळे आम्हा विद्यार्थ्यांना
तास होती तसेच आरोग्यविषयक समस्या
उद्भवू शकतात. कृपया आपणाने नम्र
विनंती करण्यात येते की, मुलींचे स्वच्छतागृह
व प्रसाधन गृह साठवड्यातील सोमवार
शुक्रवार आणि शनिवार याप्रमाणे नियमित
स्वच्छ करण्याची व्यवस्था करावी. कृपया
सविनय सादर.

12/01/2019
आपल्या नावाचे सोमवार
दिवस धरून सोमवार
मंगळी व बुधवार
सधर 12/01/2019

स्थळ: थुगांवदेव


आपला आशाधारक
महाविद्यालयीन
विद्यार्थी मंच
(जीवन विकास महाविद्यालय)

Sl. No	Name of student	Signature
1	Dimpal R. Belsare	<u>D Belsare</u>
2	Monika V. Kumbhare	<u>M Kumbhare</u>
3	Jayashri S. Alone	<u>J Alone</u>
4	Sheetal S. Rahangadke	<u>S Rahangadke</u>
5	Archana K. Nikose	<u>A Nikose</u>
6	Jayashri A. Gedekar	<u>J Gedekar</u>
7	Darshana S. Laddha	<u>D Laddha</u>
8	Pratiksha V. Advekar	<u>P. V. Advekar</u>
9	Pranali Laxman Yewatkar	<u>P. L. Yewatkar</u>
10	Roshani S. Sawarkar	<u>R. S. Sawarkar</u>
11	Nita I. Nandaware	<u>N. I. Nandaware</u>
12	Bhavna D. Mohkar	<u>B. D. Mohkar</u>
13	Devyani V. Lende	<u>D Lende</u>
14	Kalyani M. Banait	<u>K. M. Banait</u>
15	DARSHANA M. Banait	<u>D Banait</u>
16	Shivani B. Tayavade.	<u>S Shivani</u>
17	Dhansri S. Banait	<u>D. S. Banait</u>
18	Bhavna D. Mohkar	<u>B. D. Mohkar</u>
19	Dhampriya Dilipao Bambode	<u>D. D. Bambode</u>
20	Aruna V. wadive	<u>A. V. wadive</u>

Sl. No	Name of Student	Signature
21.	Achal R. Anvhane	A.R. Anvhane
22.	Ashvini N. Patise	<u>Adp</u>
23.	Priyanka A. Satpute	<u>P. Satpute</u>
24.	Ashwinee R. Pangul	A.R. Pangul
25.	Kamleshwari B Bhongade	K.P. Bhongade
26.	Bharti S. Andulkar	B.S. Andulkar
27.	Kanchan R. Chaudhari	<u>K. Chaudhari</u>
28.	Susana J. Karale	<u>S.J. Karale</u>
29.	Shubhangi H. Amjise	<u>S.H. Amjise</u>
30.	Naishnavi N. Mendhe	V.N. Mendhe
31.	Damini S. Lohe	<u>D.S. Lohe</u>
32.	Vaishali D. Phote	<u>V. Phote</u>
33.	Vsandhava P. Ingole	V.P. Ingole
34.	Yogita R. Dharmik	V.R. Dharmik
35.	Vaishali S. Tayde	<u>V.S. Tayde</u>
36.	Aachal A. Kaware	<u>A.A. Kaware</u>
37.	Bharti B. Banait	<u>B.B. Banait</u>
38.	Bhagyashri A. Agarkar	<u>B.N. Agarkar</u>


 Convener
 Internal Quality Assurance
 Cell (IQAC), J.V.M. Thugaondeo
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E-mail: jvmthugaondeo@gmail.com

Session 2018 – 2019 Action Taken Report

Understanding the Issue

Subject : Narkhed Jalalkheda bus is obstructing the entrance gate of Jeevan Vikas College, Devgram.

Actions Taken:

- Two applications from students were received on 01/08/2018 and 7/08/2018.
- Principal, Devendra Bhongade, sent a letter to the State Transport Bus, Agar Head, Katol.
- Hon. Ashish Deshmukh, Assembly Member, followed up verbally through his Private Secretary.

Request: Action Taken Report (ATR) to be prepared.

Potential Issues and Next Steps

While the initial steps to address the problem are commendable, there are some areas to consider:


- **Time Lapse:** The issue seems to have been ongoing since at least August 2018. It's crucial to understand the current status of the problem.
 - **Response from Authorities:** There is no mention of any response from the State Transport Bus, Agar Head, Katol, or the Assembly Member's office.
 - **Impact on Students:** The specific impact of the bus obstruction on students (e.g., inconvenience, safety hazards) should be documented.
 - **Alternative Solutions:** Have alternative solutions been explored, such as requesting a bus stop at a different location or adjusting the college's entry/exit points?
- **Recommended Actions:**

- **Follow Up on Previous Communications:** Send reminders to the State Transport Bus, Depo Head Manager, Katol, and Hon. Ashish Deshmukh's office about the pending issue and requested an update on the matter.
- **Document Impact:** Collect detailed information about the impact of the bus obstruction on students, including photographs, witness statements, and any accidents or near-misses.
- **Explore Alternative Solutions:** Propose alternative solutions to the problem, such as relocating the bus stop or adjusting the college's entry/exit points.
- **Involve Local Media:** Consider involving local media to bring attention to the issue and exert public pressure on authorities.
- **Legal Recourse:** If all other efforts fail, explore legal options to address the problem.

By taking these steps, the College Student Forum can increase the pressure on authorities to resolve the issue and improve the situation for students.

Would you like to brainstorm some potential solutions or draft a follow-up letter to the authorities?




Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



JEEVAN VIKAS MAHAVIDYALYA, DEVGRAM

Tah. Narkhed, Dist. Nagpur-441301 (M.S.)

(Permanent Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur)

College Code: 341

(NAAC Accredited in Cycle II with 'B++' Grade, CGPA 2.93)

ISO 9001:2015 Certified, NIRF Participated

Website: www.jvmd.co.in

E-mail: jvmthugaondeo@gmail.com

Session 2018 – 2019

Action Taken Report

Subject: Sanitation and Hygiene of Women's Restrooms

Date: 12/01/ 2019

Action taken by : Dr. Devendra S. Bhongade ,

Principal,

Jeevan Vikas, Mahavidyalaya, Devgram,

Tah – Narkhed Dist – Nagpur

From

Member & Student, Student Council,

Jeevan Vikas Mahavidyalaya, Devgram

Introduction

This report is in response to the application submitted by the Student Council on 12/01/2019 regarding the unsanitary conditions of the women's restrooms in Jeevan Vikas Mahavidyalaya, Devgram . The students have expressed their concerns about the lack of regular cleaning and maintenance of these facilities, which pose a significant health risk to the student community.

Findings

Upon careful inspection of the women's restrooms, it was observed that:

- The restrooms were not being cleaned on a regular basis.
- There was a visible accumulation of dirt and debris in several areas.
- The sanitary facilities were not functioning properly.
- The overall hygiene conditions were below acceptable standards.

Actions Taken

In light of the above findings, the following actions have been taken:

- **Increased Cleaning Frequency:** The cleaning frequency of the women's restrooms has been increased to twice a week, on Mondays and Saturdays, as requested by the students.
- **Additional Cleaning Staff:** Additional cleaning staff has been assigned to ensure that the restrooms are thoroughly cleaned and maintained.

- **Regular Inspections:** Regular inspections will be conducted to monitor the cleanliness of the restrooms and ensure that the cleaning schedule is being followed.
- **Repair and Maintenance:** Necessary repairs to the sanitary facilities have been carried out to ensure their proper functioning.
- **Awareness Campaign:** An awareness campaign will be launched among the students to encourage them to maintain cleanliness in the restrooms.


Conclusion

The college administration is committed to providing a clean and hygienic environment for all students. We believe that the actions taken will address the concerns raised by the students and improve the overall sanitation conditions in the women's restrooms.

Recommendations

- A feedback mechanism should be established to regularly assess the students' satisfaction with the cleanliness of the urinals, bathroom & restrooms.
- The college should consider installing sanitary bins and providing sanitary napkins free of cost.
- Regular maintenance of the restrooms should be included in the college's annual budget.




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Activity Report

Student Grievance & Redressal

Session 2019 – 2020

- **TITLE OF PROGRAM:** Annual Report of Student Grievance & Redressal Committee
- **Topic/ Themes :** "Special Counseling & Guiding or Student Caring from Ragging "
- **Date & Time :** Tenure - 15th June 2019 to to 30th April 2020
Office Time : 8.30 A.M.to 3.00 P. M.
Place : Jeevan Vikas Mahavidyalaya, Devgram
Aim : To prevent and address ragging and harassment
- **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, J V M , Devgram

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

Grievances and Redressal Committee:

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member

5	Mr.R.S. Ingale	Member
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Participants / Beneficiaries : For All College Students

Here is a detailed report on the student grievance and redressal annual activity:

Vision:

To create a safe and supportive learning environment where students can grow and thrive without fear of harassment or intimidation.

Mission:

To establish a fair and efficient grievance redressal mechanism that addresses student concerns and promotes a culture of respect and inclusivity.

Aims:

- To provide a platform for students to report grievances and concerns
- To ensure prompt and fair redressal of grievances
- To prevent and address ragging and harassment
- To promote a culture of respect and inclusivity

Objectives:

- To receive and address student grievances in a timely and fair manner
- To investigate and take action on reported cases of ragging and harassment
- To provide support and counseling to affected students
- To review and improve the grievance redressal mechanism annually

Hearing Process:

- Grievances are received through a designated online portal or in-person
- Grievances are reviewed and investigated by the Vice Principal and Convener, Grievance and Redressal
- Students are provided an opportunity to present their case and evidence
- Decisions are made based on the investigation and evidence presented

Result:

- 4 grievances received regarding cleanliness of urinals by senior students
- Maharashtra State Road Transporting of Government Buses Up-Down Process
- Mid day meals facility available in college canteen
- 4 Grievances Redressed

- 5 Days consumed in this process

Outcome:

- Prompt and fair redressal of grievances
- Prevention of further incidents of ragging and harassment
- Creation of a safe and supportive learning environment

Importance:

- Grievance redressal is essential for creating a safe and supportive learning environment
- Prompt and fair redressal of grievances helps to prevent further incidents and promotes a culture of respect and inclusivity

Guidelines (Vishakha Guidelines):

- The grievance redressal mechanism is guided by the Vishakha Guidelines, which provide a framework for preventing and addressing sexual harassment in educational institutions
- The mechanism ensures confidentiality, fairness, and promptness in addressing grievances

Key provisions of the Vishakha Guidelines:

1. Definition of Sexual Harassment: The guidelines define sexual harassment as "any unwelcome sexually determined behavior, whether directly or indirectly, such as:

- Physical contact or advances
- Demand or request for sexual favors
- Sexually colored remarks or gestures
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature"

1. Prevention: Institutions must take steps to prevent sexual harassment, including:


- Raising awareness about sexual harassment
- Creating a conducive work environment
- Establishing a complaint mechanism

1. Complaint Mechanism: Institutions must establish a complaint mechanism, which includes:

- A complaint committee with a minimum of 3 members, including a presiding officer and a member from an NGO
- A clear procedure for filing and investigating complaints
- Timely and fair investigation and resolution of complaints
- **Investigation: The complaint committee must investigate complaints promptly and fairly, and:**
 - Maintain confidentiality
 - Provide support to the complainant
 - Take action against the respondent if found guilty
- **Penalties: Institutions must impose penalties on those found guilty of sexual harassment, including:**
 - Warning or reprimand
 - Suspension or transfer
 - Termination of employment or expulsion
- **Awareness and Training: Institutions must raise awareness about sexual harassment and provide training to employees and students on:**
 - The definition and forms of sexual harassment
 - The complaint mechanism and procedure
 - The importance of preventing sexual harassment
- **Monitoring: Institutions must monitor the implementation of the Vishakha Guidelines:**
 - Review the complaint mechanism and procedure regularly
 - Take corrective action to address any shortcomings
- The Vishakha Guidelines provide a framework for preventing and addressing sexual harassment in educational institutions, and are an important tool for creating a safe and supportive learning environment.


Convener
 Internal Quality Assurance
 Cell (IQAC), JVM Thugaondeo
 Dist. Nagpur (M.S.)




Principal
 Jeevan Vikas Mahavidyalaya
 Devgram (Thugaondeo)
 Tah. Narkhed, Dist. Nagpur



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Session 2019 – 2020

प्रति,
मा. प्राचार्य,
जीवन विकास महाविद्यालय,
देवग्राम (थुगावदेव)

विषय :- महाविद्यालयीन जल शुद्धीकरण यंत्र (water फिल्टर) दुरुस्त करण्याबाबतचे निवेदन
अर्जदार:- महाविद्यालयीन विद्यार्थी मंच

महोदय,

उपरोक्त विषयाच्या अनुषंगाने आपणास अर्ज सादर करण्यात येत आहे की, महाविद्यालयातील जल शुद्धीकरण यंत्र (water फिल्टर) हे बिघडलेले असून त्यामुळे आम्हा विद्यार्थ्यांना पिण्यासाठी शुद्ध पाणी महाविद्यालयात उपलब्ध नाही. पिण्यासाठी शुद्ध पाणी महाविद्यालयात उपलब्ध नसणे हे आरोग्याच्या दृष्टीने गंभीर असून यामुळे आरोग्यविषयक समस्या उद्भवू शकतात.

करीता आपणास नम्र विनंती आहे की, महाविद्यालयीन जल शुद्धीकरण यंत्र (water फिल्टर) दुरुस्त करण्याची व्यवस्था करावी.

दिनांक : १२/०७/२०१९
स्थळ : देवग्राम (थुगावदेव)

आपले नम्र
महाविद्यालयीन विद्यार्थी
जीवन विकास महाविद्यालय, देवग्राम

*12/07/2019
Mr. Pravin
Gaharpure, show
this problem &
can plumbbers for
repairing filter*

Dimpal R. Belsane

Nikita V. Wasade

Neha . S. Chaudhary

Sachin . V. Raut

Vaishal . D. Pikale

Dinesh . P. Nagmare

Harshal . S. Gahane

Kajal I. Giedam

Lalita R. Alone

Nitin S. AGE

Tushar D. Waghmare

Pallavi B. Amale

Pratik D. Kathane

RAVI . D . NITONE

Roshani L. Kharputiya

Suvarna J. Kazele

Shubham R. Kade

Shubham A. KAHANTE

SHILPA S. MANDATE

Sapna . M. Banait

Shaeda R. Chape

Shahjad . M. Pathan

Satish . S. IKhe

Trushna . S. Ramde

VARSHA . D. GAYAKWAD

D. R. Belsane

N. V. Wasade

B. Chaudhary

S. V. Raut

V. Pikale

D. P. Nagmare

H. S. Gahane

I. Giedam

L. R. Alone

N. S. AGE

Tushar Waghmare

Pallavi Amale

P. D. Kathane

R. Nitone

Roshani

S. Kazele

Shubham

Shubham

Shilpa

S. M. Banait

S. R. Chape

S. M. Pathan

S. IKhe

Trushna . S. Ramde .

V. D. GAYAKWAD.







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Action Taken Report

To,
Dr. Devendra S. Bhongade
Principal,
Jeevan Vikas Mahavidyalaya, Devgram
Tah – Narkhed Dist – Nagpur

From,
College Student Council
Jeevan Vikas Mahavidyalaya, Devgram
Date: 12/07/2019

Subject: Action Taken on Water Cooler and Water Filter Repair

Introduction

The College Student Council received a complaint from the student body regarding the malfunctioning of water coolers and water filters, leading to an inadequate supply of clean drinking water on campus. This report outlines the actions taken by the college administration to address this issue.

Problem Statement

Students reported that the water coolers and water filters were not functioning properly for the past few days, resulting in a shortage of clean drinking water and potential health concerns.

Action Taken Process

- **Complaint Registration:** The College Student Council officially registered the complaint with Dr. Devendra Bhongade, Principal, Jeevan Vikas Mahavidyalaya, Devgram.
- **Problem Assessment:** The college administration acknowledged the seriousness of the issue and recognized the potential health implications for students.
- **Expert Assistance:** Appropriate mechanics and plumbers were immediately contacted to assess the problem and initiate repairs.
- **Task Allocation:** Dr. Raju Srirame, Vice Principal, and Dr. Praveen Gharpure, Head of Green and Water Club, were assigned the responsibility of overseeing the repair process.

- **Repair Work:** The identified mechanics and plumbers carried out the necessary repairs on the water coolers and water filters.
- **Problem Resolution:** The issue was successfully resolved within one day of the complaint being registered.

Outcome

The timely intervention of the college administration ensured that the water coolers and water filters were repaired promptly, restoring the supply of clean drinking water to the students.

Conclusion

The College Student Council appreciates the swift and effective action taken by the college administration in addressing the water cooler and water filter issue. This demonstrates the college's commitment to the health and well-being of its students.

Recommendations

To prevent similar issues in the future, the following recommendations are suggested:

- Regular maintenance checks for water coolers and filters
- Availability of spare parts to expedite repairs
- Implementation of a contingency plan for water supply disruptions

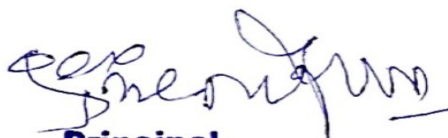
We hope that this report provides a comprehensive overview of the actions taken to address the water-related issue.

Devgram

Date – 12/07/2019

Sincerely




Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



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प्रति,
मा. प्राचार्य,
जीवन विकास महाविद्यालय,
थुगावदेव

विषय :- महाविद्यालयीन कॅन्टीनमध्ये भोजन उपलब्ध करून देण्याबाबतचे निवेदन

अर्जदार:- महाविद्यालयीन विद्यार्थी मंच

महोदय,

उपरोक्त विषयाच्या अनुषंगाने आपणास अर्ज सादर करण्यात येत आहे की, महाविद्यालयात येतांना बरेच विद्यार्थी सोबत भोजन घेवून येत नाही. महाविद्यालयाची वेळ ही सकाळी ८ ते २ असल्यामुळे या कालावधीत भोजन करणे हे आरोग्याच्या दृष्टीने महत्वाचे आहे. त्यामुळे या विद्यार्थ्यांसाठी महाविद्यालयीन कॅन्टीनमध्ये भोजनाची व्यवस्था उपलब्ध करून द्यावी ही नम्र विनंती.

दिनांक : १०/०८/२०१९
स्थळ : देवग्राम (थुगावदेव)

आपले नम
महाविद्यालयीन विद्यार्थी
जीवन विकास महाविद्यालय, देवग्राम

*01/08/2019
Mrs. Dilip B. Patil
to available this
facilities from 1st
September 2019 in College
Canteen.*

ANKUSH B. KATHANE
ANKUSH S. SONORE
ASHISH S. MORE
Bhavana R. Potpite
BHRUNAL G. BANKAR
Bhushan G. Lade
Bhushan M. BHOYAR
Akanksha G. Bagde
AKSHAY S. PARMAL
ARVIND M. KHOBRAHAD

BHAGYASHREE. D. MADANE
DIPTI S. RAUT
CHAITALI D. WANDE
ABHICASHA K. CHOUDHARI
DURGA. V. AKHARE
JYOTSNA M. REKHATE
Kailash B. Kharpurisya
Kailasa R. Raut
Kailasa J. KADKAP

Akhana
Sonk
More
Bhavna
Bhrunal
B. Lade

B. Boyar
Akshi

Akshay
Arvind

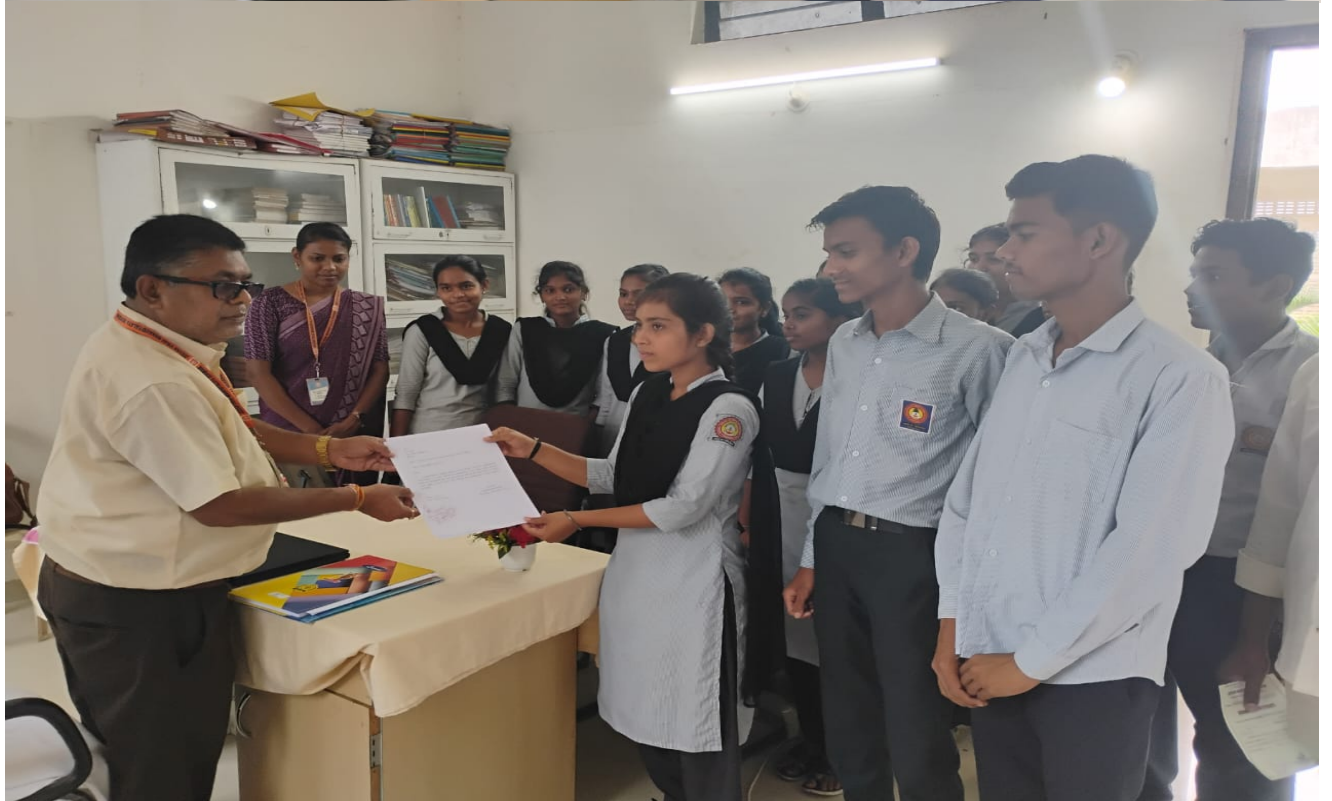
Bhagyashree
Dipti

C. D. Wande
Abhis
Durga
Jyotsna

Kailash

Kailasa

Kailasa
Kadkap







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Session 2019 – 2020

Complaint and Action Taken Report

Subject: Provision of Mid-day Meal for Students at Jeevan Vikas College, Devgram

From: College Student Forum,
Jeevan Vikas College, Devgram

To,
Dr. Devendra S. Bhongade
Principal,
Jeevan Vikas Mahavidyalaya, Devgram
Tah – Narkhed Dist – Nagpur

Complaint:

A significant number of students at Jeevan Vikas College commute daily from approximately 45-50 nearby villages. These students rely on public transportation (state transport buses) and due to the early morning departure times (around 7:00 AM), they are unable to prepare and bring lunch from home. To address this issue, the student body has requested the implementation of a mid-day meal service in the college canteen between **1:00 PM and 2:00 PM**.

Action Taken:

The college principal, Dr. Devendra Bhongade, has acknowledged the students' concerns and has taken the necessary steps to resolve the issue. The canteen operator, Shri Dilip Balkrishnaji Pangul, has been instructed to provide mid-day meal options for students starting from September 1st, 2019.

Conclusion:

The timely intervention of the principal has successfully addressed the students' need for a mid-day meal facility.

Note: This report outlines the complaint, the actions taken by the college administration, and the resolution of the issue.

For further information, please contact:

- Jeevan Vikas College, Devgram
- Principal: Dr. Devendra Bhongade
- Canteen Operator: Shri Dilip Balkrishnaji Pangul



Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



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प्रति,
मा. प्राचार्य,
जीवन विकास महाविद्यालय,
थुगावदेव

विषय :- बस सेवा उपलब्ध करून देण्यासाठी सहकार्य करण्याबाबतचे निवेदन

अर्जदार:- महाविद्यालयीन विद्यार्थी मंच

महोदय,

उपरोक्त विषयाच्या अनुषंगाने आपणास अर्ज सादर करण्यात येत आहे की, महाविद्यालयाची वेळ ही सकाळी ८ ते २ आहे. जलालखेडा बस स्थानकावरून ७.३० ला नरखेडला जाणारी एकच बस उपलब्ध आहे. विद्यार्थ्यांची संख्या जास्त असल्यामुळे एक नवीन बस फेरी सकाळ पाळीत ७.३० वाजता व दुपार पाळीत २.३० वाजता उपलब्ध करून देण्यासाठी आगर व्यवस्थापकांशी पत्र व्यवहार करावा ही नम्र विनंती.


दिनांक : १७/०८/२०१९

स्थळ : देवग्राम (थुगावदेव)

आपले नम्र

महाविद्यालयीन विद्यार्थी

जीवन विकास महाविद्यालय, देवग्राम


17/08/2019
Mr. Aniket Bobate
to take initiative on
this application at
Jt. Bus Dept.

- 1) Akanshya H. Tayde
- 2) ANJALI S. WANKHADE
- 3) ARTEE Y. UMAK
- 4) ASHWINI N. PAWAR
- 5) BHARTI R. REWATKAR
- 6) BHARTE R. DHURE
- 7) DHANASHRI N. SONONE
- 8) DHANSHRI D. UMATHE
- 9) DIPALI S. MOHOD
- 10) DIVYA S. KALAMDE
- 11) GAURI G. HUDE
- 12) GIYATRI D. ALONE
- 13) GIYATRI M. BANAYAT
- 14) JAYA R. BODKHE
- 15) KAVITA P. LOHE
- 16) KHUSHALI P. KUWARE
- 17) KISHORI O. DAMALE
- 18) LAXMI B. BANAIT
- 19) MAYURI J. SARODE
- 20) Nikita S. Raut.
- 21) Pallavi A. Wankhade

Akshya

Anjali

ARTEE

Ashwini

Rewatkar

Dhure

D. Sonone

D. Umeth

Dipali

DIVYA KALAMDE

GAURI

Giyatari

Gaye

JAYA

K. Lohe

K. Kuware

Kishori D.

Laxmi

M. Sarode

Nikita

Pi



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Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



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Here is the Action Taken Process:

To,

Dr. Devendra S. Bhongade,
Principal
Jeevan Vikas Mahavidyalaya, Devgram
Tah – Narkhed Dist – Nagpur

From

College Student Forum,
Jeevan Vikas Mahavidyalaya, Devgram
Tah – Narkhed Dist – Nagpur

Subject: Memorandum regarding Maharashtra State Cooperation of Bus Transport in providing public bus services for college students

Date: 17/08/2019

Venue: Devgram (Thugavadev)

Action Taken:

1. Received the memorandum from the University Student Forum regarding the need for additional bus services.
2. Reviewed the current bus schedule and timings.
3. Recognized the need for additional bus services to accommodate the large number of students.
4. Wrote to the Agar Manager, requesting the addition of new bus services at 7:30 AM (morning shift) and 2:30 PM (afternoon shift).
5. Followed up with the Agar Manager to ensure prompt action.
6. Informed the University Student Forum about the actions taken.


Outcome:

1. The State Transport Agar Manager has agreed to introduce an additional bus service at 7:30 AM and 2:30 PM.

2. The new bus schedule will be implemented from 01/09/2019.
3. The students will benefit from the additional bus services, ensuring they reach college on time.

Your Sincerely,




Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



JEEVAN VIKAS MAHAVIDYALYA, DEVGRAM

Tah. Narkhed, Dist. Nagpur-441301 (M.S.)

(Permanent Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur)

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E-mail: jvmthugaondeo@gmail.com

Session 2019 – 2020 Action Taken Report

Understanding the Issue

Problem: Narkhed Jalalkheda bus is obstructing the entrance gate of Jeevan Vikas College, Devgram.

Actions Taken:

- Two applications from students were received on 01/08/2018 and 7/08/2018.
- Principal, Devendra Bhongade, sent a letter to the State Transport Bus, Agar Head, Katol.
- Hon. Ashish Deshmukh, Assembly Member, followed up verbally through his Private Secretary.

Request: Action Taken Report (ATR) to be prepared.

Potential Issues and Next Steps


While the initial steps to address the problem are commendable, there are some areas to consider:

- **Time Lapse:** The issue seems to have been ongoing since at least August 2018. It's crucial to understand the current status of the problem.
- **Response from Authorities:** There is no mention of any response from the State Transport Bus, Agar Head, Katol, or the Assembly Member's office.
- **Impact on Students:** The specific impact of the bus obstruction on students (e.g., inconvenience, safety hazards) should be documented.
- **Alternative Solutions:** Have alternative solutions been explored, such as requesting a bus stop at a different location or adjusting the college's entry/exit points?

- **Recommended Actions:** Follow Up on Previous Communications: Send reminders to the State Transport Bus, Agar Head, Katol, and Hon. Ashish Deshmukh's office about the pending issue and requested an update on the matter.
- **Document Impact:** Collect detailed information about the impact of the bus obstruction on students, including photographs, witness statements, and any accidents or near-misses.
- **Explore Alternative Solutions:** Propose alternative solutions to the problem, such as relocating the bus stop or adjusting the college's entry/exit points.
- **Involve Local Media:** Consider involving local media to bring attention to the issue and exert public pressure on authorities.
- **Legal Recourse:** If all other efforts fail, explore legal options to address the problem.

By taking these steps, the College Student Forum can increase the pressure on authorities to resolve the issue and improve the situation for students.




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प्रति,
मा. प्राचार्य,
जीवन विकास महाविद्यालय,
देवग्राम (थुगावदेव)

विषय :- महाविद्यालयीन मुलींचे स्वच्छतागृह व प्रसाधनगृह नियमित स्वच्छ करण्याबाबतचे निवेदन
अर्जदार:- महाविद्यालयीन विद्यार्थी मंच

महोदय,

उपरोक्त विषयाच्या अनुषंगाने आपणास अर्ज सादर करण्यात येत आहे की, महाविद्यालयातील मुलींची स्वच्छतागृहे आणि प्रसाधनगृहे ही नियमित रितीने नेहमीच स्वच्छ दिसत नाहीत. त्यामुळे विद्यार्थ्यांना याचा त्रास होत आहे. सदर समस्या ही आरोग्याच्या दृष्टीने गंभीर असून यात आरोग्यविषयक समस्या उदभवू शकतात.

करीता आपणास नम्र विनंती आहे की, मुलींचे स्वच्छतागृह व प्रसाधनगृह नियमित रूपात स्वच्छ करण्याची व्यवस्था करावी.

दिनांक : १६/०१/२०२०

स्थळ : देवग्राम (थुगावदेव)

आपले नम्र

महाविद्यालयीन विद्यार्थी
जीवन विकास महाविद्यालय, देवग्राम

16/01/2020
मा. प्राचार्य, Ingole
MAFAKAR FOR
THIS activity &
give order to Mr.
Mamad Matamdar
SWEEPERS & PRATHANA
KARJANE

MONA R. KADU

March

PANKAJ K. BHAGWATKAR

~~Pankajkar~~

PUJA B. CHAUDHARI

Pujab Chaudhari

PRIYANKA G. SATPUTE

~~Priyanka~~

RUSHMI D. KOTHE

~~Rushmi~~

Roshni V. LADKAR

Roshni

Sachin R. KALE

~~Sachin~~

SHAMIL D. BHELKEDE

Shamil

SHITAL M. MESHAM

Shital

SHWETA S. TELANTE

~~Shweta~~

Vaishnavi N. Mendhe

V. Mendhe


~~Vaishali~~

Vaishali S. Tayde

Vaishali






Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
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Action Taken Report

To,
Dr. Devendra S. Bhongade,
Principal,
Jeevan Vikas Mahavidyalaya, Devgram
Tah – Narkhed Dist – Nagpur

From
College Student Council ,
Jeevan Vikas Mahavidyalaya, Devgram
Tah – Narkhed Dist – Nagpur

Action Taken Process

Here is a detailed action taken report based on the complaint submitted by the College Student Forum:

Subject: Regular Cleaning of College Girls' Toilet and Washroom

Date: 16/01/2020

Venue: Devgram (Thugadeo)

Action Taken :

1. Date of Receipt of Complaint: 16/01/2020

2. Acknowledgment of Complaint: The complaint was acknowledged and registered on the same day.

3. Inspection and Assessment: A team of college administrators inspected the girls' toilets and washrooms on 17/01/2020 and found the following issues:

- Inadequate cleaning supplies
- Insufficient cleaning staff

- Poor ventilation

4. Action Plan:

- Increase cleaning frequency to twice a day
- Provide additional cleaning supplies and equipment
- Deploy additional cleaning staff
- Improve ventilation

5. Implementation:

- Cleaning frequency increased to twice a day from 20/01/2020
- Additional cleaning supplies and equipment provided on 22/01/2020
- Two additional cleaning staff members deployed from 25/01/2020
- Ventilation improved by installing exhaust fans on 28/01/2020

6. Monitoring and Evaluation:

- Regular inspections conducted by college administrators to monitor cleanliness
- Student feedback collected through surveys and suggestion boxes

7. Student Feedback:

- Students reported significant improvement in cleanliness
- Students appreciated the efforts taken by the college administration

Conclusion:


The college administration has taken prompt and effective action to address the issue of regular cleaning of girls' toilets and washrooms. The measures implemented have resulted in significant improvement in cleanliness, and students have appreciated the efforts taken. The college administration will continue to monitor the situation and take further actions as necessary.

Date – 17/01/2020

Devgram

Sincerely,




Principal
Jeevan Vikas Mahavidyalaya
Devgram (Thugaondeo)
Tah. Narkhed, Dist. Nagpur



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Activity Report Student Grievance & Redressal Session 2020 – 2021

- **TITLE OF PROGRAM:** Annual Report of Student Grievance & Redressal Committee
- **Topic/ Themes :** “Special Counseling & Guiding or Student Caring from Ragging ”
- **Date & Time :** Tenure - 15th June 2020 to to 30th April 2021
Office Time : 8.30 A.M.to 3.00 P. M.
Place : Jeevan Vikas Mahavidyalaya, Devgram
- **Aim :** To prevent and address ragging and harassment
- **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, J V M , Devgram

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

Grievances and Redressal Committee:

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

Participants / Beneficiaries : For All College Students

Here is a detailed report on the student grievance and redressal annual activity:

Vision:

To create a safe and supportive learning environment where students can grow and thrive without fear of harassment or intimidation.

Mission:

To establish a fair and efficient grievance redressal mechanism that addresses student concerns and promotes a culture of respect and inclusivity.

Aims:

- To provide a platform for students to report grievances and concerns
- To ensure prompt and fair redressal of grievances
- To prevent and address ragging and harassment
- To promote a culture of respect and inclusivity

Objectives:

- To receive and address student grievances in a timely and fair manner
- To investigate and take action on reported cases of ragging and harassment
- To provide support and counseling to affected students
- To review and improve the grievance redressal mechanism annually

Hearing Process:

- Grievances are received through a designated online portal or in-person
- Grievances are reviewed and investigated by the Vice Principal and Convenor, Grievance and Redressal
- Students are provided an opportunity to present their case and evidence
- Decisions are made based on the investigation and evidence presented

Result:

- 4 grievances received regarding cleanliness of urinals by senior students
- Maharashtra State Road Transporting of Government Buses Up-Down Process
- 4 Grievances Redressed

Outcome:

- Prompt and fair redressal of grievances
- Prevention of further incidents of ragging and harassment
- Creation of a safe and supportive learning environment

Importance:

- Grievance redressal is essential for creating a safe and supportive learning environment
- Prompt and fair redressal of grievances helps to prevent further incidents and promotes a culture of respect and inclusivity

Guidelines (Vishakha Guidelines):

- The grievance redressal mechanism is guided by the Vishakha Guidelines, which provide a framework for preventing and addressing sexual harassment in educational institutions
- The mechanism ensures confidentiality, fairness, and promptness in addressing grievances

Key provisions of the Vishakha Guidelines:

1. Definition of Sexual Harassment: The guidelines define sexual harassment as "any unwelcome sexually determined behavior, whether directly or indirectly, such as:

- Physical contact or advances
- Demand or request for sexual favors
- Sexually colored remarks or gestures
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature"

1. Prevention: Institutions must take steps to prevent sexual harassment, including:

- Raising awareness about sexual harassment
- Creating a conducive work environment
- Establishing a complaint mechanism

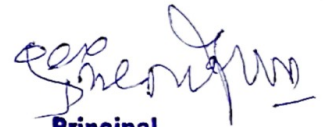
1. Complaint Mechanism: Institutions must establish a complaint mechanism, which includes:

- A complaint committee with a minimum of 3 members, including a presiding officer and a member from an NGO
- A clear procedure for filing and investigating complaints
- Timely and fair investigation and resolution of complaints
- **Investigation: The complaint committee must investigate complaints promptly and fairly, and:**
 - Maintain confidentiality
 - Provide support to the complainant
 - Take action against the respondent if found guilty
- **Penalties: Institutions must impose penalties on those found guilty of sexual harassment, including:**
 - Warning or reprimand
 - Suspension or transfer
 - Termination of employment or expulsion
- **Awareness and Training: Institutions must raise awareness about sexual harassment and provide training to employees and students on:**
 - The definition and forms of sexual harassment
 - The complaint mechanism and procedure

- The importance of preventing sexual harassment
- **Monitoring: Institutions must monitor the implementation of the Vishakha Guidelines:**
 - Review the complaint mechanism and procedure regularly
 - Take corrective action to address any shortcomings
 - The Vishakha Guidelines provide a framework for preventing and addressing sexual harassment in educational institutions, and are an important tool for creating a safe and supportive learning environment.



Convener
Internal Quality Assurance
Cell (IQAC), JVM Thugaondeo
Dist. Nagpur (M.S.)



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Devgram (Thugaondeo)
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Declaration

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

Hence this certificate.

Convener
Internal Quality Assurance
Cell (IQAC), JVM Thugaondeo
Dist. Nagpur (M.S.)



Principal
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Devgram (Thugaondeo)
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CRITERIA V

Redressal Of Student Grievance

5.1 The institution has a transparent a mechanism for timely redressal of student grievance including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies' organization wide awareness and undertakings on policies with zero tolerance mechanism for submission of online? Offline student grievances timely redressell of the grievances through appropriate committees .

The Vishaka Guidelines for Women Harassment

The Vishaka guidelines were a set of guidelines that were intended to protect women at the workplace. These were instituted by the Supreme Court of India in the year 1997. These are procedural in nature and state the method that is to be followed while dealing with cases related to the sexual harassment of women.

Objectives and need for the Vishaka guidelines

The Vishaka guidelines were instituted due to the series of cases of sexual harassment that were registered and the rallies and campaigns that were taking place on a regular basis by various social groups who were seeking protection of women in India. After the Bhanwari Devi incident, many women groups came on streets demanding recognition of their rights as citizens of India and urging the government to take necessary actions to prevent ill-treatment of women at workplaces. At that time, the legal system of our country did not have proper legislation that could ensure the safety of women at workplaces and provide just and fair punishment to people who indulge in the heinous crimes of rape and sexual harassment. The rules that were provided by the legal system at the time were often used by the men who were accused of Sexually Harassing the women to their advantage. Also, there was no rule regarding the obligation of employer to provide support and assistance to his employee who is a victim of sexual harassment. The employers would throw these women victims out of the jobs to escape the liability and further consequences. This would leave the victim hopeless and unsecured. With the growing number of crimes against women being reported, there was an urgent need for a new set of laws that punishes the wrongdoers and ensures that women are protected at their workplaces but a new set of legislation would take a lot of time to be enacted.

Thus, the Vishaka guidelines came into existence to provide a set of guidelines to prevent sexual harassment of women at workplaces and ensure that the people who indulge in the act of sexual harassment are given a justifiable punishment.

Features of the Vishaka guidelines

The main ingredients of the guidelines issued by the Hon'ble Supreme Court of India are elucidated as follows.

Definition of Sexual Harassment

The guidelines issued by the Supreme Court widens the meaning and scope of sexual harassment. It defines sexual harassment as an unwanted sexual determination which is directly or impliedly intended to cause the following:

Physical contact or advances.

A demand or request for sexual favours.

Sexually coloured remarks.

Showing pornography.

Any other unwelcome conduct whether it is physical, verbal or non-verbal.

Provide a safer working environment

It is the duty of each employer to provide a safe working environment for each and every employee working in the organisation to grow and prosper. This involves taking adequate steps towards protecting the interest of the women employees and ensuring that none of the employees indulges in the practice of sexual harassment. Appropriate disciplinary action must be taken by the employer if any case regarding sexual harassment or ill-treatment of a woman employee is found.

Duty of the employer to file a complaint

The guidelines also lay down the obligation of the employer to file a complaint if the conduct towards an employee amounts to a criminal offence which is punishable under the Indian Penal Code. The employer needs to initiate an action and ensure that the witnesses are not further victimised.

Complaint redressal committee

The guidelines make it mandatory for all organisations to set up a complaint redressal committee in order to ensure that the complaints of the employees are dealt with properly and suitable action is taken in response to such a complaint.

Employer to assist the employee if she is sexually harassed

If the employee is sexually harassed or tortured by a third party, like in the case of Bhanwari Devi, an employer should assist the employee in every possible manner. This was not the case in the Bhanwari Devi case where the employer denied all responsibilities and did not assist Bhanwari Devi in attaining justice. The guidelines provide that the employers are required to assist the employees in terms of both preventive actions and support to these victims.

Duty of employer to spread awareness

It is also the duty of the employer to spread awareness in his organization with regard to the matters pertaining to sexual harassment and the safety of women. This can be done by notifying the employees time as well as conducting workshops and devising other interactive ways to make the female employees aware of their rights.

Duty of government to widen the scope of these guidelines

The guidelines also urge the centre and the state government to pass the necessary legislation so as to ensure that the private sector is also bound by these guidelines. This would help in the

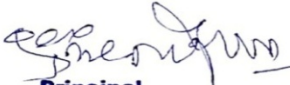
growth and prosperity of the women as well as the nation as a whole. The Vishaka guidelines were later on replaced by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. The new act passed in 2013 broadens the definition of aggrieved women to involve women of all ages, in order to suit the modern-day conditions. It also broadens the scope of the term workplace which was earlier limited only to the traditional office set-up.

Conclusion

1. The Constitution of India is the supreme law of our country and must be protected and respected in every instance. The fundamental rights of equality and personal liberty should be protected and the citizens of our country should not be discriminated against on any grounds. Hence, it is legal as well as a moral duty to provide a safer work environment for women to prosper.
2. The Vishaka guidelines are a set of guidelines that were instituted by the Supreme Court of India to ensure the safety of women at workplaces and lays down the guidelines for dealing with the cases that are related to sexual harassment at the workplace. The Bhanwari Devi case is the most significant landmark case in the history of cases involving sexual harassment of women.
3. The Vishaka guidelines is a pioneering step taken to ensure the safety of women. According to the guidelines, the employers of the organisations are responsible to take preventive actions to stop sexual harassment at workplaces and to file a complaint if such Act is found to have happened with the employee.
4. This would ensure that the women who are sexually harassed get the required support in terms of money from their employers so that they are able to file a case in the court and be represented by competent lawyers.
5. Vishaka guidelines have now been superseded by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. However, the Vishaka guidelines are the most significant set of guidelines which are believed to have helped in the development of the Act of 2013.


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**Activity Name – College Grievance Committee
Session 2020 – 2021**

5.1.4 Grievance Report

Action Taken Report

Certificate

This is to certify that the College administration has not received any written complaints from the college students of Antyodaya Mahavidyalaya, Devgram for the session 2020 - 2021.

For This Reason a Zero Grievance Record has Been registered in the college. Certificate is being issued.

Convener
Internal Quality Assurance
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Grievances and Redressal Committee:

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2	Dr.D.G. Arajpure	Member
3	Dr.P. M. Gharpure	Member
4	Dr.Miss. P. N. Ingole	Member
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Grievances and Redressal Committee

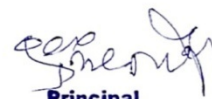
**Grievance Committee for Women:
(Prevention of Sexual Harassment at workplace)**

VISHAKHA SAMITEE

Sr. No.	Name	Designation
1	Dr.P. N. Ingole	Prsiding officer
2	Dr. Raju Shrirame	Member
3	Dr. Mangesh Acharya	Member
4	Rekha Dodke	Member
5	Raju Ingale	Member
6	Pallvai Mahuriye	Member
7	Samiksha Pangul	Member
8	Adv.Miss Varsha Bopche (Lady Lawyer)	Member
9	Anil Rewatkar (One female/Male representative of Non-governmental organization, activity engaged In the welfare of Women)	Member


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Activity Report Student Grievance & Redressal Session 2021 – 2022

- **TITLE OF PROGRAM:** Annual Report of Student Grievance & Redressal Committee
- **Topic/ Themes :** “Special Counseling & Guiding or Student Caring from Ragging ”
- **Date & Time :** Tenure - 15th June 2021 to 30th April 2022
Office Time : 8.30 A.M.to 3.00 P. M.
Place : Jeevan Vikas Mahavidyalaya, Devgram
- **Aim :** To prevent and address ragging and harassment
- **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, J V M , Devgram

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
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5	Mr.R.S. Ingale	Member

Participants / Beneficiaries : For All College Students

Here is a detailed report on the student grievance and redressal annual activity:

Vision:

To create a safe and supportive learning environment where students can grow and thrive without fear of harassment or intimidation.

Mission:

To establish a fair and efficient grievance redressal mechanism that addresses student concerns and promotes a culture of respect and inclusivity.

Aims:

- To provide a platform for students to report grievances and concerns
- To ensure prompt and fair redressal of grievances
- To prevent and address ragging and harassment
- To promote a culture of respect and inclusivity

Objectives:

- To receive and address student grievances in a timely and fair manner
- To investigate and take action on reported cases of ragging and harassment
- To provide support and counseling to affected students
- To review and improve the grievance redressal mechanism annually

Hearing Process:

- Grievances are received through a designated online portal or in-person
- Grievances are reviewed and investigated by the Vice Principal and Convenor, Grievance and Redressal
- Students are provided an opportunity to present their case and evidence
- Decisions are made based on the investigation and evidence presented

Result:

- Zero grievances received regarding any topic from student.
- Zero Grievances Redressed

Outcome:

- Prompt and fair redressal of grievances
- Prevention of further incidents of ragging and harassment
- Creation of a safe and supportive learning environment

Importance:

- Grievance redressal is essential for creating a safe and supportive learning environment
- Prompt and fair redressal of grievances helps to prevent further incidents and promotes a culture of respect and inclusivity

Guidelines (Vishakha Guidelines):

- The grievance redressal mechanism is guided by the Vishakha Guidelines, which provide a framework for preventing and addressing sexual harassment in educational institutions
- The mechanism ensures confidentiality, fairness, and promptness in addressing grievances

Key provisions of the Vishakha Guidelines:

1. Definition of Sexual Harassment: The guidelines define sexual harassment as "any unwelcome sexually determined behavior, whether directly or indirectly, such as:

- Physical contact or advances
- Demand or request for sexual favors
- Sexually colored remarks or gestures
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature"

1. Prevention: Institutions must take steps to prevent sexual harassment, including:

- Raising awareness about sexual harassment
- Creating a conducive work environment
- Establishing a complaint mechanism

1. Complaint Mechanism: Institutions must establish a complaint mechanism, which includes:

- A complaint committee with a minimum of 3 members, including a presiding officer and a member from an NGO
- A clear procedure for filing and investigating complaints
- Timely and fair investigation and resolution of complaints
- **Investigation: The complaint committee must investigate complaints promptly and fairly, and:**
 - Maintain confidentiality
 - Provide support to the complainant
 - Take action against the respondent if found guilty
- **Penalties: Institutions must impose penalties on those found guilty of sexual harassment, including:**
 - Warning or reprimand
 - Suspension or transfer
 - Termination of employment or expulsion
- **Awareness and Training: Institutions must raise awareness about sexual harassment and provide training to employees and students on:**
 - The definition and forms of sexual harassment
 - The complaint mechanism and procedure
 - The importance of preventing sexual harassment

- **Monitoring: Institutions must monitor the implementation of the Vishakha Guidelines:**
 - Review the complaint mechanism and procedure regularly
 - Take corrective action to address any shortcomings
 - The Vishakha Guidelines provide a framework for preventing and addressing sexual harassment in educational institutions, and are an important tool for creating a safe and supportive learning environment.



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Declaration

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Hence this certificate.

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CRITERIA V

Redressal of Student Grievance

5.1 The institution has a transparent a mechanism for timely redressal of student grievance including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies' organization wide awareness and undertakings on policies with zero tolerance mechanism for submission of online? Offline student grievances timely redressell of the grievances through appropriate committees .

The Vishaka Guidelines for Women Harassment

The Vishaka guidelines were a set of guidelines that were intended to protect women at the workplace. These were instituted by the Supreme Court of India in the year 1997. These are procedural in nature and state the method that is to be followed while dealing with cases related to the sexual harassment of women.

Objectives and need for the Vishaka guidelines

The Vishaka guidelines were instituted due to the series of cases of sexual harassment that were registered and the rallies and campaigns that were taking place on a regular basis by various social groups who were seeking protection of women in India. After the Bhanwari Devi incident, many women groups came on streets demanding recognition of their rights as citizens of India and urging the government to take necessary actions to prevent ill-treatment of women at workplaces. At that time, the legal system of our country did not have proper legislation that could ensure the safety of women at workplaces and provide just and fair punishment to people who indulge in the heinous crimes of rape and sexual harassment. The rules that were provided by the legal system at the time were often used by the men who were accused of Sexually Harassing the women to their advantage. Also, there was no rule regarding the obligation of employer to provide support and assistance to his employee who is a victim of sexual harassment. The employers would throw these women victims out of the jobs to escape the liability and further consequences. This would leave the victim hopeless and unsecured. With the growing number of crimes against women being reported, there was an urgent need for a new set of laws that punishes the wrongdoers and ensures that women are protected at their workplaces but a new set of legislation would take a lot of time to be enacted.

Thus, the Vishaka guidelines came into existence to provide a set of guidelines to prevent sexual harassment of women at workplaces and ensure that the people who indulge in the act of sexual harassment are given a justifiable punishment.

Features of the Vishaka guidelines

The main ingredients of the guidelines issued by the Hon'ble Supreme Court of India are elucidated as follows.

Definition of Sexual Harassment

The guidelines issued by the Supreme Court widens the meaning and scope of sexual harassment. It defines sexual harassment as an unwanted sexual determination which is directly or impliedly intended to cause the following:

Physical contact or advances.

A demand or request for sexual favours.

Sexually coloured remarks.

Showing pornography.

Any other unwelcome conduct whether it is physical, verbal or non-verbal.

Provide a safer working environment

It is the duty of each employer to provide a safe working environment for each and every employee working in the organisation to grow and prosper. This involves taking adequate steps towards protecting the interest of the women employees and ensuring that none of the employees indulges in the practice of sexual harassment. Appropriate disciplinary action must be taken by the employer if any case regarding sexual harassment or ill-treatment of a woman employee is found.

Duty of the employer to file a complaint

The guidelines also lay down the obligation of the employer to file a complaint if the conduct towards an employee amounts to a criminal offence which is punishable under the Indian Penal Code. The employer needs to initiate an action and ensure that the witnesses are not further victimised.

Complaint redressal committee

The guidelines make it mandatory for all organisations to set up a complaint redressal committee in order to ensure that the complaints of the employees are dealt with properly and suitable action is taken in response to such a complaint.

Employer to assist the employee if she is sexually harassed

If the employee is sexually harassed or tortured by a third party, like in the case of Bhanwari Devi, an employer should assist the employee in every possible manner. This was not the case in the Bhanwari Devi case where the employer denied all responsibilities and did not assist Bhanwari Devi in attaining justice. The guidelines provide that the employers are required to assist the employees in terms of both preventive actions and support to these victims.

Duty of employer to spread awareness

It is also the duty of the employer to spread awareness in his organization with regard to the matters pertaining to sexual harassment and the safety of women. This can be done by notifying the employees time as well as conducting workshops and devising other interactive ways to make the female employees aware of their rights.

Duty of government to widen the scope of these guidelines

The guidelines also urge the centre and the state government to pass the necessary legislation so as to ensure that the private sector is also bound by these guidelines. This would help in the

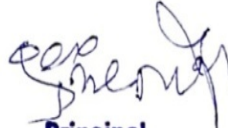
growth and prosperity of the women as well as the nation as a whole. The Vishaka guidelines were later on replaced by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. The new act passed in 2013 broadens the definition of aggrieved women to involve women of all ages, in order to suit the modern-day conditions. It also broadens the scope of the term workplace which was earlier limited only to the traditional office set-up.

Conclusion

- The Constitution of India is the supreme law of our country and must be protected and respected in every instance. The fundamental rights of equality and personal liberty should be protected and the citizens of our country should not be discriminated against on any grounds. Hence, it is legal as well as a moral duty to provide a safer work environment for women to prosper.
- The Vishaka guidelines are a set of guidelines that were instituted by the Supreme Court of India to ensure the safety of women at workplaces and lays down the guidelines for dealing with the cases that are related to sexual harassment at the workplace. The Bhanwari Devi case is the most significant landmark case in the history of cases involving sexual harassment of women.
- The Vishaka guidelines is a pioneering step taken to ensure the safety of women. According to the guidelines, the employers of the organisations are responsible to take preventive actions to stop sexual harassment at workplaces and to file a complaint if such Act is found to have happened with the employee.
- This would ensure that the women who are sexually harassed get the required support in terms of money from their employers so that they are able to file a case in the court and be represented by competent lawyers.
- Vishaka guidelines have now been superseded by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. However, the Vishaka guidelines are the most significant set of guidelines which are believed to have helped in the development of the Act of 2013.


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**Activity Name – College Grievance Committee
Session 2021 – 2022**

5.1.4 Grievance Report

Action Taken Report

Certificate

This is to certify that the College administration has not received any written complaints from the college students of Antyodaya Mahavidyalaya, Devgram for the session 2021- 2022.

For This Reason a Zero Grievance Record has Been registered in the college. Certificate is being issued.

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Grievances and Redressal Committee:

Sr. No	Name	Designation
1	Dr.R. G. Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P. M. Gharpure	Member
4	Dr.Miss. P. N. Ingole	Member
5	Mr. R. S. Ingale	Member

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Grievances and Redressal Committee

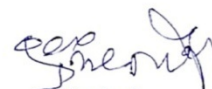
**Grievance Committee for Women:
(Prevention of Sexual Harassment at workplace)**

VISHAKHA SAMITEE

Sr. No.	Name	Designation
1	Dr.P. N. Ingole	Prsiding officer
2	Dr. Raju Shrirame	Member
3	Dr. Mangesh Acharya	Member
4	Rekha Dodke	Member
5	Raju Ingale	Member
6	Pallvai Mahuriye	Member
7	Samiksha Pangul	Member
8	Adv.Miss Varsha Bopche (Lady Lawyer)	Member
9	Anil Rewatkar (One female/Male representative of Non- governmental organization, activity engaged In the welfare of Women)	Member


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Activity Report Student Grievance & Redressal Session 2022 – 2023

- **TITLE OF PROGRAM:** Annual Report of Student Grievance & Redressal Committee
- **Topic/ Themes :** "Special Counseling & Guiding or Student Caring from Ragging "
- **Date & Time :** Tenure - 15th June 2022 to to 30th April 2023
Office Time : 8.30 A.M.to 3.00 P. M.
Place : Jeevan Vikas Mahavidyalaya, Devgram
- **Aim :** To prevent and address ragging and harassment
- **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, J V M , Devgram

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

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Participants / Beneficiaries : For All College Students

Here is a detailed report on the student grievance and redressal annual activity:

Vision:

To create a safe and supportive learning environment where students can grow and thrive without fear of harassment or intimidation.

Mission:

To establish a fair and efficient grievance redressal mechanism that addresses student concerns and promotes a culture of respect and inclusivity.

Aims:

- To provide a platform for students to report grievances and concerns
- To ensure prompt and fair redressal of grievances
- To prevent and address ragging and harassment
- To promote a culture of respect and inclusivity

Objectives:

- To receive and address student grievances in a timely and fair manner
- To investigate and take action on reported cases of ragging and harassment
- To provide support and counseling to affected students
- To review and improve the grievance redressal mechanism annually

Hearing Process:

- Grievances are received through a designated online portal or in-person
- Grievances are reviewed and investigated by the Vice Principal and Convenor, Grievance and Redressal
- Students are provided an opportunity to present their case and evidence
- Decisions are made based on the investigation and evidence presented

Result:

- 2 grievances received regarding cleanliness of urinals by senior students
- Maharashtra State Road Transporting of Government Buses Up-Down Process
- 2 Grievances Redressed

Outcome:

- Prompt and fair redressal of grievances
- Prevention of further incidents of ragging and harassment
- Creation of a safe and supportive learning environment

Importance:

- Grievance redressal is essential for creating a safe and supportive learning environment
- Prompt and fair redressal of grievances helps to prevent further incidents and promotes a culture of respect and inclusivity

Guidelines (Vishakha Guidelines):

- The grievance redressal mechanism is guided by the Vishakha Guidelines, which provide a framework for preventing and addressing sexual harassment in educational institutions
- The mechanism ensures confidentiality, fairness, and promptness in addressing grievances

Key provisions of the Vishakha Guidelines:

1. Definition of Sexual Harassment: The guidelines define sexual harassment as "any unwelcome sexually determined behavior, whether directly or indirectly, such as:

- Physical contact or advances
- Demand or request for sexual favors
- Sexually colored remarks or gestures
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature"

1. Prevention: Institutions must take steps to prevent sexual harassment, including:

- Raising awareness about sexual harassment
- Creating a conducive work environment
- Establishing a complaint mechanism

1. Complaint Mechanism: Institutions must establish a complaint mechanism, which includes:

- A complaint committee with a minimum of 3 members, including a presiding officer and a member from an NGO
- A clear procedure for filing and investigating complaints
- Timely and fair investigation and resolution of complaints
- **Investigation: The complaint committee must investigate complaints promptly and fairly, and:**
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 - The complaint mechanism and procedure

- The importance of preventing sexual harassment
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 - Review the complaint mechanism and procedure regularly
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JVMD/2022/14

Date: 01/01/2022

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CRITERIA V

Redressal Of Student Grievance

5.1 The institution has a transparent a mechanism for timely redressal of student grievance including sexual harassment and ragging cases Implementation of guidelines of statutory/ regulatory bodies' organization wide awareness and undertakings on policies with zero tolerance mechanism for submission of online? Offline student grievances timely redressell of the grievances through appropriate committees .

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The Vishaka guidelines were a set of guidelines that were intended to protect women at the workplace. These were instituted by the Supreme Court of India in the year 1997. These are procedural in nature and state the method that is to be followed while dealing with cases related to the sexual harassment of women.

Objectives and need for the Vishaka guidelines

The Vishaka guidelines were instituted due to the series of cases of sexual harassment that were registered and the rallies and campaigns that were taking place on a regular basis by various social groups who were seeking protection of women in India. After the Bhanwari Devi incident, many women groups came on streets demanding recognition of their rights as citizens of India and urging the government to take necessary actions to prevent ill-treatment of women at workplaces. At that time, the legal system of our country did not have proper legislation that could ensure the safety of women at workplaces and provide just and fair punishment to people who indulge in the heinous crimes of rape and sexual harassment. The rules that were provided by the legal system at the time were often used by the men who were accused of Sexually Harassing the women to their advantage. Also, there was no rule regarding the obligation of employer to provide support and assistance to his employee who is a victim of sexual harassment. The employers would throw these women victims out of the jobs to escape the liability and further consequences. This would leave the victim hopeless and unsecured. With the growing number of crimes against women being reported, there was an urgent need for a new set of laws that punishes the wrongdoers and ensures that women are protected at their workplaces but a new set of legislation would take a lot of time to be enacted.

Thus, the Vishaka guidelines came into existence to provide a set of guidelines to prevent sexual harassment of women at workplaces and ensure that the people who indulge in the act of sexual harassment are given a justifiable punishment.

Features of the Vishaka guidelines

The main ingredients of the guidelines issued by the Hon'ble Supreme Court of India are elucidated as follows.

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The guidelines issued by the Supreme Court widens the meaning and scope of sexual harassment. It defines sexual harassment as an unwanted sexual determination which is directly or impliedly intended to cause the following:

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Provide a safer working environment

It is the duty of each employer to provide a safe working environment for each and every employee working in the organisation to grow and prosper. This involves taking adequate steps towards protecting the interest of the women employees and ensuring that none of the employees indulges in the practice of sexual harassment. Appropriate disciplinary action must be taken by the employer if any case regarding sexual harassment or ill-treatment of a woman employee is found.

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The guidelines also lay down the obligation of the employer to file a complaint if the conduct towards an employee amounts to a criminal offence which is punishable under the Indian Penal Code. The employer needs to initiate an action and ensure that the witnesses are not further victimised.

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The guidelines make it mandatory for all organisations to set up a complaint redressal committee in order to ensure that the complaints of the employees are dealt with properly and suitable action is taken in response to such a complaint.

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If the employee is sexually harassed or tortured by a third party, like in the case of Bhanwari Devi, an employer should assist the employee in every possible manner. This was not the case in the Bhanwari Devi case where the employer denied all responsibilities and did not assist Bhanwari Devi in attaining justice. The guidelines provide that the employers are required to assist the employees in terms of both preventive actions and support to these victims.

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It is also the duty of the employer to spread awareness in his organization with regard to the matters pertaining to sexual harassment and the safety of women. This can be done by notifying the employees time as well as conducting workshops and devising other interactive ways to make the female employees aware of their rights.

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The guidelines also urge the centre and the state government to pass the necessary legislation so as to ensure that the private sector is also bound by these guidelines. This would help in the

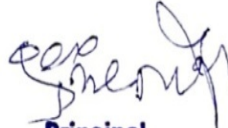
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Conclusion

6. The Constitution of India is the supreme law of our country and must be protected and respected in every instance. The fundamental rights of equality and personal liberty should be protected and the citizens of our country should not be discriminated against on any grounds. Hence, it is legal as well as a moral duty to provide a safer work environment for women to prosper.
7. The Vishaka guidelines are a set of guidelines that were instituted by the Supreme Court of India to ensure the safety of women at workplaces and lays down the guidelines for dealing with the cases that are related to sexual harassment at the workplace. The Bhanwari Devi case is the most significant landmark case in the history of cases involving sexual harassment of women.
8. The Vishaka guidelines is a pioneering step taken to ensure the safety of women. According to the guidelines, the employers of the organisations are responsible to take preventive actions to stop sexual harassment at workplaces and to file a complaint if such Act is found to have happened with the employee.
9. This would ensure that the women who are sexually harassed get the required support in terms of money from their employers so that they are able to file a case in the court and be represented by competent lawyers.
10. Vishaka guidelines have now been superseded by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. However, the Vishaka guidelines are the most significant set of guidelines which are believed to have helped in the development of the Act of 2013.


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**Activity Name – College Grievance Committee
Session 2022 – 2023**

5.1.4 Grievance Report

Action Taken Report

Certificate

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JEEVAN VIKAS MAHAVIDYALYA, DEVGRAM

Tah. Narkhed, Dist. Nagpur-441301 (M.S.)

(Permanent Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur)

College Code: 341

(NAAC Accredited in Cycle II with 'B++' Grade, CGPA 2.93)

ISO 9001:2015 Certified, NIRF Participated

Website: www.jvmd.co.in

E-mail: jvmthugaondeo@gmail.com

Grievance Committee for Women (Prevention of Sexual Harassment at workplace)

VISHAKHA SAMITEE

Sr. No.	Name	Designation
1	Dr.P. N. Ingole	Prsiding officer
2	Dr. Raju Shrirame	Member
3	Dr. Mangesh Acharya	Member
4	Rekha Dodke	Member
5	Raju Ingale	Member
6	Pallvai Mahuriye	Member
7	Samiksha Pangul	Member
8	Adv.Miss Varsha Bopche (Lady Lawyer)	Member
9	Anil Rewatkar (One female/Male representative of Non-governmental organization, activity engaged In the welfare of Women)	Member

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Internal Quality Assurance
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Dist. Nagpur (M.S.)



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JVMD/2023/14

Date: 016/006/2023

Declaration

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Hence this certificate.

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AMD/2023/12

Date: 016/006/2023

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Activity Report Student Grievance & Redressal Session 2018 – 2019

- **TITLE OF PROGRAM:** Annual Report of Student Grievance & Redressal Committee
- **Topic/ Themes :** "Special Counseling & Guiding or Student Caring from Ragging "
- **Date & Time :** Tenure - 15th June 2023 to 30th April 2024
- Office Time :** 8.30 A.M.to 3.00 P. M. First Batch ,
- Place :** Antyodaya Mahavidyalaya, Devgram
- **Aim :** To prevent and address ragging and harassment
- **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, A M , Devgram

Grievances and Redressal Committee:

- **Committee :** Chairperson : Dr, Devendra Bhongade , Principal, J V M , Devgram

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

Grievances and Redressal Committee:

Sr. No	Name	Designation
1	Dr.R.G.Shrirame	Coordinator
2	Dr.D.G. Arajpure	Member
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	Member
5	Mr.R.S. Ingale	Member

Participants / Beneficiaries : For All College Students

Here is a detailed report on the student grievance and redressal annual activity:

Vision:

To create a safe and supportive learning environment where students can grow and thrive without fear of harassment or intimidation.

Mission:

To establish a fair and efficient grievance redressal mechanism that addresses student concerns and promotes a culture of respect and inclusivity.

Aims:

- To provide a platform for students to report grievances and concerns
- To ensure prompt and fair redressal of grievances
- To prevent and address ragging and harassment
- To promote a culture of respect and inclusivity

Objectives:

- To receive and address student grievances in a timely and fair manner
- To investigate and take action on reported cases of ragging and harassment
- To provide support and counseling to affected students
- To review and improve the grievance redressal mechanism annually

Hearing Process:

- Grievances are received through a designated online portal or in-person
- Grievances are reviewed and investigated by the Vice Principal and Convenor, Grievance and Redressal
- Students are provided an opportunity to present their case and evidence
- Decisions are made based on the investigation and evidence presented

Result:

- 1 grievances received regarding cleanliness of urinals by senior students
- Maharashtra State Road Transporting of Government Buses Up-Down Process
- 1 Grievances Redressed

Outcome:

- Prompt and fair redressal of grievances

- Prevention of further incidents of ragging and harassment
- Creation of a safe and supportive learning environment

Importance:

- Grievance redressal is essential for creating a safe and supportive learning environment
- Prompt and fair redressal of grievances helps to prevent further incidents and promotes a culture of respect and inclusivity

Guidelines (Vishakha Guidelines):

- The grievance redressal mechanism is guided by the Vishakha Guidelines, which provide a framework for preventing and addressing sexual harassment in educational institutions
- The mechanism ensures confidentiality, fairness, and promptness in addressing grievances

Key provisions of the Vishakha Guidelines:

1. Definition of Sexual Harassment: The guidelines define sexual harassment as "any unwelcome sexually determined behavior, whether directly or indirectly, such as:

- Physical contact or advances
- Demand or request for sexual favors
- Sexually colored remarks or gestures
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature"

1. Prevention: Institutions must take steps to prevent sexual harassment, including:

- Raising awareness about sexual harassment
- Creating a conducive work environment
- Establishing a complaint mechanism


1. Complaint Mechanism: Institutions must establish a complaint mechanism, which includes:

- A complaint committee with a minimum of 3 members, including a presiding officer and a member from an NGO
- A clear procedure for filing and investigating complaints
- Timely and fair investigation and resolution of complaints
- **Investigation: The complaint committee must investigate complaints promptly and fairly, and:**
 - Maintain confidentiality
 - Provide support to the complainant
 - Take action against the respondent if found guilty
- **Penalties: Institutions must impose penalties on those found guilty of sexual harassment, including:**
 - Warning or reprimand

- Suspension or transfer
- Termination of employment or expulsion
- **Awareness and Training: Institutions must raise awareness about sexual harassment and provide training to employees and students on:**
 - The definition and forms of sexual harassment
 - The complaint mechanism and procedure
 - The importance of preventing sexual harassment
- **Monitoring: Institutions must monitor the implementation of the Vishakha Guidelines:**
 - Review the complaint mechanism and procedure regularly
 - Take corrective action to address any shortcomings
- The Vishakha Guidelines provide a framework for preventing and addressing sexual harassment in educational institutions, and are an important tool for creating a safe and
- supportive learning environment.


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Session 2023 – 2024

Activity Report

Student Application for Repair a Leaky Taps in College

Create a follow-up "Action Taken Report" in English, focusing on plumbing repairs.

Subject: Repair of Leaky Taps in the College

Respected Sir,

We, the Green Club of Antyodaya Mahavidyalaya, Devagram, humbly request you to take necessary action regarding the leaky taps in our college. Upon inspection, we have found that several taps in the college are leaking continuously. If this issue is not addressed, it will lead to significant wastage of water. Considering the current water scarcity, it is crucial to repair these taps immediately to prevent further wastage. The Green Club regularly undertakes various initiatives to conserve water. We are willing to contribute our efforts to repair these taps and ensure their proper functioning.

We request you to kindly arrange for the repair of these leaky taps at the earliest.

Yours Sincerely,

1. Harshin Kukde (Youth President, Green Club)
2. Ku. Khushali Charpe (Youth Vice President)
3. Ku. Kavita Banait (Campaign Coordinator)
4. Ku. Pallavi Bhadoria (Documentation Coordinator)



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Activity Report Session 2023 – 2024

Prepared by: Dr. Devendra Bhongade, Principal , Antyoday Mahavidyalaya, Devgram

Date: 05/04/2024

Introduction

Following a formal request from the Green Club regarding the leaky taps in the college, immediate action was taken to address the issue.

Objective

The primary objective was to repair all leaky taps in the college to minimize water wastage and promote water conservation.

Action Taken

- **Assessment:** A thorough inspection of all taps in the college was conducted to identify the extent of the leakage problem.
- **Repair Work:** On 04/04/2024, plumber Sachin Dharme was assigned to undertake the repair work.
- **Scope of Work:** The repair work included fixing leaking taps, cleaning drains, and ensuring the overall efficiency of the plumbing system.

Outcome

As of 04/04/2024, all identified leaky taps and drainage issues have been successfully repaired. The plumbing system is now functioning optimally.

Success Story

The prompt response to the Green Club's request demonstrates the college's commitment to sustainability and environmental conservation. By addressing the issue of leaky taps, we have not only saved water but also set an example for the entire college community.

Vision

Our vision is to create a campus that is environmentally friendly and sustainable. By taking small steps like repairing leaky taps, we are moving towards a greener future.

- **A table summarizing the repair work.**
- **A section on future plans for water conservation.**
- **Quotes from students or staff involved in the project.**



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Session 2023 – 2024 Action Taken Report

Subject: Repair of Leaky Taps in Antyodaya Mahavidyalaya, Devgram

Application Date: 04/04/2024

To,

Harshin Kukde, Youth President, Green Club,
Ku. Khushali Charpe, Youth Vice President,
Ku. Kavita Banait, Campaign Coordinator,
Ku. Pallavi Bhadoria, Documentation Coordinator.

From,

Dr. Devendra Bhongade,
Principal,
Antyodaya Mahavidyalaya, Devgram.

Action Taken:

- Upon receiving your request regarding the leaky taps in the college, I have instructed Mr. Sachin Dharme, Plumbing Incharge, to take immediate action.

Repair Work:

- Inspect and repair all leaky taps in the college premises.
- Replace damaged pipes and fittings.
- Ensure proper functioning of all taps.

Timeline:

- Regular checking of taps:
- Completion of repair work: 07/04/2024
- Twice a week
- Eight times a month

Objective:

- To prevent wastage of water and promote water conservation in the college.

Thank you for bringing this issue to my attention and for your efforts towards water conservation.

Sincerely,

Dr. Devendra Bhongade
Principal, Antyodaya Mahavidyalaya, Devgram.



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श्रीन क्लब
संत्योदय महा. देवग्राम
ता. नरखेड जि. नागपुर
दि. ४ एप्रिल २०२४

प्रति,

सा. प्राचार्य सर,
संत्योदय महाविद्यालय, देवग्राम

विषय : महाविद्यालयातील गळ गळतीच्या दुरुस्तीबाबत.

महोदय,

उपरोक्त विषयाच्या अनुषंगाने महाविद्यालयातील श्रीन क्लबद्वारे आपणास शनिवळी पुर्वक अर्ज सादर करण्यात येतो की, आपल्या महाविद्यालयातील सर्वच नळांची पाहणी केल्यानंतर असे आढळून आले की, महाविद्यालयातील काही नळांमधून सतत पाणी गळत असते. या पाण्याच्या गळतीला थांबवण्यात आले नाही तर, पाण्याच्या वापरापेक्षा जास्त पाण्याच्या अपव्ययानेच प्रमाण वाढेल. आजच्या काळाची जल संवर्धनाची गरज लक्षात घेता, या सर्वच नळांना दुरुस्त करून होणाऱ्या पाण्याचे अपव्यय थांबवणे अत्यंत गरजेचे आहे.

आपल्या महाविद्यालयातील श्रीन क्लबद्वारे अशाप्रकारचे जल संवर्धनाचे महत्त्वपूर्ण उपक्रम राबवले जातात. तरी या कामासाठी जाणणाऱ्या व्रमदानासाठी श्रीन क्लब नेहमीच तयार असेल, अशी आम्ही हमी देतो. करीता, पाण्याचा अपव्यय थांबवण्यासाठी जवकरात जवकर उचित अशी कार्यवाही करण्याची ही विनंती.

धन्यवाद.

आपलेच विश्वासू

- 1) हर्षल कुकडे (श्रीन क्लब, युवा अध्यक्ष)
- 2) शुभानी चरेपे (युवा उपाध्यक्ष)
- 3) कविता बगईत (अभियान समन्वयक)
- 4) पल्लवी माहुरिया (दस्तावेज समन्वयक)

OSMA/2023
श्री. यशवंत
A @shubhu
Fornakite

श्रीन कलबच्या सर्व विद्यार्थी सहस्यांची नावे व सह्या -

- विद्यार्थी सहस्यांची नावे
- १) सृष्टी रमेश माहोरिया
- २) सुहानी विजय खरपुरिये
- ३) मीनिका प्रभाकर हरले
- ४) यशवंत सुभाष दोले
- ५) रितिका खुशाल माथुरकर
- ६) निवेदीता रविंद्र नाथवाडे
- ७) कन्याणी रविंद्र घांगरे
- ८) कोमल रामदासजी वाडबुद्धे
- ९) खुशाली ज्ञानंद राजगुरु
- १०) वेदिका सुभाष दोले
- ११) विशाखा वंजुजी गोडाम
- १२) यश मोहन होडके
- १३) महर्षिका रजेंद्र खोबरकर
- १४) साह्या संजय वंजारी
- १५) तेजस्विनी हेमराज सावरकर
- १६) दिव्यानी रामभाऊ बेलखेडे
- १७) गौरी लखनसिंह बरोले
- १८) कोमल दिगांबर अलोने
- १९) अश्विनी अजाबराव माळोहे
- २०) हर्षल विलास सातपुते
- २१) दुर्गेबा मुकिंदा होडके
- २२) स्वप्नील राजानन अमनोत्कर
- २३) समय गंगाधरजी मित्रा

सही

Sruti

~~Suhani~~

M. Hanik

Minika

Ritika

~~Nivedita~~

Kanya

K. R. Wadbudhe

K. A. Rajguru

Vedika

Vishakha

Yash

M. Khobarkar

Sahya

Tejaswini

~~Divyani~~

Gauri

Komal

A. A. Malode

Aswini

Harshal

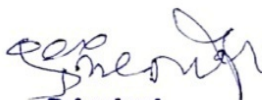
Durgaba

Swapanil




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