



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

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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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

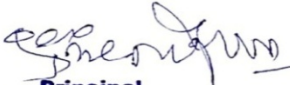
growth and prosperity of the women as well as the nation as a whole. The Vishaka guidelines were later on replaced by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. The new act passed in 2013 broadens the definition of aggrieved women to involve women 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.

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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

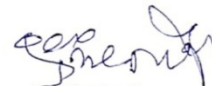
**Grievance Committee for Women:
(Prevention of Sexual Harassment at workplace)**

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 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 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
3	Dr.P.M.Gharpure	Member
4	Dr.Miss.P.N.Ingole	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:

- 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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CRITERIA V

Redressal of Student Grievance

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Features of the Vishaka guidelines

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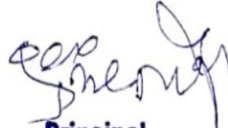
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Conclusion

- 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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Session 2021 – 2022**

5.1.4 Grievance Report

Action Taken Report

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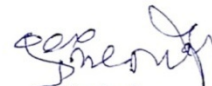
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(Prevention of Sexual Harassment at workplace)**

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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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.



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JVMD/2022/14

Date: 01/01/2022

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

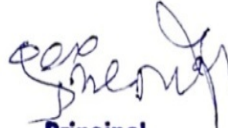
growth and prosperity of the women as well as the nation as a whole. The Vishaka guidelines were later on replaced by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. The new act passed in 2013 broadens the definition of aggrieved women to involve women 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

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

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 2022-23.

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

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

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- Creating a conducive work environment
- Establishing a complaint mechanism


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 - 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:**
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 - The complaint mechanism and procedure
 - The importance of preventing sexual harassment
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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.

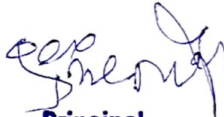
Vision

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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Principal
Jeevan Vikas Mahavidyalaya
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श्रीन क्लब
संत्योदय महा. देवग्राम
ता. नरखेड जि. नागपुर
दि. ४ एप्रिल २०२४

प्रति,

मा. प्राचार्य सर,
संत्योदय महाविद्यालय, देवग्राम

विषय : महाविद्यालयातील गळ गळतीच्या दुरुस्तीबाबत.

महोदय,

उपरोक्त विषयाच्या अनुषंगाने महाविद्यालयातील श्रीन क्लबद्वारे आपणास शनिवळी पूर्वक 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 जवळपास लवकर 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)

ASMA/2023
Kishan
A @Kishan
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 माळीहे
 - 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

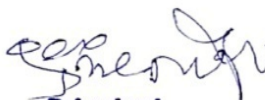
Swapanil

Samay




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