



ARTS, COMMERCE & SCIENCE COLLEGE

(Affiliated to Mumbai University)

Mumbai University Affiliation No. Aff / Recog. /6403 of 2008 dt. 17th Oct. 2008
Govt. of Maharashtra Order No. NGC 2008 / (218 / 08) MS - 3, dt. 16/6/2008

At. Khardi (E), Tal. Shahapur, Dist. Thane Pin 421 601. • Website : www.jsspcollegekhardi.in • Email: jeevandeepkhardi@gmail.com

Ref. : JSSPI/ACSCK / ____ /

Date : _____

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. Organisation 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

B. Mechanisms for submission of online/offline students' grievance (submission of offline Grievances only)

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Jeevandeep Shaikshnik Sansthas P'ois
Arts, Commerce and Science College, Khardi
At Khardi, Tal. Shahapur, Dist.Thane-421601
(Affiliated to Mumbai University)



Student and Staff Grievance Redressal Cell

Mechanism of Redressal

Jeevandeep Shaikshnik Sansthas P'ois Arts, Commerce and Science College, Khardi has established this college in the tribal area to cater the tribal and downtrodden students. To ensure the provision of quality education to the students college has formulated a system and as a part of such definitive system the student & Staff grievance redressal cell is present in the college.

STUDENT AND STAFF GRIEVANCE REDRESSAL CELL 2022-23

Name of The Committee	Sr. No	Name of Person	Designation
Student and Staff Grievance Redressal Cell	1	Asst. Prof. Vishal Bhosale	Coordinator
	2	Asst. Prof. Dipti More	Member
	3	Asst. Prof. Santosh Sable	Member
	4	Asst. Prof. Rajeshri Bhagvat	Member
	5	Mr. Dhanaji Butere (Jr. Clark)	Member
	6	Vhoge Bhima Balu TYBA Geo (Student Representative)	Member

OBJECTIVES

- ❖ To develop a policy to resolve the grievances of the students and staff of the college.
- ❖ To develop a rigid organizational framework for redressal mechanism.
- ❖ To identify lacunae in the working system of the college.



PROCEDURE

The committee works with definitive protocol and procedure. Regular meetings of the committee are organized throughout the year. Students are availed to make complaint in online and offline mode also. For offline complaining there is complaint box in the college campus. While for online complaint, the college has provided online link on the college website. Students

can drop written complaint or they may file a complaint through online link. The complaint box is opened regularly to see complaints, if any. Online complaints are also reviewed regularly. Upon receiving complaints, committee analyses these grievances and try to resolve these complaints through various other committees of the college.



IQAC Coordinator



Principal

Jeevandeep Shaikshnik Sanstha Poi's
Art's, Commerce & Science College, Khardi
Khardi, Tal. Shahapur, Dist. Thane 421 601.



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	2	Asst. Prof. Dipti More	Member
	3	Asst. Prof. Santosh Sable	Member
	4	Asst. Prof. Rasika Sakpal	Member
	5	Asst. Prof. Nilesh Sarkte	Member
	6	Mr. Mangal Bhagat (Jr. Clark)	Member
	7	Miss. Barve Nikita Deepak TYB.Com (Student)	Member



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	2	Asst. Prof. Dipti More	Member
	3	Asst. Prof. Santosh Sable	Member
	4	Asst. Prof. Rasika Sakpal	Member
	5	Asst. Prof. Nilesh Sarkte	Member
	6	Mr. Jyoti Kathore (Jr. Clerk)	Member
	7	Miss. Barve Nikita Deepak TYB.Com (Student)	Member

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STUDENT AND STAFF GRIEVANCE REDRESSAL CELL 2019-20

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Student and Staff Grievance Redressal Cell	1	Asst. Prof. Vishal Bhosale	Coordinator
	2	Asst. Prof. Dipti More	Member
	3	Asst. Prof. Santosh Sable	Member
	4	Asst. Prof. Rasika Sakpal	Member
	5	Mr. Mangal Bhagat (Jr. Clark)	Member
	6	Miss. Sase Varsha Nandkumar (Student Representative)	Member



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Mechanism of Redressal**

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STUDENT AND STAFF GRIEVANCE REDRESSAL CELL 2018-19

Name of The Committee	Sr. No	Name of Person	Designation
Student and Staff Grievance Redressal Cell	1	Asst. Prof. Vishal Bhosale	Coordinator
	2	Asst. Prof. Reshma Ghodwinde	Member
	3	Asst. Prof. Bhushan Vishe	Member
	4	Asst. Prof. Rasika Sakpal	Member
	5	Mr. Jyoti Kathore (Jr. Clark)	Member
	6	Mr. Dhasade Pappu Balu TYBA Geo (Student Representative)	Member



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Anti Ragging Committee Mechanism of Redressal

The college believes in providing safe and fear free environment in the campus and to provide such environment the college has established the anti ragging committee.

Anti Ragging Committee 2022-23

Name of The Committee	Sr. No	Name of Person	Designation
Anti Ragging Committee	1	Asst. Prof. K. R. Kalkate (Principal)	Chairperson
	2	Asst. Prof. Vishal Bhosale (IQAC Coordinator)	Member
	3	Mr. Pradip Jadhav (Administrative Officer)	Member
	4	Asst. Prof. Dipti More (Teacher Representative)	Member
	5	Asst. Prof. Santosh Sable (Teacher Representative)	Member
	6	Mr. Sanjay Thakare (Parents Member)	Member
	7	Mr. Shivaji Farde (Parents Member)	Member
	8	Mr. More Nikhil Chandrakant B.sc IT (Student)	Member
	9	Miss. Bhoir Sonali Manoj M.A Marathi(Student)	Member
	10	Mr. Pawar Ajinkya Nitin TYBAF (Student)	Member




Principal
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OBJECTIVES

- ❖ To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- ❖ To bring out an awareness among the students about the consequences of ragging.
- ❖ To keep a constant eye and vigilance over ragging so as to prevent its occurrence.
- ❖ To address any ragging issues immediately and take action as advised by the committee.

PROCEDURE

Anti-Ragging Policy

According to the UGC Regulation on Curbing the Menace of Ragging in Higher Institutions, 2009, ragging constitutes one or more of any of the following acts:

- ❖ Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- ❖ Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.
- ❖ Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.



- ❖ Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- ❖ Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- ❖ Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- ❖ Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- ❖ Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
- ❖ Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of color, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

Punishments

According to the UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, those found guilty may be awarded one or more of the following punishments, namely;

- ❖ Warning, writing apology letter
- ❖ Suspension from attending classes and academic privileges.
- ❖ Withholding/ withdrawing scholarship/fellowship and other benefits.



- ❖ Debarring from appearing in any test/ examination or other evaluation process.
- ❖ Withholding results.
- ❖ Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- ❖ Cancellation of admission.
- ❖ Rustication from the institution for period ranging from one to four semesters.
- ❖ Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

Powers and Functions: Anti ragging

- ❖ To uphold and comply with the directions of the Hon'ble Supreme Court and be vigilant on any acts amounting to ragging,
- ❖ To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging;
- ❖ To consider the complaints received from the students and conduct enquiry and submit report to the Anti Ragging Committee along with punishment recommended for the offenders;
- ❖ Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
- ❖ Conduct workshops against ragging menace and orient the students;
- ❖ To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls;
- ❖ To offer services of counseling and create awareness to the students;
- ❖ To take all necessary measures for prevention of Ragging inside the Campus.


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**Anti Ragging Committee
Mechanism of Redressal**

The college believes in providing safe and fear free environment in the campus and to provide such environment the college has established the anti ragging committee.

Anti Ragging Committee 2021-22

Name of The Committee	Sr. No	Name of Person	Designation
Anti Ragging Committee	1	Asst. Prof. K. R. Kalkate (Principal)	Chairperson
	2	Asst. Prof. Vishal Bhosale	Member
	3	Mr. Pradip Jadhav (Administrative Officer)	Member
	4	Asst. Prof. Rasika Sakpal (Teacher Representative)	Member
	5	Mr. Bhakre Akash Khandu TYB.Com (Student)	Member
	6	Mr. Patil Pooja Kiran TYBA ENG (Student)	Member
	7	Mr. Baliram Harad (Parents Member)	Member



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OBJECTIVES

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- ❖ To bring out an awareness among the students about the consequences of ragging.
- ❖ To keep a constant eye and vigilance over ragging so as to prevent its occurrence.
- ❖ To address any ragging issues immediately and take action as advised by the committee.

PROCEDURE

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- ❖ Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.



- ❖ Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- ❖ Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- ❖ Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- ❖ Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
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Punishments

According to the UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, those found guilty may be awarded one or more of the following punishments, namely;

- ❖ Warning, writing apology letter
- ❖ Suspension from attending classes and academic privileges.
- ❖ Withholding/ withdrawing scholarship/fellowship and other benefits.



- ❖ Debarring from appearing in any test/ examination or other evaluation process.
- ❖ Withholding results.
- ❖ Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- ❖ Cancellation of admission.
- ❖ Rustication from the institution for period ranging from one to four semesters.
- ❖ Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

Powers and Functions: Anti ragging

- ❖ To uphold and comply with the directions of the Hon'ble Supreme Court and be vigilant on any acts amounting to ragging,
- ❖ To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging;
- ❖ To consider the complaints received from the students and conduct enquiry and submit report to the Anti Ragging Committee along with punishment recommended for the offenders;
- ❖ Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
- ❖ Conduct workshops against ragging menace and orient the students;
- ❖ To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls;
- ❖ To offer services of counseling and create awareness to the students;
- ❖ To take all necessary measures for prevention of Ragging inside the Campus.


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	4	Asst. Prof. Reshma Ghodwinde	Member
	5	Mr. Sable Yogesh Kisan TYBSc Chemistry (Student)	Member



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PROCEDURE

Anti-Ragging Policy

According to the UGC Regulation on Curbing the Menace of Ragging in Higher Institutions, 2009, ragging constitutes one or more of any of the following acts:

- ❖ Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- ❖ Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.
- ❖ Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.



- ❖ Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- ❖ Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- ❖ Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- ❖ Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- ❖ Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
- ❖ Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of color, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

Punishments

According to the UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, those found guilty may be awarded one or more of the following punishments, namely;

- ❖ Warning, writing apology letter
- ❖ Suspension from attending classes and academic privileges.
- ❖ Withholding/ withdrawing scholarship/fellowship and other benefits.



- ❖ Debarring from appearing in any test/ examination or other evaluation process.
- ❖ Withholding results.
- ❖ Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- ❖ Cancellation of admission.
- ❖ Rustication from the institution for period ranging from one to four semesters.
- ❖ Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

Powers and Functions: Anti ragging

- ❖ To uphold and comply with the directions of the Hon'ble Supreme Court and be vigilant on any acts amounting to ragging,
- ❖ To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging;
- ❖ To consider the complaints received from the students and conduct enquiry and submit report to the Anti Ragging Committee along with punishment recommended for the offenders;
- ❖ Oversee the procedure of obtaining undertaking from the students in accordance with the provisions.
- ❖ Conduct workshops against ragging menace and orient the students;
- ❖ To provide students the information pertaining to contact address and telephone numbers of the person(s) identified to receive complaints/distress calls;
- ❖ To offer services of counseling and create awareness to the students;
- ❖ To take all necessary measures for prevention of Ragging inside the Campus.


IQAC Coordinator.




Principal
Jeevandeep Shaikshanik Sanstha Poi's
Art's, Commerce & Science College Khardi
Khardi, Tal. Shahapur, Dist. Thane 421 601.



Jeevandeep Shaikshnik Sansthas P'ois
Arts, Commerce and Science College, Khardi
At Khardi, Tal. Shahapur, Dist. Thane-421601
(Affiliated to Mumbai University)

**Anti Ragging Committee
Mechanism of Redressal**

The college believes in providing safe and fear free environment in the campus and to provide such environment the college has established the anti ragging committee.

Anti Ragging Committee 2018-19

Name of The Committee	Sr. No	Name of Person	Designation
Anti Ragging Committee	1	Asst. Prof. K. R. Kalkate (Principal)	Chairperson
	2	Asst. Prof. Vishal Bhosale (Teacher Representative)	Member
	3	Mr. Pradip Jadhav (Administrative Officer)	Member
	4	Asst. Prof. Dipti More (Teacher Representative)	Member
	5	Mr. Dhasade Pappu Balu TYBA Geo (Student)	Member



Principal

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Art's, Commerce & Science College Khardi
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OBJECTIVES

- ❖ To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.
- ❖ To bring out an awareness among the students about the consequences of ragging.
- ❖ To keep a constant eye and vigilance over ragging so as to prevent its occurrence.
- ❖ To address any ragging issues immediately and take action as advised by the committee.

PROCEDURE

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IQAC Coordinator.




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Internal Complaint Cell

Jeevandeep Shaikshanik Sansthas Arts, Commerce & Science College Khardi has an Internal Complaint Cell (IC) constituted under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and UGC Guidelines 2016. The Committee investigates complaints of any instance of sexual harassment happening on campus, online sessions as well as co-curricular activities and extra-curricular activities organized by the college. This includes any behavior whether physical, verbal or non-verbal of a sexual nature, either by fellow students, faculty or non-teaching staff. The complainant can connect with the Internal Committee through many ways. Email the complaint or request for a meeting with the Committee via the telephone operator or approach any of the members while on campus. The complaints will be looked into in a time bound manner without infringing on the privacy of the complainant. The Committee holds two formal meeting in a year along with additional meetings whenever required. It supports workshops for faculty, non-teaching staff and students that spreads awareness of personal security and gender justice on campus. Names of members are as follows.



Principal

Jeevandeep Shaikshanik Sanstha Poi's
Art's, Commerce & Science College Khardi
Khardi, Tal. Shahapur, Dist. Thane 421 601.

Internal Complaint Committee 2022-2023

Sr. No	Name of Person	Designation
1	Asst. Prof. Dipti More	Coordinator
3	Asst. Prof. Rajeshri Bhagavt	Member
4	Asst. Prof. Santosh Sable	Member
5	Dr. Vinod Hole (Librarian)	Member
6	Mrs.. Mangal Bhagat (Jr. Clark)	Member
7	Miss. Zinjal Kartiki TYBA Eco (Student)	Member
8	Miss. Dhasade Pratiksha TYBA Soc (Student)	Member
9	Mr. Sadgir Chandrkant TYBSc Cem (Student)	Member

Contact the Internal Committee - +918669244522

Email Address- jeevandeepkhardi@gmail.com

Links

1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013-

<https://ddashboard.legislative.gov.in/sites/default/files/A2013-14.pdf>

2. UGC Guidelines 2016-

https://www.ugc.gov.in/pdfnews/7203627_UGC_regulations-harassment.pdf


IQAC Coordinator




Principal
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OBJECTIVES

- ❖ To create a policy against sexual harassment of women at Institute.
- ❖ To develop safe environment to prevent sexual harassment.
- ❖ To promote awareness about sexual harassment among students.

PROCEDURE

To achieve the objectives set for the committee, the committee works with the set of protocol. Regular meetings of the committee are organized throughout the year. Various programs and activities are organized throughout the year to develop awareness about sexual harassment among students. Students are availed to make complaint in online and offline mode also. For offline complaining there is complaint box in the college campus. While for online complaint, the college has provided online link on the college website. Students can drop written complaint or they may file a complaint through online link. The complaint box is opened regularly to see complaints, if any. Online complaints are also reviewed regularly. Upon receiving complaints, committee analyzes the complaints and upon investigation, if found guilty, committee and college authority hold all the rights to punish the guilty students. The punishments are made as per under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and UGC Guidelines 2016 Whole process of any grievances and redressals is kept highly confidential.




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Names of members are as follows.



Internal Complaint Committee 2021-2022

Sr. No	Name of Person	Designation
1	Asst. Prof. Rasika Sakpal	Coordinator
2	Asst. Prof. Dipti More	Member
3	Asst. Prof. Nilesh Sarkte	Member
4	Dr. Vinod Hole (Librarian)	Member
5	Mrs. Jyoti Kathore (Jr. Clark)	Member
6	Miss. Awari Rupali Pandhari TYBA (Student)	Member
7	Mr. Bhakre Akash Khandu TYB.Com (Student)	Member

Contact the Internal Committee - +918669244522

Email Address- jeevandeepkhardi@gmail.com

Links

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Internal Complaint Committee 2020-2021

Sr. No	Name of Person	Designation
1	Asst. Prof. Rasika Sakpai	Coordinator
2	Asst. Prof. Dipti More	Member
3	Asst. Prof. Nilesh Sarkte	Member
4	Dr. Vinod Hole (Librarian)	Member
5	Mrs. Jyoti Kathore (Jr. Clark)	Member
6	Miss. Bhoir Mayuri Rajaram TYBA Marathi (Student)	Member
7	Miss. Barve Nikita Deepak TYB.Com (Student)	Member

Contact the Internal Committee - +918669244522

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Internal Complaint Committee 2019-2020

Sr. No	Name of Person	Designation
1	Asst. Prof. Dipti More	Coordinator
2	Asst. Prof. Santosh Sable	Member
3	Asst. Prof. Reshma Ghodwinde	Member
4	Mrs. Mangal Bhagat (Jr. Clark)	Member
5	Mrs. Jyoti Kathore (Jr. Clark)	Member
6	Miss. Sase Madhuri TYBA Sco (Student)	Member
7	Miss. Sase Varsha Nandkumar TYB.Sc (Student)	Member

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2	Asst. Prof. Yogita Shinde	Member
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4	Dr. Vinod Hoie (Librarian)	Member
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