



Ref. : JSSP/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.

**C. Implementation of guidelines of statutory/regulatory bodies.**

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**DRAFT**

**UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI – 110 002**

**NO. F 1-16/2007 (CPP-II)**

**April, 2009**

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER  
EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

**1. Title, commencement and applicability:-**

- 1.1. These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

**2. Objective:-**

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

**3. Definitions:-** For the purposes of these Regulations:-

- 3.1. "college" means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.



- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:  
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

#### 4. Punishable ingredients of Ragging:-

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;



- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of "Ragging".

**5. Measures for prohibition of ragging at the institution level:-**

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

**6 Measures for prevention of ragging at the institution level:-**

**6.1 Before admissions:-**

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The 'Prospectus' and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their 'Prospectus'.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.



- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify



and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

#### **6.2 On admission:-**

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

#### **6.3 At the end of the academic year:-**

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as



the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

#### **6.4 Setting up of Committees and their functions:-**

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

#### **6.5 Other measures:-**

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.



- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1<sup>st</sup> year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.



- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

#### **6.6 Measures for encouraging healthy interaction between freshers and seniors:-**

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the



affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

## **7. Measures at the UGC/ Statutory/ Regulatory body level:-**

### **7.1 Regulatory measures:-**

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

### **7.2 Incentives for curbing ragging:-**

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

### **7.3 Monitoring mechanism to ensure compliance:-**



Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

## **8 Punishments:-**

### **8.1 At the institution level:-**

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

### **8.2 At the university level in respect of institutions under it:-**

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations



and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channellised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

### **8.3 At the appointing authority level:-**

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

### **8.4 At the UGC/Statutory/Regulatory body level:-**

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.



-:0:-

**ANNEXURE I, Part I**

**UNDERTAKING BY THE CANDIDATE/STUDENT**

1. I, \_\_\_\_\_  
S/o. D/o. of Mr./Mrs./Ms. \_\_\_\_\_  
have carefully read and fully understood the law prohibiting ragging and the  
directions of the Supreme Court and the Central/State Government in this regard.



2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
  - I will not indulge in any behavior or act that may come under the definition of ragging,
  - I will not participate in or abet or propagate ragging in any form,
  - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year

Signature

Name:

Address:

#### ANNEXURE I, Part II

#### UNDERTAKING BY PARENT/GUARDIAN

1. I, \_\_\_\_\_  
F/o. M/o. G/o \_\_\_\_\_  
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this



regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ Year

Signature

Name:

Address:





University Grants Commission

**Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13<sup>th</sup> April, 2009 in UGC, New Delhi.**

The following were present:-

**UGC:**

Prof. Sukhadeo Thorat, Chairman  
Dr. R.K. Chauhan, Secretary.  
Dr. C.S. Meena, JS (CPP-II).  
Shri V.K. Jaiswal, US (CPP-II).

In Chair .

**Members of the UGC Committee for preparation of Regulations:-**

Prof. K.P.S Unni  
Dr. R.P. Gangurde  
Prof. Virbala Aggarwal

**Representatives of the Statutory Councils:**

Medical Council Of India  
National Council of Teacher Education  
Indian Council of Agricultural Research  
Distant Educational Council  
Dental Council of India  
Pharmacy Council of India  
Bar Council of India

**Representative of the State Governments:-**

A.P. Council of Higher Education  
H.P. Government,  
Punjab Government ,  
U.P. Government

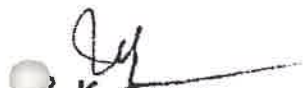
Following decisions were taken:-

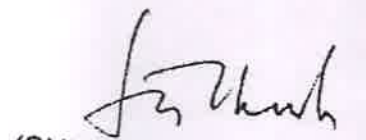
- The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20<sup>th</sup> April, 2009.
- The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them.





- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be in place before the commencement of the next academic year in June 2009.
- The meeting ended with a vote of thanks to the Chair.

  
K. K. CHAUHAN  
13.4.2009

  
(SUKHADEO THORAT)



**UNIVERSITY GRANTS COMMISSION  
BAHADLURSHAH ZAFAR MARG  
NEW DELHI-110002**

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny  
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Near DP office, West Yakkara Road  
Palakkad-678014 (Kerala)  
Phone 09895865526, [kpsunny39@gmail.com](mailto:kpsunny39@gmail.com)
2. Prof. Virbala Aggarwal  
H.P. Univ.  
Shimla-171005  
Phone 09418168234
3. Dr. R.P.Gangurde,  
Former Addl. Secretary, UGC  
C-13/26, Sector 38, Kendriya Vihar  
Nerul, New Mumbai-400706
4. Prof. M.Z. Khan  
UGC Consultant  
B-59, City Apartments  
Vasundhara Enclave  
Delhi-110096

Special invitee

Special invitee

Mr.Raj Kachroo  
Aman Movement

Present (UGC)

1. Prof. S.K.Thorat, Chairman, UGC
2. Dr. R.K.Chauhan, Secretary, UGC
3. Dr.C.S.Meena, Joint Secretary, UGC
4. Sh. A.N.Sharma, Deputy Secretary UGC
5. Sh. V.K.Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC



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

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

ACT NO. 14 OF 2013

[22nd April, 2013]

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

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

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

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

BE it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows: —

CHAPTER I

PRELIMINARY

**1. Short title, extent and commencement.**—(1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date<sup>1</sup> as the Central Government may, by notification in the Official Gazette, appoint.

**2. Definitions.**—In this Act, unless the context otherwise requires, —

(a) “aggrieved woman” means—

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) “appropriate Government” means—

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly—

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

1. 9th December, 2013, vide notification No. S.O. 3606(E), dated 9th December, 2013, see Gazette of India, Extraordinary, Part II, sec. 3(ii).



(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means—

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.

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

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

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

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

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

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

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

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

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



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

- (i) physical contact and advances; or
- (ii) a demand or request for sexual favours; or
- (iii) making sexually coloured remarks; or
- (iv) showing pornography; or
- (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) "workplace" includes—

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

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

(iii) hospitals or nursing homes;

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

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

(vi) a dwelling place or a house;

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

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

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

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

## CHAPTER II

### CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

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



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

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

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

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section(1):

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

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

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

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

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

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

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

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

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

### CHAPTER III

#### CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

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

**6. Constitution and jurisdiction of <sup>1</sup>[Local Committee].**—(1) Every District Officer shall constitute in the district concerned, a committee to be known as the "<sup>1</sup>[Local Committee]" to receive complaints of

1. Subs. by Act 23 of 2016, s. 3 and the Second Schedule, for "Local Complaints Committee" (w.e.f. 6-5-2016).



sexual harassment from establishments where the <sup>1</sup>[Internal Committee] has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

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

(3) The jurisdiction of the <sup>2</sup>[Local Committee] shall extend to the areas of the district where it is constituted.

**7. Composition, tenure and other terms and conditions of <sup>2</sup>[Local Committee].—**(1) The <sup>2</sup>[Local Committee] shall consist of the following members to be nominated by the District Officer, namely: —

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

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

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

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

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

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

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

(3) Where the Chairperson or any Member of the <sup>2</sup>[Local Committee]—

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

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

(4) The Chairperson or Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

**8. Grants and audit.**—(1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central

1. Subs. by Act 23 of 2016, s. 3 and the Second Schedule, for "Internal Complaints Committee" (w.e.f. 6-5-2016).

2. Subs. by s. 3 and the Second Schedule, *ibid.*, for "Local Complaints Committee" (w.e.f. 6-5-2016).



Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

## CHAPTER IV

### COMPLAINT

**9. Complaint of sexual harassment.**—(1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

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

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

**10. Conciliation.**—(1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:

Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

**11. Inquiry into complaint.**—(1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code (45 of 1860), and any other relevant provisions of the said Code where applicable:



Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code (45 of 1860), the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court the Code of Civil Procedure, 1908 (5 of 1908) when trying a suit in respect of the following matters, namely:—

- (a) summoning and enforcing the attendance of any person and examining him on oath;
  - (b) requiring the discovery and production of documents; and
  - (c) any other matter which may be prescribed.
- (4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

## CHAPTER V

### INQUIRY INTO COMPLAINT

**12. Action during pendency of inquiry.**—(1) During the pendency of an inquiry on a written request made by the aggrieved woman, the Internal Committee or the local Committee, as the case may be, may recommend to the employer to—

- (a) transfer the aggrieved woman or the respondent to any other workplace; or
- (b) grant leave to the aggrieved woman up to a period of three months; or
- (c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

**13. Inquiry report.**—(1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.



(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be—

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provide that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or as, the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

**14. Punishment for false or malicious complaint and false evidence.**—(1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

**15. Determination of compensation.**—For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to—

- (a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;
- (b) the loss in the career opportunity due to the incident of sexual harassment;
- (c) medical expenses incurred by the victim for physical or psychiatric treatment;
- (d) the income and financial status of the respondent;
- (e) feasibility of such payment in lump sum or in instalments.



**16. Prohibition of publication or making known contents of complaint and inquiry proceedings.**—Notwithstanding anything contained in the Right to Information Act, 2005 (22 of 2005), the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

**17. Penalty for publication or making known contents of complaint and inquiry proceedings.**—Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

**18. Appeal.**—(1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations.

## CHAPTER VI

### DUTIES OF EMPLOYER

**19. Duties of employer.**— Every employer shall—

(a) provide a safe working environment at the workplace with shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;

(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code (45 of 1860) or any other law for the time being in force;

(h) cause to initiate action, under the Indian Penal Code (45 of 1860) or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place;



(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

## CHAPTER VII

### DUTIES AND POWERS OF DISTRICT OFFICER

**20. Duties and powers of District Officer.**—The District Officer shall, —

(a) monitor the timely submission of report furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

## CHAPTER VIII

### MISCELLANEOUS

**21. Committee to submit annual report.**—(1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

**22. Employer to include information in annual report.**—The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

**23. Appropriate Government to monitor implementation and maintain data.**—The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

**24. Appropriate Government to take measures to publicise the Act.**—The appropriate Government may, subject to the availability of financial and other resources, —

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace;

(b) formulate orientation and training programmes for the members of the <sup>1</sup>[Local Committee].

**25. Power to call for information and inspection of records.**—(1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,—

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

**26. Penalty for non-compliance with provisions of Act.**—(1) Where the employer fails to—

(a) constitute an Internal Committee under sub-section (1) of section 4;

1. Subs. by Act 23 of 2016, s. 3 and the Second Schedule, for "Local Complaints Committee" (w.e.f. 6-5-2016).



(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to—

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

**27. Cognizance of offence by courts.**—(1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

**28. Act not in derogation of any other law.**—The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

**29. Power of appropriate Government to make rules.**—(1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—

- (a) the fees or allowances to be paid to the Members under sub-section (4) of section 4;
- (b) nomination of members under clause (c) of sub-section (1) of section 7;
- (c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (4) of section 7;
- (d) the person who may make complaint under sub-section (2) of section 9;
- (e) the manner of inquiry under sub-section (1) of section 11;
- (f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;
- (g) the relief to be recommended under clause (c) of sub-section (1) of section 12;
- (h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;
- (i) the manner of action to be taken under sub-sections (1) and (2) of section 14;
- (j) the manner of action to be taken under section 17;
- (k) the manner of appeal under sub-section (1) of section 18;



(l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and

(m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (l) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

**30. Power to remove difficulties.**— (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.



# भारत का राजपत्र The Gazette of India

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मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।

(2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।

(3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।

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

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

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

(स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैन्टीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु



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

- (डी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 2) के अनुच्छेद 4 के अन्तर्गत स्थापित हैं;
- (ई) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत हैं तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;
- (एफ) "कर्मचारी" का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगने वाले स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में हैं अथवा नहीं, तथा क्षेत्रीय अध्ययन में परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;
- (जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केन्द्रीय नागरिक सेवाएँ (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;
- (एच) "उच्चतर शैक्षिक संस्थान" (एचईआई.) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;
- (आई) "आन्तरिक शिकायत समिति" (आई.सी.सी.) (इन्टरनल कम्प्लेन्ट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.ए.एस.एच.) ऐसे निकाय को आन्तरिक शिकायत समिति (आईसीसी) के रूप में पुनर्गठित किया जाना चाहिए;
- यशर्त, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्त कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;
- (जे) "संरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जाँच पड़ताल में अथवा कथित लैंगिक उत्पीड़न मामलों में सहयोग करना अथवा किसी बाहरी एजेंसी द्वारा की जा रही जाँच पड़ताल में अथवा किसी मुकदमे में बतौर गवाह मौजूद रहना;

(क) "लैंगिक उत्पीड़न" का अर्थ है—

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

- (अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण
- (ब) लैंगिक अनुग्रह या अनुरोध करना
- (स) लैंगिकतायुक्त टिप्पणी करना



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

(ई) अश्लील साहित्य दिखाना

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### 3. उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)

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

(ब) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार—प्रसार को सुनिश्चित करना;



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

### 3.2 समर्थन करने वाली गतिविधियाँ—

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



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



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

#### 4. शिकायत समाधान तन्त्रः—

- (1) लैंगिक उत्पीड़न के विरुद्ध प्रत्येक कार्यकारी प्राधिकारी लैंगिक संवेदीकरण के लिए एक आन्तरिक तन्त्र सहित एक आन्तरिक शिकायत समिति (आई.सी.सी.) का गठन करेंगे। आई.सी.सी. की निम्न संरचना होगी:—
  - (अ) एक पीठासीन अधिकारी जो एक महिला संकाय सदस्य हो और जो एक वरिष्ठ पद पर (एक विश्वविद्यालय की स्थिति में प्रोफेसर से निम्न न हो तथा किसी महाविद्यालय की स्थिति में सह-प्रोफेसर अथवा रीडर से निम्न न हो) शैक्षिक संस्थान में नियुक्त हो तथा कार्यकारी प्राधिकारी द्वारा नामित हो:
 

बशर्ते यदि किसी स्थिति में कोई वरिष्ठ स्तर की महिला कर्मचारी उपलब्ध नहीं है तो पीठासीन अधिकारी को उप-अनुभाग 2(ओ) में दर्शाये कार्यस्थल के अन्य कार्यालय अथवा प्रशासनिक एकांश से उन्हें नामित किया जाएगा:

"बशर्ते यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियोक्ता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है"
  - (ब) दो संकाय सदस्य एवं दो गैर-अध्यापनरत कर्मचारी जो अधिमानतः महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं तथा जिन्हें सामाजिक कार्य अथवा कानूनी जानकारी है, उन्हें कार्यकारी प्राधिकारी द्वारा नामित किया जाना चाहिए;
  - (स) यदि किसी मामले में छात्र शामिल हैं तो उसमें तीन छात्र हों जिन्हें स्नातक पूर्व, स्नातकोत्तर एवं शोधस्तर पर क्रमशः भर्ती किया जायेगा जिन छात्रों को पारदर्शी लोकतांत्रिक प्रणाली द्वारा चुना गया है;
  - (द) गैर सरकारी संगठनों में से किसी एक में से अथवा किसी ऐसी सभा में से जो महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं या एक ऐसा व्यक्ति हो जो लैंगिक उत्पीड़न से जुड़े मामलों का जानकार हो, जो कार्यकारी प्राधिकारी द्वारा नामित हो;
- (2) आन्तरिक शिकायत समिति के कुल सदस्यों में न्यूनतम आधे सदस्य महिलायें होनी चाहिए;
- (3) उच्चतर शैक्षिक संस्थानों में वरिष्ठ प्रशासनिक पदों पर नियुक्त व्यक्ति जैसे कुलपति, पदेन कुलपति, रेक्टर, कुलसचिव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे ताकि ऐसे केन्द्र के प्रकार्य की स्वायत्तता सुनिश्चित रहे,



- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि:-
  - (अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा
  - (ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा
  - (स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा
  - (द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवामें निरन्तरता को जनहित के प्रतिकूल माना जाएगा;
 तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;"

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

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
- (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;
- (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
- (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
- (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;

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

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

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

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

**8. जाँच पड़ताल की प्रक्रिया:-**



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

9. अन्तरिम समाधान:— उच्चतर शैक्षिक संस्थान,

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

10. दण्ड एवं हरजाना:—

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



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

#### 11. झूठी शिकायत के विरुद्ध कार्यवाई:-

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

#### 12. गैर अनुपालन के परिणाम:-

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



- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुमति करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा./53]

जसपाल एस. संधु, सचिव, यूजीसी

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT**

(University Grants Commission)

**NOTIFICATION**

New Delhi, the 2nd May, 2016

**University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015**

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:—

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
  - (2) They shall apply to all higher educational institutions in India.
  - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,—
  - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
  - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
  - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;



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

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

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

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

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



- (l) "student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;  
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;  
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) "third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- (a) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
  - (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
  - (c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.'

### 3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- (b) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (c) organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- (d) act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- (e) publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- (h) include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual



harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

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

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

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

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

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

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



(6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.

(7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.

(8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.

(9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.

(10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.

(11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.

(12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.

(13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.

(14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.

(15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.

(16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

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



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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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

JASPAL S. SANDHU, Secy. UGC





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



**2022-23**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date 22/08/2022**

The Members of Student Staff Grievances Committee are informed that the meeting of committee will be held on 25/08/2022 at 11: 00 a.m. in the principal cabin you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
Ar's, Commerce & Science College Khardi  
Khardi, Tal. Shahanur, 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)



**2022-23**

## **Student and Staff Grievance Redressal Cell**

### **Minutes of the Meeting**

The Meeting of the student and Staff grievances cell was organized on 25/08/2022, 11:00 a.m. following issues were discussed in the meeting.

- 1) Discussion was carried out to prepare annual plan.
- 2) Discussion was carried out on keeping drop box.




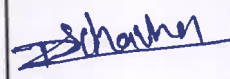

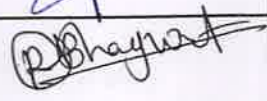

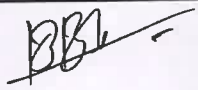
**Principal**

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

## Grievance Committee

### Attendance Sheet

2022-23

| Sr. No | Name of                                 | Signature                                                                             |
|--------|-----------------------------------------|---------------------------------------------------------------------------------------|
| 1      | Asst. Prof. Vishal Bhosale              |     |
| 2      | Asst. Prof. Dipti More                  |     |
| 3      | Asst. Prof. Santosh Sable               |    |
| 4      | Asst. Prof. Rajeshri Bhagvat            |    |
| 5      | Mr. Dhanaji Butere (Jr. Clark)          |  |
| 6      | Mr. Vhoge Bhima Balu (TYBA Geo Student) |  |



**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)



**2022-23**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date 26/03/2023**

The Members of Student and Staff Grievances Committee are informed that the meeting of committee will be held on 05/04/2023 at 11:00 a.m. in the principal cabin you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik 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)



**2022-23**

**Student and Staff Grievance Redressal Cell**

**Minutes of the Meeting**

The Meeting of the student and Staff grievances cell was organized on 05/04/2023,  
11:00 a.m. following issues were discussed in the meeting.

- 1) Discussion was carried out on preparation of annual report.
- 2) Review of compliant box is done to see complaints if any.





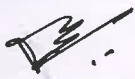
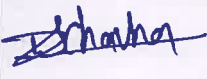

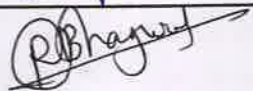

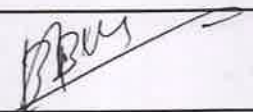
**Principal**

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

## Grievance Committee

### Attendance Sheet

2022-23

| Sr. No | Name of                                 | Signature                                                                            |
|--------|-----------------------------------------|--------------------------------------------------------------------------------------|
| 1      | Asst. Prof. Vishal Bhosale              |    |
| 2      | Asst. Prof. Dipti More                  |    |
| 3      | Asst. Prof. Santosh Sable               |    |
| 4      | Asst. Prof. Rajeshri Bhagvat            |   |
| 5      | Mr. Dhanaji Butere (Jr. Clark)          |  |
| 6      | Mr. Vhoge Bhima Balu (TYBA Geo Student) |  |



**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)



Date: 03/08/2022

**NOTICE  
(ANTI-RAGGING CELL)**

All the students are hereby informed that ragging within college premises is a Punishable offense. Also use of abusive language is prohibited within the college premises. Any unfair approach to any student may attract punishment. For reporting of any such event you can contact at the below mentioned helpline number & Gmail.

Contact Us

Mobile No- 8669244522

Gmail- [jeevandepkhadi@gmail.com](mailto:jeevandepkhadi@gmail.com)



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
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)



**2022-23**

**Anti Ragging Committee**

**MEETING NOTICE**

**Date: 22/08/2022**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 29/08/2022 at 11:00 a.m. in principal cabin you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik 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)



**2022-23**

**Anti Ragging Committee**

**Minutes of the Meeting**

**Date 29/08/2022**

The meeting of anti ragging committee was carried out on 29/08/2022 at 11:00 a. m.  
following issues are discussed in this meeting.

- 1) Discussion carried out on preparing annual plan of anti ragging committee.
- 2) Discussion was carried out on to put complaint box in the college campus.



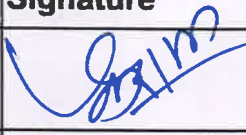
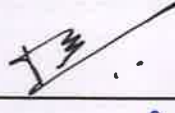
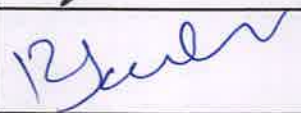

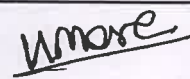
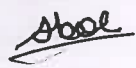
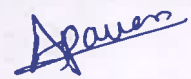
**Principal**

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

## Anti Ragging Committee

2022-23

### Attendance Sheet

| Name of Committee Member                      | Signature                                                                            |
|-----------------------------------------------|--------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                    |    |
| Asst. Prof. Vishal Bhosale                    |   |
| Mr. Pradip Jadhav                             |   |
| Asst. Prof. Dipti More                        |  |
| Mr. More Nikhil Chandrakant B.sc IT (Student) |  |
| Miss. Bhoir Sonali Manoj M.A Marathi(Student) |  |
| Mr. Pawar Ajinkya Nitin TYBAF (Student )      |  |



**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)



**2022-23**

**ANTI RAGGING COMMITTEE**

**MEETING NOTICE**

**Date: 28/03/2023**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 10/04/2023 at 11:00 a.m. in principal cabin you are informed to attend the meeting.



  
**Principal**  
Jeevandeep Shaikshnik Sanstha P'ois  
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)



**2022-23**

## **ANTI RAGGING COMMITTEE**

### **MINUTES OF THE MEETING**

**Date 10/04/2023**

The meeting of anti ragging committee was carried out on 10/04/2023 at 11:00 a.m.  
following issues are discussed in this meeting.

- 1) Review of the complaint box was taken.
- 2) Discussion was carried out to prepare annual report of the committee.



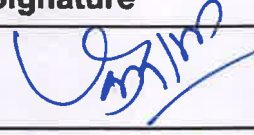

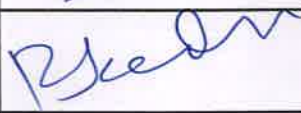
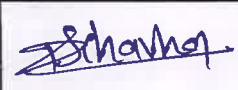
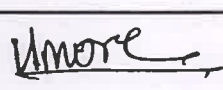
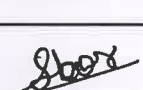
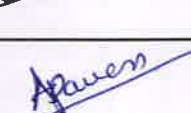
**Principal**

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

## Anti Ragging Committee

2022-23

### Attendance Sheet

| Name of Committee Member                      | Signature                                                                            |
|-----------------------------------------------|--------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                    |    |
| Asst. Prof. Vishal Bhosale                    |    |
| Mr. Pradip Jadhav                             |   |
| Asst. Prof. Dipti More                        |  |
| Mr. More Nikhil Chandrakant B.sc IT (Student) |  |
| Miss. Bhoir Sonali Manoj M.A Marathi(Student) |  |
| Mr. Pawar Ajinkya Nitin TYBAF (Student )      |  |



**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)



**INTERNAL COMPLAINT COMMITTEE**

**2022 -2023**

**NOTICE**

**Date: 17/08/2022**

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 22/08/2022 at 12:00 p.m. all Should remain present.



**Principal**

Jeevandeep Shaikshanik Sanstha Poi'  
Art's, Commerce & Science College r'hard  
Khardi, Tal. Shahapur, Dist. Thane 421 60



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



## INTERNAL COMPLAINT COMMITTEE

**2022-23**

### Minutes of the Meeting

**Date . - 22/08/2022**

The meeting of internal complaint committee was organized on 22/08/2022 12:00 p.m.  
Following issues were discussed in the meeting

- 1) Role and responsibility of the committee is discussed.
- 2) Discussion was carried out on preparation of annual plan.
- 3) Discussion was carried on arranging programs under the Committee.




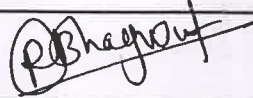



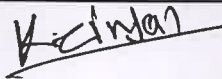
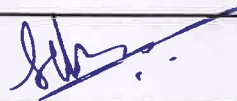
  
**Principal**

**Jeevandeep Shaikshnik Sanstha P'ois**  
Arts, Commerce & Science College, Khardi  
Khardi, Tal. Shahapur, Dist. Thane 421 601

## Internal Complaint Cell

### Attendance Sheet

2022 - 2023

| Name of Committee Member               | Signature                                                                             |
|----------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. Dipti More                 |     |
| Asst. Prof. Rajeshri Bhagvat           |    |
| Asst. Prof. Santosh Sable              |    |
| Dr. Vinod Hole (Librarian)             |   |
| Mrs.. Mangal Bhagat (Jr. Clark)        |  |
| Miss Zinjal Kartiki TYBA Eco (Student) |  |
| Miss Dhasade Pratiksha (Student)       |                                                                                       |
| Mr. Sadgir Chandrakant TYBSc (Student) |  |



**Principal**

Jeevandeep Shaikshanik Sanstha Po'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)



**INTERNAL COMPLAINT COMMITTEE**

**2022-23**

**NOTICE**

**Date: 03/04/2023**

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 12/04/2023 at 12:00 p.m. all should remain present.



**Principal**

Jeevandeep Shaikshnik 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)



## INTERNAL COMPLAINT COMMITTEE

**2022-2023**

### Minutes of the Meeting

**12/04/2023**

The meeting of internal complaint committee was organized on 12/04/2023, 12:00 p.m.  
following issues were discussed in the meeting

- 1) Internal Complaint Committee annual plan is ready.
- 2) Arranging programs under the Committee




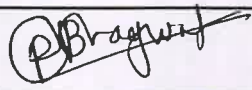



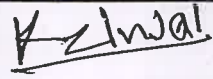
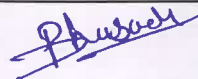
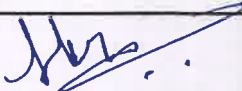
**Principal**

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

## Internal Complaint Cell

### Attendance Sheet

2022 - 2023

| Name of Committee Member               | Signature                                                                             |
|----------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. Dipti More                 |    |
| Asst. Prof. Rajeshri Bhagvat           |    |
| Asst. Prof. Santosh Sable              |   |
| Dr. Vinod Hole (Librarian)             |  |
| Mrs.. Mangal Bhagat (Jr. Clark)        |  |
| Miss Zinjal Kartiki TYBA Eco (Student) |  |
| Miss Dhasade Pratiksha (Student)       |  |
| Mr. Sadgir Chandrakant TYBSc (Student) |  |



**Principal**

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

**2021-22**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date 20/08/2021**

The Members of Student and staff Grievances Committee are informed that the meeting of committee will be held on 24/08/2021 at 11: 00 a.m. in the principal cabin you are informed to attend the meeting.



A handwritten signature in blue ink, appearing to read "J. D. J.", written over the printed name of the Principal.

**Principal**

Jeevandeep Sanstha's Arts, Com. & Science College, 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)



**2021-22**

**Student and Staff Grievance Redressal Cell**

**Minutes of the Meeting**

The Meeting of the student and staff grievances cell was organized on 24/08/2021, 11:00 a.m. following issues were discussed in the meeting.

- 1) Discussion was carried out to prepare annual plan.
- 2) Discussion was carried out on keeping drop box.




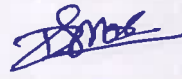




**Principal**

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

## Grievance Committee

2021-22

### Attendance Sheet

| Sr. No | Name of Person                  | Signature                                                                             |
|--------|---------------------------------|---------------------------------------------------------------------------------------|
| 1      | Asst. Prof. Vishal Bhosale      |    |
| 2      | Asst. Prof. Dipti More          |   |
| 3      | Asst. Prof. Santosh Sable       |  |
| 4      | Asst. Prof. Rasika Sakpal       |  |
| 5      | Asst. Prof. Nilesh Sarkate      |  |
| 6      | Mrs.. Mangal Bhagat (Jr. Clark) |  |



**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)



**2021-2022**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date: 04/04/2022**

The Members of Student and Staff Grievances Committee are informed that the meeting of committee will be held on 08/04/2021 at 11:00 a.m. in the principal cabin you are informed to attend the meeting.



  
**Principal**  
Jeevandeep Shaikshnik Sanstha P'ois  
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)



**2021-2022**

**Student and Staff Grievance Redressal Cell**

**Minutes of the Meeting**

**08/04/2022**

The Meeting of the student and Staff grievances cell was organized on 08/04/2022, 11:00 a.m. following issues were discussed in the meeting.

- 1) Discussion was carried out on preparation of annual report.
- 2) Review of compliant box is done to see complaints if any.



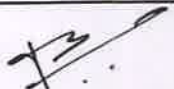



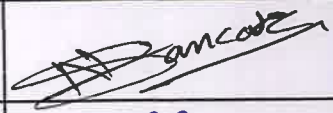

**Principal**

Jeevandeep Shaikshanik Sanstha P'ois  
Art's, Commerce & Science College, Khardi  
Khardi, Tal. Shahanur, Dist. Thane 421 601.

## Grievance Committee

2021-22

### Attendance Sheet

| Sr. No | Name of Person                  | Signature                                                                             |
|--------|---------------------------------|---------------------------------------------------------------------------------------|
| 1      | Asst. Prof. Vishal Bhosale      |    |
| 2      | Asst. Prof. Dipti More          |    |
| 3      | Asst. Prof. Santosh Sable       |   |
| 4      | Asst. Prof. Rasika Sakpal       |  |
| 5      | Asst. Prof. Nilesh Sarkte       |  |
| 6      | Mrs.. Mangal Bhagat (Jr. Clark) |  |



**Principal**

Jeevandeep Shaikshanik Sanstha Po'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)



Date: 25/08/2021

**NOTICE  
(ANTI-RAGGING CELL)**

All the students are hereby informed that ragging within college premises is a Punishable offense. Also use of abusive language is prohibited within the college premises. Any unfair approach to any student may attract punishment. For reporting of any such event you can contact at the below mentioned helpline number & Gmail.

Contact Us

Mobile No- 8669244522

Gmail- jeevandeepkhadi@gmail.com



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
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)



**2021-2022**

**Anti Ragging Committee**

**MEETING NOTICE**

**Date: 15/07/2021**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 26/07/2021 at 11:00 a.m. in principal cabin you are informed to attend the meeting.



**Principal**

**Jeevandeep Shaikshnik Sanstha P'ois**  
**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)



**2021-2022**

**Anti Ragging Committee**

**Minutes of the Meeting**

**Date 26/07/2021**

The meeting of anti ragging committee was carried out on 26/07/2021 at 11:00 a. m.  
following issues are discussed in this meeting.

1. Discussion carried out on preparing annual plan of anti ragging committee.
2. Discussion was carried out on to put complaint box in the college campus.
3. Discuss about the compliant box checking. (Monthly open compliant box each month of and Second & Fourth week)





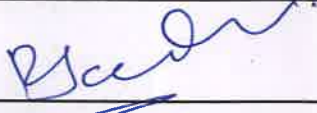

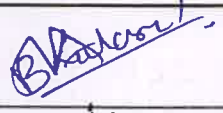

**Principal**

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

## Anti Ragging Committee

2021-22

### Attendance Sheet

| Name of Committee Member                   | Signature                                                                            |
|--------------------------------------------|--------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                 |    |
| Asst. Prof. Vishal Bhosale                 |    |
| Mr. Pradip Jadhav                          |   |
| Asst. Prof. Rasika Sakpal                  |  |
| Mr. Bhakre Akash Kadu TYB.Com (Student)    |  |
| Miss. Patil Pooja Kiran TYBA ENG (Student) |  |



  
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  
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## ANTI RAGGING COMMITTEE

2021-2022

### MEETING NOTICE

**Date: 05/04/2022**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 11/04/2022 at 11:00 a.m. in principal cabin you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
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)



**2021-2022**

## **ANTI RAGGING COMMITTEE**

### **MINUTES OF THE MEETING**

**Date 11/04/2022**

The meeting of anti ragging committee was carried out on 11/04/2022 at 11:00 a.m.  
Following issues are discussed in this meeting.

1. Review of the complaint box was taken.
2. Discussion was carried out to prepare annual report of the committee.



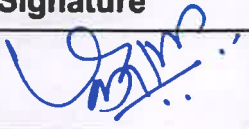

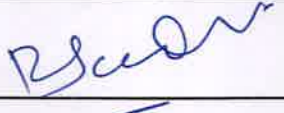

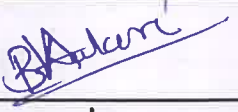
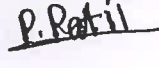
**Principal**

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

## Anti Ragging Committee

2021-22

### Attendance Sheet

| Name of Committee Member                   | Signature                                                                            |
|--------------------------------------------|--------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                 |   |
| Asst. Prof. Vishal Bhosale                 |  |
| Mr. Pradip Jadhav                          |  |
| Asst. Prof. Rasika Sakpal                  |  |
| Mr. Bhakre Akash Kadu TYB.Com (Student)    |  |
| Miss. Patil Pooja Kiran TYBA ENG (Student) |  |



  
**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  
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## INTERNAL COMPLAINT COMMITTEE

**2021 -2022**

### NOTICE

**Date: 15/08/2022**

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 22 /08/2022 at 2:00 p.m. all Should remain present



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
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)



## INTERNAL COMPLAINT COMMITTEE

**2021 -2022**

### Minutes of the Meeting

**Date : 22/03/2021**

The meeting of internal complaint committee was organized on 22/03/2021, 2:00 p.m.  
following issues were discussed in the meeting.

- 1) Internal Complaint Committee annual plan is ready
- 2) Arranging programs under the Committee



**Principal**

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



Jeevandeep Shaikshnik Sansthas P'ois  
**Arts, Commerce and Science College, Khardi**

At Khardi, Tal. Shahapur, Dist.Thane-421601  
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**INTERNAL COMPLAINT COMMITTEE**

**2021-22**

**NOTICE**

**Date: 01/04/2022**

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 04/04/2023 at 12:00 p.m. all should remain present.



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
Art's, Commerce & Science College Khardi  
Khardi, Tal. Shahanur, Dist. Thane 421 601



Jeevandeep Shaikshnik Sansthas P'ois  
**Arts, Commerce and Science College, Khardi**

At Khardi, Tal. Shahapur, Dist. Thane-421601  
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## INTERNAL COMPLAINT COMMITTEE

2021-2022

### Minutes of the Meeting

04/04/2022

The meeting of internal complaint committee was organized on 04/04/2023, 12:00 p.m.  
following issues were discussed in the meeting

- 1) Internal Complaint Committee annual plan is ready.
- 2) Arranging programs under the Committee



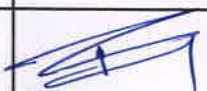
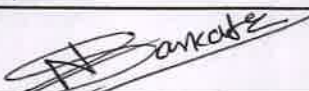
**Principal**

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

## Internal Complaint Cell

### Attendance Sheet

2021 - 2022

| Name of Committee Member                       | Signature                                                                            |
|------------------------------------------------|--------------------------------------------------------------------------------------|
| Asst. Prof. Rasika Sakpal                      |    |
| Asst. Prof. Dipti More                         |    |
| Asst. Prof. Nilesh Sarkte                      |   |
| Dr. Vinod Hole (Librarian)                     |  |
| Mrs..Jyoti Kathore (Jr. Clark)                 |  |
| Miss. Awari Rupali Pandhari TYBA Geo (Student) |  |
| Mr. Bhakre Akash Khandu TYB.Com (Student)      |  |



**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)



## Student and Staff Grievance Redressal Cell

2020-21

NOTICE

Date 18/09/2020

The Members of Student and Staff Grievances Committee are informed that the meeting of committee will be held on 26/09/2020 at 11:00 a.m. in the Online On zoom App you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshanik Sanstha P'ois  
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)



**2020-2021**


### **Student and Staff Grievance Redressal Cell**

#### **Minutes of the Meeting**

The Meeting of the student and Staff grievances cell was organized by Zoom app on 26/09/2020, 11:00 a.m. following issues were discussed in the meeting.

- 1) Discussion was carried out to prepare annual plan.
- 2) Discussion was carried out on keeping drop box.

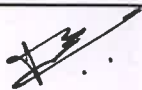



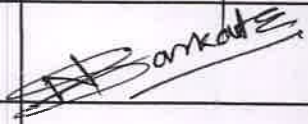
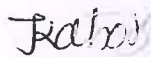


  
**Principal**  
Jeevandeep Shaikshnik Sanstha P'ois  
Art's, Commerce & Science College Khardi  
Khardi, Tal. Shahapur, Dist. Thane 421 601.

## Grievance Committee

2020-21

### Attendance Sheet

| Sr. No | Name of Person                  | Signature                                                                             |
|--------|---------------------------------|---------------------------------------------------------------------------------------|
| 1      | Asst. Prof. Vishal Bhosale      |    |
| 2      | Asst. Prof. Dipti More          |    |
| 3      | Asst. Prof. Santosh Sable       |   |
| 4      | Asst. Prof. Rasika Sakpal       |  |
| 5      | Asst. Prof. Nilesh Sarkate      |  |
| 6      | Mrs.. Jyoti Kathore (Jr. Clark) |  |



**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)



**2020-2021**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date 16/04/2021**

The Members of Student and Staff Grievances Committee are informed that the meeting of committee will be held on 23/04/2021 at 11:00 a.m. in the Zoom App you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik 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)



**2020-2021**

## **Student and Staff Grievance Redressal Cell**

### **Minutes of the Meeting**

**Date: 23/04/2021**

The Meeting of the student and staff grievances cell was organized on 23/04/2021, 11:00 a.m. following issues were discussed in the meeting.

1. Discussion was carried out on preparation of annual report.
2. Review of compliant box is done to see complaints if any.
3. taken action RLE result.







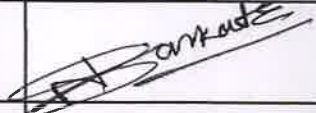

**Principal**

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

## Grievance Committee

2020-21

### Attendance Sheet

| Sr. No | Name of Person                  | Signature                                                                             |
|--------|---------------------------------|---------------------------------------------------------------------------------------|
| 1      | Asst. Prof. Vishal Bhosale      |    |
| 2      | Asst. Prof. Dipti More          |   |
| 3      | Asst. Prof. Santosh Sable       |  |
| 4      | Asst. Prof. Rasika Sakpal       |  |
| 5      | Asst. Prof. Nilesh Sarkate      |  |
| 6      | Mrs.. Jyoti Kathore (Jr. Clark) |  |



**Principal**

Jeevandeep Shaikshanik Sanstha Po'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)



Date: 11/08/2020

**NOTICE  
(ANTI-RAGGING CELL)**

All the students are hereby informed that ragging within college premises is a Punishable offense. Also use of abusive language is prohibited within the college premises. Any unfair approach to any student may attract punishment. For reporting of any such event you can contact at the below mentioned helpline number & Gmail.

Contact Us

Mobile No- 8669244522

Gmail- jeevandeepkhardi@gmail.com



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
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)



**2020-2021**

**Anti Ragging Committee**

**MEETING NOTICE**

**Date: 16/09/2020**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held 21/09/2020 at 11:00 a.m. on the Zoom App Link Will Be Provid WhatsApp Group attend the meeting on time.



**Principal**

Jeevandeep Shaikshnik Sanstha Poi's  
Art's, Commerce & Science College Khardi  
Khardi, Tal. Shahanur, 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)



**2020-2021**

**Anti Ragging Committee**

**Minutes of the Meeting**

**Date 21/09/2020**

The meeting of anti ragging committee was carried out on 21/09/2020 at 11:00 a. m.  
following issues are discussed in this Online meeting.

- 1) Preparing annual plan of anti ragging committee.
- 2) Put complaint box in the college campus.







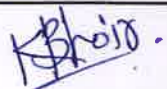
**Principal**

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

## Anti Ragging Committee

### Attendance Sheet

2020-21

| Name of Committee Member                   | Signature                                                                             |
|--------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                 |    |
| Asst. Prof. Vishal Bhosale                 |    |
| Mr. Pradip Jadhav                          |    |
| Asst. Prof. Nilesh Sarkte                  |   |
| Mr. Bhoir Kalpesh Bhoir TYBA Geo (Student) |  |



**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**

**2020-2021**

### **MEETING NOTICE**

**Date: 05/04/2021**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 15/04/2021 at 11:30 a.m. in the zoom app you are informed to attend the Online meeting.



**Principal**

Jeevandeep Shaikshanik Sanstha Poi's  
Arts, 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)



**2020-2021**

## **ANTI RAGGING COMMITTEE**

### **MINUTES OF THE MEETING**

**Date 15/04/2021**

The meeting of anti ragging committee was carried out on 15/04/2021 at 11:30 a.m.

Following issues are discussed in this Online meeting.

1. Review of the complaint box was taken.
2. Discussion was carried out to prepare annual report of the committee.



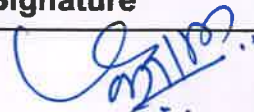


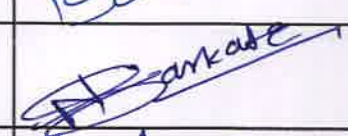

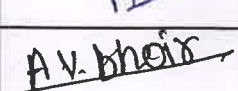
**Principal**

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

## Anti Ragging Committee

### Attendance Sheet

2020-21

| Name of Committee Member                   | Signature                                                                             |
|--------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                 |    |
| Asst. Prof. Vishal Bhosale                 |    |
| Mr. Pradip Jadhav                          |    |
| Asst. Prof. Nilesh Sarkate                 |   |
| Mr. Bhoir Kalpesh Bhoir TYBA Geo (Student) |  |
| Mr. Bhoir Apeksha Vilas TYBA Soc (Student) |  |



### 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)



## INTERNAL COMPLAINT COMMITTEE


**2020 -2021**

### NOTICE

**Date: 15/09/2020**

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held 22 /09/2020 at 11:00 a.m. On Zoom App all Members Should Attend Online Meeting.



  
**Principal**  
Jeevandeep Shaikshnik 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)



## INTERNAL COMPLAINT COMMITTEE

2020-21

### Minutes of the Meeting

The meeting of internal complaint committee was organized 22/09/2020, 11:00 a.m. On Zoom App Following issues were discussed in the meeting

- 1) Role and responsibility of the committee is discussed.
- 2) Discussion was carried out on preparation of annual plan.







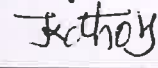
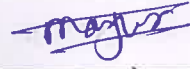
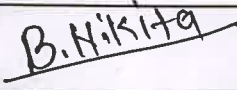
  
**Principal**

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

## Internal Complaint Cell

### Attendance Sheet

2020 - 2021

| Name of Committee Member                         | Signature                                                                            |
|--------------------------------------------------|--------------------------------------------------------------------------------------|
| Asst. Prof. Rasika Sakpal                        |    |
| Asst. Prof. Dipti More                           |    |
| Asst. Prof. Nilesh Sarkate                       |    |
| Dr. Vinod Hole (Librarian)                       |   |
| Mrs..Jyoti Kathore (Jr. Clark)                   |  |
| Miss. Bhoir Mayur Rajaram TYBA Marathi (Student) |  |
| Mr. Barve Nikita Deepak TYB.Com (Student)        |  |





**Principal**

Jeevandeep Shaikshanik Sanstha Po's  
Arts, 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)



**INTERNAL COMPLAINT COMMITTEE**


**2020-21**

**NOTICE**

**Date: 03/04/2021**

All the members of internal complaint committee are hereby informed that the online meeting of the committee will be held on 12 /04/2021 at 12:00 p.m. all should remain present.



  
**Principal**  
Jeevandeep Shaikshnik Sanstha P'ois  
Arts, 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)



## INTERNAL COMPLAINT COMMITTEE

**2020-2021**

### Minutes of the Meeting

**12/04/2021**

The meeting of internal complaint committee was organized on 12 /04/2021, 12:00 p.m.  
following issues were discussed in the meeting

- 1) Internal Complaint Committee annual plan is ready.
- 2) Arranging programs under the Committee




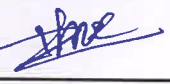


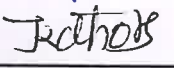


**Principal**

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

## Internal Complaint Cell

### Attendance Sheet

2020 - 2021

| Name of Committee Member                         | Signature                                                                            |
|--------------------------------------------------|--------------------------------------------------------------------------------------|
| Asst. Prof. Rasika Sakpal                        |    |
| Asst. Prof. Dipti More                           |    |
| Asst. Prof. Nilesh Sarkte                        |    |
| Dr. Vinod Hole (Librarian)                       |   |
| Mrs..Jyoti Kathore (Jr. Clark)                   |  |
| Miss. Bhoir Mayur Rajaram TYBA Marathi (Student) |  |
| Mr. Barve Nikita Deepak TYB.Com (Student)        |  |



**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)



**2019-2020**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date 10/07/2019**

The Members of Student and Staff Grievances Committee are informed that the meeting of committee will be held on 17/07/2019 at 11: 00 a.m. in the principal cabin you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
Arts, 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)



**2019-2020**

**Student and Staff Grievance Redressal Cell**

**Minutes of the Meeting**

**Date: 17/07/2019**

The Meeting of the student and Staff grievances cell was organized on 17/07/2019, 11:00 a.m. following issues were discussed in the meeting.

1. Discussion was carried out to prepare the annual plan.
2. Discussion RLE Result issues.

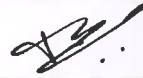
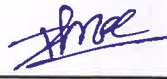

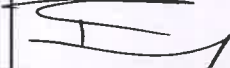



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
Arts, Commerce & Science College Khardi  
Khardi, Tal. Shahapur, Dist. Thane 421 601.

## Grievance Committee

### Attendance Sheet 2019-20

| Sr. No | Name of the Committee Member    | Signature                                                                             |
|--------|---------------------------------|---------------------------------------------------------------------------------------|
| 1.     | Asst. Prof. Vishal Bhosale      |    |
| 2.     | Asst. Prof. Dipti More          |    |
| 3.     | Asst. Prof. Santosh Sable       |    |
| 4.     | Asst. Prof. Rasika Sakpal       |  |
| 5.     | Mrs.. Mangal Bhagat (Jr. Clark) |  |



**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)



**2019-2020**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date 20/04/2020**

The Members of Student and Staff Grievances Committee are informed that the meeting of committee will be held on 25/04/2019 at 11:00 a.m. in the Zoom App you are informed to attend the meeting.



  
**Principal**  
Jeevandeep Shaikshnik Sanstha P'ois  
Arts, 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)



**2019-2020**

**Student and Staff Grievance Redressal Cell**

**Minutes of the Meeting**

**Date: 25/04/2020**

The Meeting of the student and Staff grievances cell was organized online on 25/04/2019, 11:00 a.m. following issues were discussed in the meeting.

1. Discussion was carried out on preparation of annual report.
2. Review of compliant box is done to see complaints if any.
3. taken action RLE result.








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

## Grievance Committee

### Attendance Sheet

2019-20

| Sr. No | Name of the Committee Member    | Signature                                                                             |
|--------|---------------------------------|---------------------------------------------------------------------------------------|
| 1.     | Asst. Prof. Vishal Bhosale      |    |
| 2.     | Asst. Prof. Dipti More          |    |
| 3.     | Asst. Prof. Santosh Sable       |   |
| 4.     | Asst. Prof. Rasika Sakpal       |  |
| 5.     | Mrs.. Mangal Bhagat (Jr. Clark) |  |



  
**Principal**  
Jeevandeep Shaikshanik Sanstha Poi's  
Arts, 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)



Date: 06/08/2019

**NOTICE  
(ANTI-RAGGING CELL)**

All the students are hereby informed that ragging within college premises is a Punishable offense. Also use of abusive language is prohibited within the college premises. Any unfair approach to any student may attract punishment. For reporting of any such event you can contact at the below mentioned helpline number & Gmail.

Contact Us

Mobile No- 8669244522

Gmail- jeevandeepkhadi@gmail.com



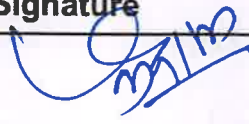
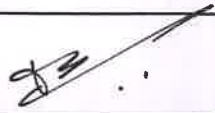



**Principal**

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

## Anti Ragging Committee

### Attendance Sheet

2019-20

| Name of Committee Member                   | Signature                                                                             |
|--------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                 |    |
| Asst. Prof. Vishal Bhosale                 |    |
| Mr. Pradip Jadhav                          |   |
| Asst. Prof. Reshma Ghodwinde               |  |
| Mr. Sable Yogesh Kisan TYBSc Cem (Student) |  |



**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)



**2019-2020**

**Anti Ragging Committee**

**MEETING NOTICE**

**Date: 15/07/2019**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 25/07/2019 at 11:00 a.m. in principal cabin you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik 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)



**2019-2020**

### **Anti Ragging Committee**

### **Minutes of the Meeting**

**Date 25/07/2019**

The meeting of anti ragging committee was carried out on 25/07/2019 at 11:00 a. m.  
following issues are discussed in this meeting.

1. Discussion carried out on preparing annual plan of anti ragging committee.
2. Discussion was carried out on to put complaint box in the college campus.
3. Discuss about the compliant box checking. (Monthly open compliant box each month of and Second & Fourth week)



**Principal**

Jeevandeep Shaikshnik Sanstha Poi's  
Arts, 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)



**2019-2020**

**ANTI RAGGING COMMITTEE**

**MEETING NOTICE**

**Date: 25/04/2020**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 28/04/2020 at 11:00 a.m. in zoom app you are informed to attend the online meeting.



**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)



**2019-2020**

## **ANTI RAGGING COMMITTEE**

### **MINUTES OF THE MEETING**

**Date: 28/04/2020**

The meeting of anti ragging committee was carried out on 28/04/2020 at 11:00 a.m.

Following issues are discussed in this online meeting.

1. Review of the complaint box was taken.
2. Discussion was carried out to prepare annual report of the committee.



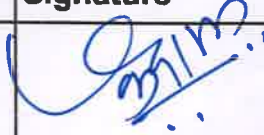




**Principal**

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

**Anti Ragging Committee**

**Attendance Sheet**

**2019-20**

| Name of Committee Member                   | Signature                                                                             |
|--------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. K. R . Kalkate                 |     |
| Asst. Prof. Vishal Bhosale                 |    |
| Mr. Pradip Jadhav                          |    |
| Asst. Prof. Reshma Ghodwinde               |  |
| Mr. Sable Yogesh Kisan TYBSc Cem (Student) |   |



**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)



## INTERNAL COMPLAINT COMMITTEE

**2019-20**

### NOTICE

**Date: 10/07/2019**

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 18/07/2019 at 12:00 p.m. all Should remain present.



**Principal**

Jeevandeep Shaikshanik Sanstha Poi's  
Art's, Commerce & Science College r'hardi  
Khardi, Tal. Shahanur, 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)



## INTERNAL COMPLAINT COMMITTEE

**2019-20**

### Minutes of the Meeting

**Date:-18/07/2019**

The meeting of internal complaint committee was organized on 18/07/2019, 12:00 p.m.  
Following issues were discussed in the meeting

- 1) Role and responsibility of the committee is discussed
- 2) Discussion was carried out on preparation of annual plan.







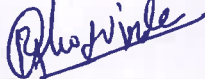

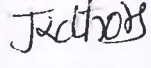


**Principal**

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

## Internal Complaint Cell

### Attendance Sheet

2019 - 2020

| Name of Committee Member                      | Signature                                                                             |
|-----------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. Dipti More                        |     |
| Asst. Prof. Santosh Sable                     |    |
| Asst. Prof. Reshma Ghodvinde                  |    |
| Mrs.. Mangal Bhagat (Jr. Clark)               |  |
| Mrs.. Jyoti Kathore (Jr. Clark)               |  |
| Miss. Sase Madhuri TYBA Soc (Student)         |  |
| Miss. Sase Varsha Nandkumar TYB.Sc ( Student) |   |



**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)



## INTERNAL COMPLAINT COMMITTEE

2019-20

### NOTICE

Date: 16/03/2020

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 18/03/2020 at 12:00 p.m. all should remain present.



**Principal**  
Jeevandeep Shaikshnik Sanstha P'ois  
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)



## INTERNAL COMPLAINT COMMITTEE

2019-20

### Minutes of the Meeting

**Date: 18/03/2020**

The meeting of internal complaint committee was organized on 18/03/2020, 12:00 p.m.  
following issues were discussed in the meeting.

- 1) Internal Complaint Committee annual plan is ready.
- 2) Arranging programs under the Committee.









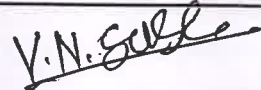
**Principal**

Jeevandeep Shaikshanik Sanstha P'ois  
Art's, Commerce & Science College, Khardi  
Khardi, Tal. Shahanur, Dist. Thane 421 601


## INTERNAL COMPLAINT COMMITTEE

2019-20

### Annual Report

| Name of Committee Member                      | Signature                                                                             |
|-----------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. Dipti More                        |     |
| Asst. Prof. Santosh Sable                     |    |
| Asst. Prof. Reshma Ghodvinde                  |   |
| Mrs.. Mangal Bhagat (Jr. Clark)               |  |
| Mrs.. Jyoti Kathore (Jr. Clark)               |  |
| Miss. Sase Madhuri TYBA Soc (Student)         |  |
| Miss. Sase Varsha Nandkumar TYB.Sc ( Student) |   |



  
**Principal**  
Jeevandeep Shaikshanik Sanstha Poi's  
Commerce & Science College, 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)



**2018-19**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date: 14/08/2018**

The all Members of Student And Staff Grievances Committee are informed that the meeting of the committee will be held on 18/08/2018 at 11:00 a.m. in the principal cabin you are informed to attend the meeting.

This is compulsory meeting for all members. Come at the right time.



**Principal**

Jeevandeep Shaikshanik Sanstha Poi's  
Art's, Commerce & Science College r,hardi  
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)



**2018-19**

## **Student and Staff Grievance Redressal Cell**

### **Minutes of the Meeting**

**Date: 20/08/2018**

The Meeting of the student and Staff grievances cell was organized on 18/08/2018, 11:00 a.m. in the principal cabin following issues were discussed in the meeting.

1. Discussion was carried out to prepare annual plan.
2. To solve problem Grievance by students.
3. Established a proper system.
4. Discussion was carried out on keeping drop box.




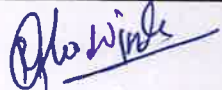


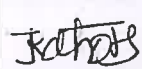
**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
Arts, Commerce & Science College, Khardi  
Khardi, Tal. Shahapur, Dist. Thane 421 601.


## Grievance Committee

### Attendance Sheet

2018-19

| Sr. No | Name of the Committee Member  | Signature                                                                             |
|--------|-------------------------------|---------------------------------------------------------------------------------------|
| 1.     | Asst. Prof. Vishal Bhosale    |    |
| 2.     | Asst. Prof. Reshma Ghodvinde  |    |
| 3.     | Asst. Prof. Bhushan Vishe     |    |
| 4.     | Asst. Prof. Rasika Sakpal     |   |
| 5.     | Mr. Jyoti Kathore (Jr. Clerk) |  |



  
**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)



2018-19

**Student and Staff Grievance Redressal Cell**

**Minutes of the Meeting**

The Meeting of the student And Staff grievances cell was organized on 23/03/2019  
11:00 a.m. following issues were discussed in the meeting.

1. Discussion was carried out on preparation of annual report.
2. Open compliant box weekly.



  
Principal

Jeevandeep Shaikshanik Sanstha Poi's  
Art's, Commerce & Science College Khardi  
Khardi, Tal. Shahanur, 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)



**2018-19**

**Student and Staff Grievance Redressal Cell**

**NOTICE**

**Date: 20/03/2019**

The Members of Student and Staff Grievances Committee are informed that the meeting of committee will be held on 23/03/2019 at 11: 00 a.m. in the Library you are informed to attend the meeting.


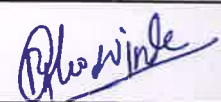
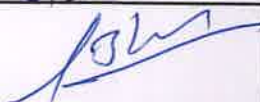
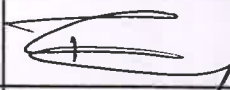
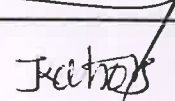


**Principal**

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

# Grievance Committee

## Attendance Sheet : 2018-19

| Sr. No | Name of the Committee Member  | Signature                                                                            |
|--------|-------------------------------|--------------------------------------------------------------------------------------|
| 1.     | Asst. Prof. Vishal Bhosale    |   |
| 2.     | Asst. Prof. Reshma Ghodvinde  |   |
| 3.     | Asst. Prof. Bhushan Vishe     |   |
| 4.     | Asst. Prof. Rasika Sakpal     |   |
| 5.     | Mr. Jyoti Kathore (Jr. Clark) |  |



**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)



Date: 21/08/2018

**NOTICE  
(ANTI-RAGGING CELL)**

All the students are hereby informed that ragging within college premises is a Punishable offense. Also use of abusive language is prohibited within the college premises. Any unfair approach to any student may attract punishment. For reporting of any such event you can contact at the below mentioned helpline number & Gmail.

Contact Us

Mobile No- 8669244522

Gmail- jeevandepkhardi@gmail.com



**Principal**

Jeevandeep Shaikshnik 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)



**2018-2019**

**ANTI RAGGING COMMITTEE**

**MEETING NOTICE**

**Date: 25/03/2019**

The Members of Anti Ragging Committee are informed that the meeting of committee will be held on 04/04/2019 at 12:00 p.m. in principal cabin you are informed to attend the meeting.



**Principal**

Jeevandeep Shaikshnik Sanstha P'ois  
Arts, 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)



**2018-2019**

**ANTI RAGGING COMMITTEE**

**MINUTES OF THE MEETING**

**Date 04/04/2019**

The meeting of anti ragging committee was carried out on 04/04/2019 at 12:00 a.m.  
Following issues are discussed in this meeting.

1. Review of the complaint box was taken
2. Discussion was carried out to prepare annual report of the committee.





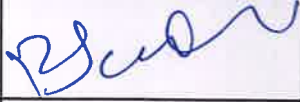

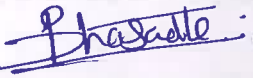
**Principal**

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

## Anti Ragging Committee

### Attendance Sheet

2018-19

| Sr. No | Name of the Committee Member              | Signature                                                                             |
|--------|-------------------------------------------|---------------------------------------------------------------------------------------|
| 1.     | Asst. Prof. K. R. Kalkate                 |    |
| 2.     | Asst. Prof. Vishal Bhosale                |   |
| 3.     | Mr. Pradip Jadhav                         |  |
| 4.     | Asst. Prof. Dipti More                    |  |
| 5.     | Mr. Dhasade Pappu Balu TYBA Geo (Student) |  |



**Principal**

Jeevandeep Shaikshanik Sanstha Pol'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)



**2018-2019**

**Anti Ragging Committee**

**MEETING NOTICE**

**Date: 13/08/2018**

The all Members of Anti Ragging Committee are informed that the meeting of committee will be held on 21/08/2018 at 12:00 a.m. in principal cabin you are informed to attend the meeting. All Committee Members compulsory present the meeting.



**Principal**

Jeevandeep Shaikshanik Sanstha Poi's  
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**2018-2019**

**Anti Ragging Committee**

**Minutes of the Meeting**

**Date 21/08/2018**

The meeting of anti ragging committee was carried out on 21/08/2018 at 12:00 a.m.  
following issues are discussed in this meeting.

1. Discussion carried out on preparing annual plan of anti ragging committee.
2. Discussion was carried out on to put complaint box in the college campus.
3. Discursion and decide about the awareness poster stick in college campus.



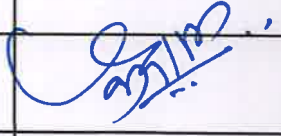
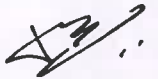


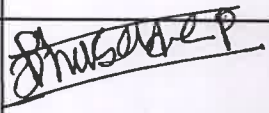
**Principal**

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

## Anti Ragging Committee

### Attendance Sheet

2018-19

| Sr. No | Name of the Committee Member              | Signature                                                                             |
|--------|-------------------------------------------|---------------------------------------------------------------------------------------|
| 1.     | Prof. K. R. Kalkate                       |    |
| 2.     | Asst. Prof. Vishal Bhosale                |    |
| 3.     | Mr. Pradip Jadhav                         |  |
| 4.     | Asst. Prof. Dipti More                    |  |
| 5.     | Mr. Dhasade Pappu Balu TYBA Geo (Student) |  |



  
**Principal**  
Jeevandeep Shaikshanik Sanstha Poi's  
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## INTERNAL COMPLAINT COMMITTEE

2018-19

### NOTICE

Date: 14/08/2018

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 23/08/2018 at 12:00 p.m. all Should remain present.



**Principal**

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**INTERNAL COMPLAINT COMMITTEE**

**2018-19**

**Minutes of the Meeting**

**Date: 23/08/2018**

The meeting of internal complaint committee was organized on 23/08/2018, 12:00 p.m.  
Following issues were discussed in the meeting

- 1) Role and responsibility of the committee is discussed.
- 2) Discussion was carried out on preparation of annual plan.
- 3) Discussion was carried on arranging programs. under the Committee




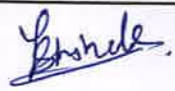
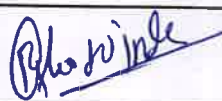


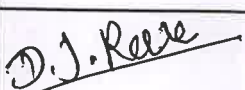
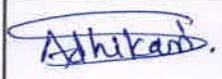
**Principal**

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

# INTERNAL COMPLAINT COMMITTEE

## Attendance Sheet

2018-19

| Name of Committee Member                        | Signature                                                                             |
|-------------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. Dipti More                          |    |
| Asst. Prof. Yogita Shinde                       |    |
| Asst. Prof. Reshma Ghodvinde                    |    |
| Dr. Vinod Hole (Librarian)                      |   |
| Mrs.. Jyoti Kathore (Jr. Clark)                 |  |
| Miss. Rera Darshana Jagan TYBA Soc (Student)    |  |
| Miss. Adhikari Sakshi Satish TYB.Com ( Student) |   |



**Principal**

Jeevandeep Shaikshanik Sanstha Poi's  
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Khardi, Tal. Shahapur, Dist. Thane 421 601.



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## INTERNAL COMPLAINT COMMITTEE

2018-19

### NOTICE

**Date: 05/04/2019**

All the members of internal complaint committee are hereby informed that the meeting of the committee will be held on 10/04/2019 at 12:00 p.m. all Should remain present.





**Principal**

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



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## INTERNAL COMPLAINT COMMITTEE

2018 -19

### Minutes of the Meeting

Date: 10/04/2019

The meeting of internal complaint committee was organized on 10/04/2019, 12:00 p.m.  
following issues were discussed in the meeting

- 1) Internal Complaint Committee annual plan is ready.
- 2) Arranging programs under the Committee







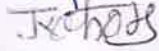
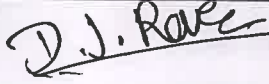
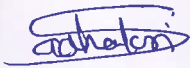
Principal

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

## INTERNAL COMPLAINT COMMITTEE

### Attendance Sheet

2018-19

| Name of Committee Member                        | Signature                                                                             |
|-------------------------------------------------|---------------------------------------------------------------------------------------|
| Asst. Prof. Dipti More                          |     |
| Asst. Prof. Yogita Shinde                       |    |
| Asst. Prof. Reshma Ghodvinde                    |    |
| Dr. Vinod Hole (Librarian)                      |   |
| Mrs.. Jyoti Kathore (Jr. Clerk)                 |  |
| Miss. Rera Darshana Jagan TYBA Soc (Student)    |  |
| Miss. Adhikari Sakshi Satish TYB.Com ( Student) |   |



**Principal**

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