

Progressive Education Society's

Modern College of Commerce & Computer Studies

Affiliated to Savitribai Phule Pune University

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

2. Organisation wide awareness and undertakings on policies with zero tolerance



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GRIEVANCES REDRESSAL COMMITTEE REPORT FOR THE
ACADEMIC YEAR 2017-2018 TO 2021-2022

The grievance redressal committee, which has been established at PES's Modern College of Commerce and Computer Studies, queries about the grievances brought to its notice and recommends the course of action to be done at the College level for their redress. If a student has any complaints about academic or non- academic concerns, he or she can approach the committee members, and the committee will take the necessary action:

Grievance Redressal Committee	
Prof. Dr. Sadashiv L. Shiragave	Chairperson (Principal)
Prof. Dr. Manoj Sathe	Academic Coordinator
Prof. Ashwini Kende	In Charge
Prof. Dr. Prasanna Chavan	Teaching staff Member
Mr. Sudam Tekawade	Admin staff Member
Mrs. Shital Brid	Admin staff Member
Mr. Rajendra Dudhane	Non Teaching Member
Mr. Shrikant Sonar	Student Representative

The motive of the Grievance Redressal Committee was:

- To provide students a support system to resolve their complaints,
- To take proactive steps to solve the students' complaints,
- To investigate how aggrieved parties are represented in complaints,
- To periodically collect positive feedback from the students for improvement.




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The website and an induction programme are both organised to inform students about the Grievance Redressal Mechanism. The College's dispute resolution process is intended to:

To avail Complaint Box to display the Names and Contact Details at the campus

- To exhibit Anti Ragging Warning
- To make Students Aware of Online facility for registering their grievances.
- Students can also register their grievances offline to their Mentors, Program Coordinator, Subject Teacher, IQAC coordinator as well as can directly communicate to the Principal also.

Grievance committee meetings take place regularly.

Anti-Ragging Warning displayed at Campus




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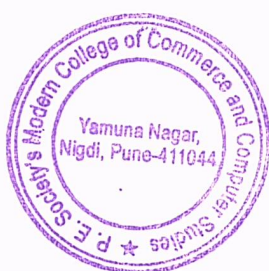


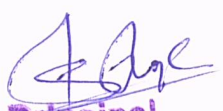
Ragging is Totally Prohibited in the Institution and Anyone Found Guilty of Ragging and /or Abetting Ragging Whether Actively or Passively or Being a Part of Conspiracy to Promote Ragging, is Liable to be Punished in Accordance with UGC Regulations 2009 as Under the Provision of Maharashtra Prohibition Ragging Act.1999




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**Offline Submission of Suggestion and Complaint Box at Modern
College of Commerce and Computer Studies.**




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ANTI- SEXUAL HARASSMENT COMMITTEE

Anti- Sexual Harassment Committee/ Women Grievances Redressal Cell	
Prof. Dr. Sadashiv L. Shiragave	Chairperson (Principal)
Prof. Dr. Manoj Sathe	Academic Coordinator
Prof. Dhanwantari Narawade	Secretary/ In Charge
Adv. Amruta Patil	Advisor
Prof. Renuka Gaikawad	Teaching staff Member
Lib. Santosh Baghav	Library Member
Mrs. Shital Brid	Admin staff Member
Miss. Kasturi Doiphode	Student Representative
Mr. Shrikant Sonar	Student Representative

The Law and SAKSHAM Guidelines:

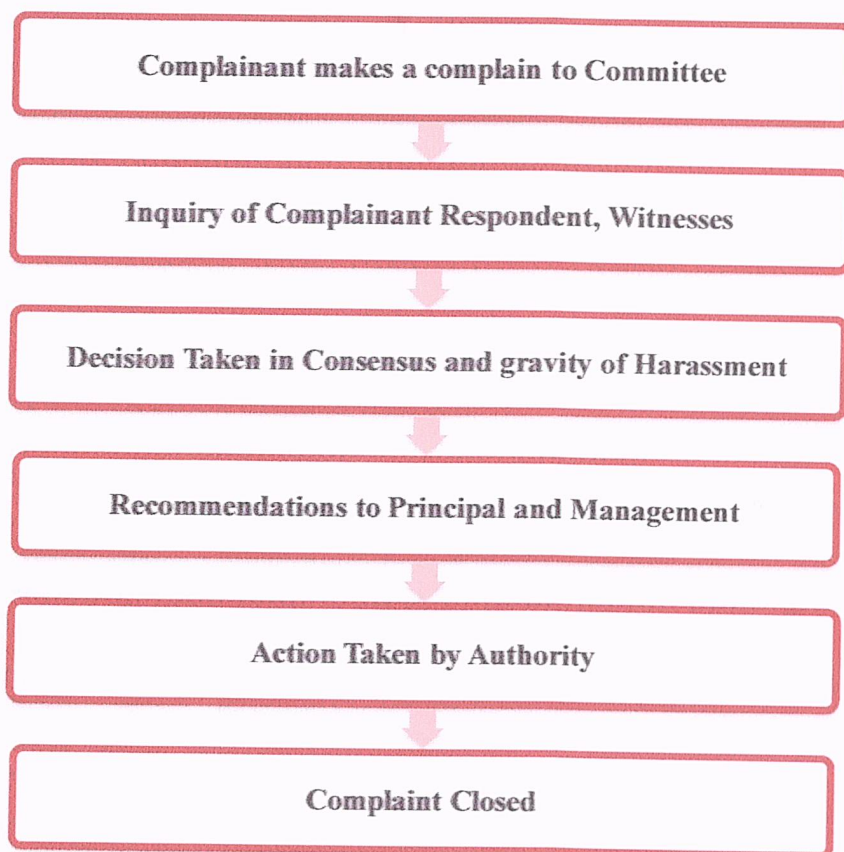
- Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace Act, 2013 is Followed:




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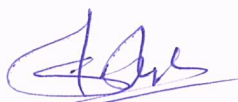
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MECHANISM AND PROCESS



Year	Complaints Made	No of Cases Redressed	Average No of Days for Redressal
2017-2018	00	00	00
2018-2019	00	00	00
2019-2020	00	00	00
2020-2021	00	00	00
2021-2022	00	00	00




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Activities:


Prevention and Redressal: Information regarding the IC is done through:

- During Induction Programs for Staff and Students
- Display Boards throughout Campus
- On the College Website

Awareness Building

- Workshop on Women Grievance and Self Defence.
- Program on Gender equality and Human Rights.
- Commemoration of 8th March International Women's Day 3rd January Savitribai Phule Jayanti.
- Self Defence
- Women Grievance and Self defence program




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ANTI-RAGGING COMMITTEE

(FOR PROHIBITION, PREVENTION & PUNISHMENT)

As Per UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 and Savitribai Phule Pune University Anti- Ragging Guidelines, Progressive Education Society's Modern College of Commerce and Computer Studies has established the Anti-ragging Committee to maintain the college campus ragging free and provide students safe and secure academic environment. In order to ensure a ragging-free campus, it makes sure preventive measures are put into action and conducts frequent, unannounced checks and visits.

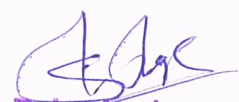
OBJECTIVES:

- To maintain friendly relations among students and faculty.
- To ensure a ragging-free environment both on and off campus.
- To provide safe and secure educational environment to students.
- To prohibit, prevent and eliminate the curse of ragging.
- Punishing those who indulge in ragging.

IMPLEMENTATION:

- The Committee and Squad members visit regularly all potential areas of ragging inside and outside the campus.
- The squad conducts surprise visits/raids on potential spots of ragging and apprehends the culprits.
- The Committee keeps record of all verbal / telephonic / written complaints and take action as stipulated in the by-laws.
- The Committee keeps the Principal informed of all events / occurrences of ragging in the college.




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FUNCTIONS:

- To keep the College Campus and associated areas free from ragging.
- To keep in touch with the students to identify any incidents of ragging.
- To identify and investigate the incidents of ragging and take action against such incidence.
- If found guilty, first warn, and in subsequent incidents take strong actions like punishments and fines.
- Report the incident to the higher Authorities for further action.
- To keep vigilance / check regularly to stop/ prevent/ avoid ragging among students.

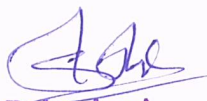
PREVENTIVE MEASURE:

- Undertakings are taken from students as well as parents at the time of admission.
- CCTV cameras are installed at all major areas of the college campus.
- Surprise visits and raids conducted regularly.
- Consistent Monitoring of potential areas like Hostel, Canteen, Parking etc. through CCTVs and by the Committee and squad members and other staff members.
- Special lectures are arranged during induction program to the fresh students and the students are made aware of ragging and strict instructions are given.
- Boards, Contact Numbers and Email ids are displayed in campus.

REPORT OF YEAR WISE RAGGING CASES

Year	Total No Of Cases Reported	No of Cases Redressed	Average No of Days for Redressal
2017-2018	00	00	NA
2018-2019	00	00	NA
2019-2020	00	00	NA
2020-2021	00	00	NA
2021-2022	00	00	NA




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DISPLAYS IN CAMPUS:



Progressive Education Society's MODERN COLLEGE OF COMMERCE AND COMPUTER STUDIES.

We are a
RAGGING
FREE
— CAMPUS

Say **NO** to
Ragging

National Anti-Ragging Helpline :

24*7 Toll Free Number- 1800-180-5522

Email-helpline@antiragging.in

<https://antiragging.in>

For Any Details/ Complaints :

Principal, Modern college of Commerce &
Computer Studies

Web Portal- <https://www.pesmoderncollege.com> .
Chairman, Anti-ragging Committee

FOR ANTI-RAGGING Undertaking By STUDENTS AND PARENTS/GURDIANS- <https://antiragging.in>



Grievances Online/Offline

Progressive Education Society's

MODERN COLLEGE OF COMMERCE AND COMPUTER STUDIES.

To contact in case of ragging incidents

Online Grievance

- Web Portal-
<https://www.pesmoderncollege.com>

Offline Grievance

- Complaint Box
- Complaint to Grievance Committee:
1. Anti Ragging Committee
2. Anti-Sexual Committee

For Any Details/Complaints

The Principal: 9226798023

In charge Anti-ragging Committee: 9762154898

National Anti-Ragging Helpline

24*7 Toll Free Number- 1800-180-5522

Email-helpline@antiragging.in


<https://antiragging.in>

Police (Toll Free): 100

Nigdi Police Station: 020-27655088

FOR ANTI-RAGGING Undertaking By STUDENTS AND PARENTS/GURDIANS- <https://antiragging.in>




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Internal Complaint Committee

Report for the Academic Year 2017-2018 to 2021-2022

The formation of this committee is at PES's Modern college of commerce and computer studies to address issues under THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013. The objective of this committee is to protect women from sexual harassment at work, to prevent and address complaints of sexual harassment, and to handle any issues that may arise in the process or as a result of it.

The following are the internal committee members:

Internal Complaint Committee	
Prof. Dr. Sadashiv L. Shiragave	Chairperson (Principal)
Prof. Dr. Manoj Sathe	Academic Coordinator
Prof. Ashwini Kende	In Charge
Prof. Dr. Prasanna Chavan	Teaching staff Member
Prof. Dhanwantari Narawade	Teaching staff Member
Prof. Supriya Deshmukh	Teaching staff Member
Mrs. Shital Brid	Admin staff Member


The Objective of Internal Complaint Committee the was-

- To look after the Welfare of the Women employees and students
- To facilitate redressal of their grievances,
- To help maintain a harmonious atmosphere at campus
- To enable women to pursue their work with dignity and reassurance.

Awareness Building

- Workshop on Women Grievance and Self Defence.
- Program on Gender equality and Human Rights.




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- Commemoration of 8th March International Women's Day 3rd January Savitribai Phule Jayanti.
- Self Defence
- Women Grievance and Self defence program



A handwritten signature in blue ink, appearing to be "A. S. Jyoti".

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