

(B. Pharmacy & D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003. (Maharashtra) India.

☎: 0253 - 2221121, 2517003, 2510262 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

5.1.4

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

- 1. Implementation of guidelines of statutory/regulatory bodies
- 2. Organisation wide awareness and undertakings on policies with zero tolerance
- 3. Mechanisms for submission of online/offline students' grievances
- 4. Timely redressal of the grievances through appropriate committees





(B. Pharmacy & D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003. (Maharashtra) India.

雷: 0253 - 2221121, 2517003, 2510262 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

5.1.4.

Constitution of statutory/regulatory Committees

(Internal committees / Grievances Committee /Anti-ragging Committee and SC/ST cell)

Date: 15/10/2022



K. K. WAGH COLLEGE OF PHARMACY

(B. Pharmacy and D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003.

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI, New Delhi)

Ref: KKWCOP/\$85/1/2022

OFFICE ORDER

The following Internal Complaint Committee has been constituted in K. K. Wagh College of Pharmacy, Nashik as per section 4 of All India Council of Technical Education (Gender Sensitization, Prevention and Prohibition of sexual harassment of women employees and students and redressal of grievances in technical education) Regulation 2016 video. F.AICTE/WH/2016/01 dated 10/06/2016

Internal Complaint Committee

Sr. No.	Name of Member	Designation	Designation in Committee	Contact Number	Email ID
	D. K. Kadam	Ladies Assistant Professor	Chairman	7030621945	dk.kadam@kkwagh.edu.in
2	D V Jain	Ladies Assistant Professor	Member	9890581953	dvjain@kkwagh.edu.in
3	S. S. Patil	Ladies Assistant Professor	Member	9579251566	s.s.patil@kkwagh.edu.in
4	K. V. More	Ladies Lecturer	Member	9075143043	kvmore@kkwagh.edu.in
5	A. M. Bairagi	Ladies Non- teaching staff	Member	9421404546	ambairagi@kkwagh.edu.in
6	U. S. Jagtap	N G O Representative	Member	9422704934	usjagtap@gmail.com



Dr. D. D. Patil



Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, NASHIK - 422 003. (Maharashtra) INDIA. ☎: 0253 - 2629251, 2510262 Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/ 569 /2021

Date: 21/08/2021

OFFICE ORDER

The Following Internal Complaint Committee has been constituted in K.K. Wagh College of Pharmacy, Nashik as per Section 4 of All India Council of Technical Education (Gender Sensitization, Prevention and prohibition of Sexual harassment of women employees and students and Redressal of grievances in technical Institution) Regulation, 2016 Vide No. F. AICTE/WH/2016/01 dated 10/6/2016.

Internal Complaint Committee

Sr. No.	Name of Member	Designation	Designation in the Committee	Contact No.	Email ID
1	Mrs. Kadam Deepali Kailas	Senior Ladies Staff	Chairman	7030621945	dk.kadam@kkwagh.edu.in
2	Mrs. DipaliVivek Jain	Ladies Teaching Staff	Member	9890581953	dvjain@kkwagh.edu.in
3	Mrs. Snehal Balasaheb Jadhav	Ladies Teaching Staff	Member	9930557149	sbjadhav@kkwagh.edu.in
4	Ms. Amruta Madhav Bairagi	Ladies Non Teaching Staff	Member	9421404546	ambairagi@kkwagh.edu.in
5	Mrs. Jagtap U. S.	N.G.O. Representative	Member	9422704934	usiagtan@gmail.com

for the academic year 2021-2022

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K.K.Wagh College of Pharmacy,

Nashik



K. K. WAGH COLLEGE OF PHARMACY

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Ref: KKWCOP/3 5 /2022

Date: 10/01/2022

Office Order

The following Internal Complaint Committee has been revised and constituted in K. K. Wagh College of Pharmacy, Nashik as per section 4 of All India Council of Technical Education (Gender Sensitization, Prevention and prohibition of Sexual harassment of women employees and students and Redressal of grievances in Technical Institution) Regulation, 2016 Vide No. F. AICTE/WH/2016/01 dated 10/06/2016

Internal Complaint Committee

Name of member	Designation	Designatio n in the	Contact No.	Email-id
Ms. Deepali K.	Senior ladies	Chairman	7030621945	dk.kadam@kkwagh.edu.in
Kadam	Staff	· ·		
Mrs. Dipali. V.	Ladies Teaching	Member	9890581953	dvjain@kkwagh.edu.in
Jain	Staff			
Ms. Shital S.	Ladies Teaching	Member	9579251566	sspatil@kkwagh.edu.in
Patil	Staff		100	
Ms. Komal V.	Ladies Teaching	Member	9075143043	kvmore@kkwagh.edu.in
More	Staff			
Ms. Amruta M.	Ladies Non-	Member	9421404546	ambairagi@kkwagh.edu.in
Bairagi	Teaching Staff		- a	
Mrs. U.S. Jagtap	N.G.O.	Member	9422704934	usjagtap@gmail.com
10c l	Representative	*		80 e e
	Ms. Deepali K. Kadam Mrs. Dipali. V. Jain Ms. Shital S. Patil Ms. Komal V. More Ms. Amruta M. Bairagi	Ms. Deepali K. Kadam Staff Mrs. Dipali. V. Jain Staff Ms. Shital S. Patil Ms. Komal V. More Staff Ms. Amruta M. Bairagi Mrs. U.S. Jagtap N.G.O.	membern in the committeeMs. Deepali K. KadamSenior ladies StaffChairmanMrs. Dipali. V. JainLadies Teaching StaffMemberMs. Shital S. PatilLadies Teaching 	membern in the committeeNo.Ms. Deepali K. KadamSenior ladiesChairman7030621945KadamStaffMember9890581953Mrs. Dipali. V. Ladies Teaching StaffMember9579251566Ms. Shital S. Ladies Teaching PatilMember9579251566Ms. Komal V. Ladies Teaching Member9075143043MoreStaffMember9421404546Ms. Amruta M. BairagiLadies Non- Member9422704934Mrs. U.S. JagtapN.G.O.Member9422704934

*This committee has been formed as per the guidelines of AICTE Approve Process Handbook 2019-20, and is valid for the academic year 2021-22.



R. K. Wagh College of Pharmacy Nashik-422 003.

K. K. WAGH COLLEGE OF PHARMACY

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, NASHIK - 422 003. (Maharashtra) INDIA.
©: 0253 - 2629251, 2510262 Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/389-1 2020

Date: 01/07/2020

OFFICE ORDER

The Following Internal Complaint Committee has been constituted in K.K. Wagh College of Pharmacy, Nashik as per Section 4 of All India Council of Technical Education (Gender Sensitization, Prevention and prohibition of Sexual harassment of women employees and students and Redressal of grievances in technical Institution) Regulation, 2016 Vide No. F. AICTE/WH/2016/01 dated 10/6/2016.

Internal Complaint Committee

C.		Designation	Designation in	Contact No.	Email ID
Sr. No.	Name of Member	Designation Series Lodies	the Committee	7030621945	dk.kadam@kkwagh.edu.in
1	Mrs. Kadam Deepali Kailas	Senior Ladies Staff	Chairman	/030021943	
	Mrs. Patil Surabhi	Ladies Teaching	Member	8308812115	shpatil@kkwagh.edu.in
2	Harshvardhan	Staff Ladies Teaching	Member	9403275596	rr.deshmukh@kkwagh.edu.in
3	Ms. Deshmukh Rutuja Ravindra	Staff	Member		ambairagi@kkwagh.edu.in
4	Ms. Bairagi Amruta	Ladies Non- Teaching Staff	Member	9421404546	ambairagi@kkwagii.eda
	Madhav	N.G.O.	Member	9422704934	usjagtap@gmail.com
5	Mrs. Jagtap U. S.	Representative	Lives of AICTE	Approval Process	Handbook 2019-20, and is valid

*This committee has been formed as per the guidelines of AICTE Approval Process Handbook 2019-20, and is valid for the duration of one academic year, till 30 th June, 2021.

COLLEGE OR K. K. WAGH PROCEEDUCATION SOCIETY OF MASHIK

PRINCIPAL K. K. Wagh College of Pharmacy Nashik-422 003.



K. K. WAGH COLLEGE OF PHARMACY

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Ref: KKWCOP/ 1341/20

Date: 3 69 /2019

OFFICE ORDER

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Internal Complaint Committee

Sr. No.	Name of Member	Designation	Designation in the Committee	Contact No.	Email ID
1	Mrs. Kadam Deepali Kailas	Senior Ladies Staff	Chairman	7030621945	dk.kadam@kkwagh.edu.in
2	Mrs. Patil Surabhi Harshvardhan	Ladies Teaching Staff	Member	8308812115	shpatil@kkwagh.edu.in
3	Ms. Deshmukh Rutuja Ravindra	Ladies Teaching Staff	Member	9403275596	rr.deshmukh@kkwagh.edu.in
4	Ms. Patil Manisha Suresh	Ladies Non- Teaching Staff	Member	7028022811	m.s.patil@kkwagh.edu.in
5	Mrs. Jagtap U. S.	N.G.O. Representative	Member	9422704934	usjagtap@gmail.com

*This committee has been formed as per the guidelines of AICTE Approval Process Handbook 2019-20, and is valid for the duration of one academic year, till 30 th June, 2020.



PRINCIPAL

K. K. Wagh College of Pharmacy
Nashik-422 003.





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(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/142-1/2017

Date:21 / 12 /2017

OFFICE ORDER

The Following Internal Complaint Committee has been constituted in K.K. Wagh College of Pharmacy, Nashik as per Section 4 of All India Council of Technical Education (Gender Sensitization, Prevention and prohibition of Sexual harassment of women employees and students and Redressal of grievances in technical Institution) Regulation, 2016 Vide No. F. AICTE/WH/2016/01 dated 10/6/2016.

Internal Complaint Committee

Sr. No.	Name of Member	Designation	Designation in the Committee	Contact No.	Email ID
1	Mrs. Kadam Deepali Kailas	Senior Ladies Staff	Chairman	7030621945	dk.kadam@kkwagh.edu.in
2	Mrs. Patil Surabhi Harshvardhan	Ladies Teaching Staff	Member	8308812115	shpatil@kkwagh.edu.in
3	Ms. Deshmukh Rutuja Ravindra	Ladies Teaching Staff	Member	9403275596	rr.deshmukh@kkwagh.edu.in
4	Ms. Patil Manisha Suresh	Ladies Non- Teaching Staff	Member	7028022811	m.s.patil@kkwagh.edu.in
5	Mrs. Jagtan II. S	N.G.O. Representative	Member	9422704934	usjagtap@gmail.com Handbook 2017-18, and is val

*This committee has been formed as per the guidelines of AICTE Approval Process Handbook 2017-18, and is valid for the duration of one academic year, till 30 th June, 2018.



PRINCIPAL

K. K. Wagh College of Pharmaes

Nashik-422 003.



Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, NASHIK - 422 003. (Maharashtra) INDIA. 180: 0253 - 2629251, 2510262 Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in. disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/\$76-V2021

Date: 27/12/2021

OFFICE ORDER

As per government letter, (DTE) No. 1849 dated 08/10/2016, the Grievance Redressal Committee being revised from 27/12/2021 for A. Y. 2021-22. With reference to the same act, to implement it, the Grievan Redressal Committee is being formed at the institutional level as below:

Grievance Redressal Committee

	Email Id	Mobile No.	Designation
Dr. Rakesh D. Amrutkar	rdamrutkar@kkwagh.edu.in	9890870610	In charge
			Principal
Mr. V. G. Bodhankar	vgbodhankar@yahoo.com	9769612426	OMBUDSMAN appointed by University
Mrs. Deepali K. Kadam	dk.kadam a kkwagh.edu.in	7030621945	Member
Ms. Varsha N. Tambe	vntambe a kkwagh.edu.in	9373268182	Member
Mrs. Vrushali S. Lokhande	vslokhande@kkwagh.edu.in	8830601109	Member'
Mrs. Apeksha M. Jopale	amjopule@kkwagh.edu.in	9657822642	Member
	Mr. V. G. Bodhankar Mrs. Deepali K. Kadam Ms. Varsha N. Tambe Mrs. Vrushali S. Lokhande	Mr. V. G. Bodhankar vgbodhankar yghoo.com Mrs. Deepali K. Kadam dk.kadam a kkwagh.edu.in vntambe a kkwagh.edu.in vrtambe a kkwagh.edu.in vslokhande wslokhande akkwagh.edu.in	Mr. V. G. Bodhankar vgbodhankar yahoo.com 9769612426 Mrs. Deepali K. Kadam dk.kadam akkwagh.edu.in 7030621945 Ms. Varsha N. Tambe vntambe akkwagh.edu.in 9373268182 Mrs. Vrushali S. Lokhande vslokhande akkwagh.edu.in 8830601109



In-charge Principal

K. K. Wagh College of Pharmacy.

Nashik





Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, NASHIK - 422 003. (Maharashtra) INDIA. ত্ত: 0253 - 2629251, 2510262 Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/ 7/3 /20

Date: 4 /11 /2020

OFFICE ORDER

As per government letter, (DTE) No. 1849 dated 08/10/2016, the Grievance Redressal Committee being revised from 09/09/2019 for A.Y. 2019-20. With reference to the same act, to implement it, the Grievance Redressal Committee is being formed at the institutional level as bellow.

<u>Grievance Redressal Committee</u>

Sr. No.	Name of Member	Designation	Designation in the Committee	Contact No.	Email ID
1	Dr. Sushil Prabhakar Narkhede	Lecturer	Squad Head	8446231031	spnarkhede@kkwagh.edu.ir
2	Mrs. Surabhi Harshavardhan Patil	Lecturer	Member	8308812115	shpatil@kkwagh.edu.in
3	Mrs. Deepali Kailas Kadam	Lecturer	Member	9890943503	dk.kadam@kkwagh.edu.in



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K. K. WAGH COLLEGE OF PHARMACY

Hirabai Haridas Vidynagari, Amrutdham, Panchavati, Nashik - 422 003.

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E-mail: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, & Approved by PCI & AICTE,)

Ref: KKWCOP/ 453 /2020

Date: 15/08/2020

As per government letter, (DTE) No. 1849 dated 08/10/2016, the Grievance Redressal Committee is established for A.Y. 2020-2021. With reference to the same act, to implement it, the Grievance Redressal Committee is being formed at the institutional level as bellow.

Grievance Redressal Committee

Sr. No.	Name of Member	Designation in the Committee	Contact No.	Email ID
1	Mr. SUSHIL PRABHAKAR NARKHEDE	Squad Head	8446231031	spnarkhede@kkwagh.edu.in
2	Mrs. SURABHI HARSHAVARDHAN PATIL	Member	8308812115	shpatil@kkwagh.edu.in
3	Mrs. DEEPALI KAILASH KADAM	Member	9890943503	dk.kadam@kkwagh.edu.in

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K.K.Wagh College of Pharmacy, Nashik



K. K. WAGH COLLEGE OF PHARMACY

Hirabai Haridas Vidynagari, Amrutdham, Panchavati, Nashik – 422 003.

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E-mail: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, & Approved by PCI & AICTE,)

Ref: KKWCOP/ 470/2018

Date: 06/08/2018

OFFICE ORDER

As per government letter, (DTE) No. 1849 dated 08/10/2016, the Grievance Redressal Committee is established for A.Y. 2018-2019. With reference to the same act, to implement it, the Grievance Redressal Committee is being formed at the institutional level as bellow.

Grievance Redressal Committee

Sr. No.	Name of Member	Designation in the Committee	Contact No.	Email ID
1	Mr. SANDIP PANDHAREENATH GODSE	Squad Head	9270016092	spgodse@kkwagh.edu.in
2	Mrs. SURABHI HARSHAVARDHAN PATIL	Member	8308812115	shpatil@kkwagh.edu.in
3	Mrs. DEEPALI KAILASH KADAM	Member	9890943503	dk.kadam@kkwagh.edu.in

WASHIK-3 HAGE OF THE COLLEGE OF THE

Principal
K.K.Wagh College of Pharmacy,
Nashik



K. K. WAGH COLLEGE OF PHARMACY

Hirabai Haridas Vidynagari, Amrutdham, Panchavati, Nashik - 422 003.

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E-mail: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, & Approved by PCI & AICTE,)

Ref: KKWCOP/ 60 11 /2017

Date: 12/10/2017

OFFICE ORDER

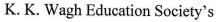
As per government letter, (DTE) No. 1849 dated 08/10/2016, the Grievance Redressal Committee is established for A.Y. 2017-2018. With reference to the same act, to implement it, the Grievance Redressal Committee is being formed at the institutional level as bellow.

Grievance Redressal Committee

Sr. No.	Name of Member	Designation in the Committee	Contact No.	Email ID
1	Mr. Sandip Pandhareenath Godse	Squad Head	9270016092	spgodse@kkwagh.edu.in
2	Mrs. Surabhi Harshavardhan Patil	Member	8308812115	shpatil@kkwagh.edu.in
3	MRS. Deepali Kailash Kadam	Member	9890943503	dk.kadam@kkwagh.edu.in

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K.K.Wagh College of Pharmacy, Nashik





(B. Pharmacy and D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003.

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI, New Delhi)

Ref: KKWCOP/250/1/2022

Date: 15/10/2022

OFFICE ORDER

As per government letter, number 1098/ (11398) dated 27/05/1999, the Anti-Raging rule is being implemented from 27/09/2017. With reference to the same act, to implement it, the Anti-Ragging Committee is being revised for A.Y. 2021-22 and with effect from date 12/02/2022 at the institutional level as below.

Anti-Ragging Committee

Sr. No.	Name of Member	Post	Designation in Committee
1	Dr. D.D.Patil	Chairman	Head of the Institution
2	Police Inspector, Adgaon Police Station	Member	Representatives of Police Administration
3	U. S. Jagtap	Member	Social worker (NGO)
4	G. A. Jagdale	Member	Representative of Local Media (Sakal)
5	M. G. Shinde	Member	Representative of Faculty
6	S. P. Wagh	Member	Representative of Faculty
7	S.S. Raut	Member	Representative of Faculty
8	S. R. Patil	Member	Rector, Girls Hostel
9	J. B. Jadhav	Member	Rector, Boys Hostel
10	V. S. Kute	Member	Supporting staff
11	Lagdhir Hiral	Member	Student Representative (Girls)
12	Bhalsane Karuna Samadhan	Member	Student Representative (Girls)
13	Saurav Karanjkar	Member	Student Representative (Boys)
14	Chhotu K Pawar	Member	Parent Representative
15	Vilas Dargude	Member	Parent Representative
16	Pragna Lagdhir	Member	Parent Representative
17	K. C. Sonawane	Member	Supporting staff



Dr. D. D. Patil



Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, NASHIK - 422 003. (Maharashtra) INDIA. **雷**: 0253 - 2629251, 2510262 Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/ 7/3 /2022

OFFICE ORDER

Date: 03/09/2022

As per government letter, number 1098/(11398) dated. 27/05/1999, the Anti Raging rule is being implemented from 27/09/2017. With reference to the same act, to implement it, the Anti Ragging Committee is being revised for A.Y. 2022-23 and with effect from date 03/09/2022 at the institutional level as bellow.

Anti-Ragging Committee

Sr. No.	Name of Member	Post		Contact No.	Email ID	
1	Dr.R.D.Amrutkar	Chairman	Head of the Institution	9890870610	principal-pharmacy @kkwagh.edu.in	
2	Police Inspector, Adgaon Police Station	Member	Representatives of Police Administration	0253-2629837	ps.adgaon.nashikcp@mahapolice gov.in	
3	U.S.Jagtap	Member	Social worker (NGO)	9422704934	usjagtap@gmail.com	
4	G.A. Jagdale	Member	Representative of Local Media (Sakal)	9075017508	gajagdale@gmail.com	
5	M.G.Shinde	Member	Representative of Faculty	7719089394	m.g.shinde@kkwagh.edu.in	
6	S.P.Wagh	Member	Representative of Faculty	8446653659	spwagh@kkwagh.edu.in	
7	S.S.Raut	Member	Representative of Faculty	9765800840	ss.eaut@kkwagh.edu.in	
8	Sadhana Sapkal	Member	Rector, Gitai Girls Hostel	7066766183	sapkalsdn123@gmail.com	
9	J.B.Jadhav	Member	Rector, Karmavir Boys Hostel	9881409952	jbjadhav@kkwagh.edu.in	
10	V.S.Kute	Member	Supporting Staff	8421530644	vskute@kkwagh.edu.in	
11	Chhotu K Pawar	Member	Parent Representative	7066815771	ckpawar7066@gmail.com	
12	Vilas Dargude	Member	Parent Representative	9850521413	vilasdargude@gmail.com	
13	Pragna Lagdhir	Member	Parent Representative	9730940785	dineshlagdhir1712@gmail.com	
14	Hiral Lagdhir	Member	Student Representative	9022694015	lagdhirhiral0602@gmail.com	
15	Karuna Bhalsane	Member	Student Representative	8847738771	bhalsanekaruna0@gmail.com	
16	Saurav Karanjkar	Member	Student Representative	8275023097	saurav4302@gmail.com	
17	K.C.Sonawame	Member	Supporting Staff	9881734611	kcsonawane@kkwagh.edu.in	



Principal, K.K.Wagh College of Pharmacy Nashik



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(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/125/2022

Date:12/02/2022

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging rule is being implemented from 27/09/2017. With reference to the same act, to implement it, the Anti Ragging Committee is being revised for A.Y. 2021-22 and with effect from date 12/02/2022 at the institutional level as bellow.

Anti Ragging Committee

Sr.	Name of			T	
No.	Member	Post		Contact No.	Email ID
1	Dr. R. D. Amrutkar	Chairman	Head of the Institution	9890870610	principal- bpharmacy@kkwagh.edu.in
2	Police Inspector, Adgaon Police Station	Member	Representatives of Police Administration	0253- 2629837	ps.adgaon.nashikcp@mahapolice.gov.in
3	U. S. Jagtap	Member	Social worker (NGO)	9422704934	usjagtap@gmail.com
4	G. A. Jagdale	Member	Representative of Local Media (Sakal)	9075017508	gajagdale@gmail.com
5	M. G. Shinde	Member	Representative of Faculty	7719089394	m.g.shinde@kkwagh.edu.in
6	S. P. Wagh	Member	Representative of Faculty	8446653659	spwagh@kkwagh.edu.in
7	S.S. Raut	Member	Representative of Faculty	9765800840	ss.raut@kkwagh.edu.in
8	S. R. Patil	Member	Rector, Girls Hostel	9665743049	sr.patil@kkwagh.edu.in
9	J. B. Jadhav	iviember	Rector, Boys Hostel	9881409952	jbjadhav@kkwagh.edu.in
10	V. S. Kute	Member	Supporting staff	8421530644	vskute@kkwagh.edu.in
11	P. N. Zoman	Member	Student Representative (Girls)	7720982851	pranjalzoman1025@gmail.com
12	D. D. Pawar	Member	Student Representative	8530169247	dhirajdpawar07@gmail.com
13	A. P. Gurgude	Member	Parent	9850078111	annagurgude@gmail.com
14	V. L. Pate	Member	Parent	9822907385	vlpate69@gmail.com
15	K. C. Sonawane	Member	Supporting staff	9881734611	kcsonawane@kkwagh.edu.in



I/C Principal
(Dr. R. D.Amrutkar)

K. K. WAGH COLLEGE OF PHARMACY

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Ref: KKWCOP/ 575/2021

Date:24/08/2021

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging rule is being implemented from 20/08/2021. With reference to the same act, to implement it, the Anti Ragging Committee is being revised for A.Y. 2021-22 at the institutional level as bellow.

Anti Ragging Committee

Sr.	Name of	1		Contact		
No.	Member	, a	Post	Contact No.	Email ID	
1	Dr. Kishor Sanchalal Jain	Chairman	Head of the Institution	9422322070	principal-bpharmacy@kkwagh.edu.in	
2	Police Inspector- Adgaon Police Station, Nashik	Member	Representatives of Police Administration	0253- 2629837	ps.adgaon.nashikcp@mahapolice.gov.in	
3	Mrs. U. S. Jagtap	Member	Social worker (NGO)	9422704934	usjagtap@gmail.com	
4	Mr. Ganesh Jagdale	Member	Representative of Local Media (Sakal)	9075017508	gajagdale@gmail.com	
5	Mr. M. G. Shinde	Member	Representative of Faculty	7719089394	m.g.shinde@kkwagh.edu.in	
6	Mrs. S.S. Raut	Member	Representative of Faculty	9765800840	ss.raut@kkwagh.edu.in	
7	Mrs. Shweta R. Patil	Member	Rector (Girls Hostel)	9665743049	sr.patil@kkwagh.edu.in	
8	Mr. J. B. Jadhav	Member	Rector (Boys Hostel)	9881409952	jbjadhav@kkwagh.edu.in	
9	Mrs. V.S. Kute	Member	Non- Teaching staff	8421530644	vskute@kkwagh.edu.in	
10	Ms. Pranjal Nitin Zoman	Member	Student Representative (Girls)	7720982851	pranjalzoman1025@gmail.com	
11	Mast. Dheeraj Deepak Pawar	Member	Student Representative (Boys)	8530169247	dhirajdpawar07@gmail.com	
12	Mr. Gurgude Annasaheb Popatrao	Member			annagurgude@gmail.com	
13	Mr. Vivek Laxman Pate	Member	Parent	9822907385	vlpate69@gmail.com	
14	Mr. Kiran. C. Sonawane	Member	Non- Teaching staff	9881734611	kcsonawane@kkwagh.edu.in	



Principal
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Nashik



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Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

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Ref: KKWCOP/ 714 /2020

Date: 4 // /2020

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging rule is being implemented from 27/09/2018. With reference to the same act, to implement it, the Anti Ragging Committee is being framed for A.Y. 2020-21at the institutional level as bellow.

Anti Ragging Committee

Sr. No.	Name of Member		Post	Contact No.	Email ID
1	Dr. Kishor Sanchalal Jain	Chairman	Head of the Institution	9422322070	principal-bpharmacy@kkwagh.edu.in
2	Police Inspector- Adgaon Police Station, Nashik	Member	Representatives of Police Administration	0253- 2629837	ps.adgaon.nashikcp@mahapolice.gov.in
3	Mrs. U. S. Jagtap	Member	Social worker (NGO)	9422704934	usjagtap@gmail.com
4	Mr. Ganesh Jagdale	Member	Representative of Local Media (Sakal)	9075017508	gajagdale@gmail.com
5	Mr. Manojkumar Gangadhar Shinde	Member	Representative of faculty	7719089394	m.g.shinde@kkwagh.edu.in
6	Mrs. Surabhi Harshavardhan Patil	s. Surabhi shavardhan Member Representative of faculty		8308812115	shpatil@kkwagh.edu.in
7	Mrs. Shweta R. Patil	Member	Rector (Girls Hostel)	9665743049	sr.patil@kkwagh.edu.in
8	Mr. J. B. Jadhav	Member	Rector (Boys Hostel)	9881409952	jbjadhav@kkwagh.edu.in
9	Ms. Hemlata K. Bagul	Member	Representative of Non- teaching (Clerk)	7972978704	hkbagul@kkwagh.edu.in
10	Ms. Pratiksha Vasant Jadhav	Member	Student Representative (Girls)	8806371382	pratikshavjadhav19@gmail.com
11	Mast. Dheeraj Deepak Pawar	Member	Student Representative (Boys)	8530169247	dhirajdpawar07@gmail.com
12	Mr. Nathe Milind Krishnarao	Member	Parent	9325888311	Milindnathe8311@gmail.com
13	Mr. Vivek Laxman Pate	Member	Parent	9822907385	vlpate69@gmail.com
14	Mr. Kiran. C. Sonawane	Member	Non- Teaching staff	9881734611	kcsonawane@kkwagh.edu.in



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Ref: KKWCOP/995-1/2019

Date: 11 /12 /2019

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging rule is being implemented from 27/09/2018. With reference to the same act, to implement it, the Anti Ragging Committee is being revised for A.Y. 2019-20 at the institutional level as bellow.

Anti Ragging Committee

Sr. No.	Name of Member	Post		Contact No.	Email ID	
1	Dr. Kishor Sanchalal Jain	Chairman	Head of the Institution	9422322070	principal-bpharmacy@kkwagh.edu.in	
2	Police Inspector- Adgaon Police Station, Nashik	Member	Representatives of Police Administration	0253- 2629837	ps.adgaon.nashikcp@mahapolice.gov.i	
3	Mrs. U. S. Jagtap	Member	Social worker (NGO)	9422704934	usjagtap@gmail.com	
4	Mr. Ganesh Jagdale	Member	Representative of Local Media (Sakal)	9075017508	gajagdale@gmail.com	
5	Mr. Sandip Pandhareenath Godse	Member	Representative of faculty	9270016092	spgodse@kkwagh.edu.in	
6	Mrs. Surabhi Harshavardhan Patil	Member	Representative of faculty	83,08812115	shpatil@kkwagh.edu.in	
7	Mrs. Shweta R. Patil	Member	Rector (Girls Hostel)	9665743049	sr.patil@kkwagh.edu.in	
8	Mr. J. B. Jadhav	Member	Rector (Boys Hostel)	9881409952	jbjadhav@kkwagh.edu.in	
9	Ms. Hemlata K. Bagul	Member	Representative of Non- teaching (Clerk)	7972978704	hkbagul@kkwagh.edu.in	
10	Ms. Pratiksha Vasant Jadhav	Member	Student Representative (Girls)	8806371382	pratikshavjadhav19@gmail.com	
11	Mast. Dheeraj Deepak Pawar	Member	Student Representative (Boys)	8530169247	dhirajdpawar07@gmail.com	
12	Mr. Nathe Milind Krishnarao	Member	Parent	9325888311	Milindnathe8311@gmail.com	
13	Mr. Vivek Laxman Pate	Member	Parent	9822907385	vlpate69@gmail.com	
14	Mr. Kiran. C. Sonawane	Member	Non- Teaching staff	9884734611	kcsonawane@kkwagh.edu.in	



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Ref: KKWCOP50-1/2017

Date: 27/09/2017

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging rule is being implemented from 27/09/2017 for A.Y. 2017-18 at the institutional level as bellow.

Anti Ragging Committee

Sr. No.	Name of Member	the second second	Post	Contact No.	Email ID
1	Dr. KISHOR SANCHALAL JAIN	Chairman	Head of the Institution	9422322070	principal- bpharmacy@kkwagh.edu.in
2	Mr. SUNIL KUMAR PUJARI	Member	Representatives of Police Administration	7385300444	sunilkpujari@gmail.com
3	Mrs. U. S. JAGTAP	Member	Social worker (N.G.O.)	9422704934	usjagtap@gmail.com
4	Mr. GANESH M. DEMSE	Member	Representative of Local Media (Subeditor, Divya Marathi)	8390908465	ganesh.demse@gmail.com
5	Mr. SANDIP PANDHAREENATH GODSE	Member	Representative of faculty	9270016092	spgodse@kkwagh.edu.in
6	Mrs. SURABHI HARSHAVARDHAN PATIL	Member	Representative of faculty	8308812115	shpatil@kkwagh.edu.in
7	Mrs. SANGEETA NARAYAN PATIL	Member	Rector (Non- teaching Faculty)	9421511294	snpatil@kkwagh.edu.in
8	Mr. YOGESH RAMLAL PATIL	Member	Representative of Non- teaching (Clerk)	7798379215	yrpatil@kkwagh.edu.in
9	Ms. PRATIKSHA VASNT JADHAV	Member	Student Representative (Girls)	8806371382	pratikshavjadhav19@gmail.com
10	Mr. SWAPNIL PARASHRAM GANGURDE	Member	Student Representative (Boys)	7218054621	sg779934@gmail.com
11	Mr. RAJENDRA SHANTARAM NAKIL	Member	Fireman (Parent)	9326719240	nakilsahil@gmail.com
12	Mr. MAHESH RANGARAO SONAWANE	Member	Teacher (Parent)	9922937623	sonawanemahesh1969@gmail.com







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Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

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Ref: KKWCOP/ 576 /2021

Date:24/08/2021

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging Sqad is being revised from 20/08/2021. With reference to the same act, to implement it, the Anti Ragging Sqad is being revised for A.Y. 2021-22 at the institutional level as bellow.

Sr. No.	Name of Member	Designation	Post	Contact No.	Email ID
1	Mr. M. G. Shinde	Asst. Professor	Squad Head	7719089394	m.g.shinde@kkwagh.edu.in
2	Mrs. S.S. Raut	Asst. Professor	Member	9765800840	ss.raut@kkwagh.edu.in
3	Mr. K. C. Sonawane	Tech. Assit.	Member	9881734611	kcsonawane@kkwagh.edu.in
4	Mr. Ashok Ragho Bhoknal	Watchmen	Member	9423094381	arbhoknal@kkwagh.edu.in



Principal
K.K.Wagh College of Pharmacy,
Nashik



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Ref: KKWCOP/ 715 /2020

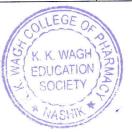
Date: 4 / 11/2020

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging Sqad is being revised from 11/12/2019. With reference to the same act, to implement it, the Anti Ragging Sqad is being framed for A.Y. 2020-21 at the institutional level as bellow.

Anti Ragging Squad

Sr. No.	Name of Member	Post	Contact No.	Email ID
1	Mr. Manojkumar Gangadhar Shinde	Squad Head	7719089394	m.g.shinde@kkwagh.edu.in
2	Mrs. Surabhi Harshavardhan Patil	Member	8308812115	shpatil@kkwagh.edu.in
3	Mr. K. C. Sonawane	Member	9881734611	kcsonawane@kkwagh.edu.in
4	Mr. Ashok Ragho Bhoknal	Member	9423094381	arbhoknal@kkwagh.edu.in



PRINCEPAL K. K. Wagn College of Phailillacy Nashik-422 003.



Hirabai Haridas Vidyanagari,Amrutdham,Panchavati,NASHIK - 422 003 (Maharashtra) INDIA

★:(0253) 2629251,2510262, Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in

Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP \$36-1/2019

Date: 11/12/2019

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging Sqad is being revised from 11/12/2019. With reference to the same act, to implement it, the Anti Ragging Sqad is being revised for A.Y. 2019-20 at the institutional level as bellow.

Anti Ragging Squad

Sr. No.	Name of Member	Designation	Post	Contact No.	Email ID
1	Mr. Sandip Pandhareenath Godse	Lecturer	Squad Head	9270016092	spgodse@kkwagh.edu.in
2	Mrs. Surabhi Harshavardhan Patil	Lecturer	Member	8308812115	shpatil@kkwagh.edu.in
3	Mr. K. C. Sonawane	Tech. Assit.	Member	9881734611	kcsonawane@kkwagh.edu.in
4	Mr. Ashok Ragho Bhoknal	Watchmen	Member	9423094381	arbhoknal@kkwagh.edu.in

PRINCIPAL

K. K. Wagh College of Pharmacy
Nashik-422 003.



K. K. WAGH COLLEGE OF PHARMACY

Hirabai Haridas Vidyanagari,Amrutdham,Panchavati,NASHIK - 422 003 (Maharashtra) INDIA 2:(0253) 2629251,2510262, Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/47-1/2017

Date: 27/09/2013

OFFICE ORDER

As per government letter, number 1098/(11398) dated 27/05/1999, the Anti Raging Sqad is being revised from 27/09/2017 for A.Y. 2017-18 at the institutional level as bellow.

Anti Ragging Squad

Sr. No.	Name of Member	Designation	Post	Contact No.	Email ID
1	Mr. SANDIP PANDHAREENATH GODSE	Lecturer	Squad Head	9270016092	spgodse@kkwagh.edu.in
2	Mrs. SURABHI HARSHAVARDHAN PATIL	Lecturer	Member	8308812115	shpatil@kkwagh.edu.in
3	Mr. YOGESH RAMLAL PATIL	Clerk	Member	7798379215	yrpatil@kkwagh.edu.in
4	Mr. ASHOK RAGHO BHOKNAL	Watchmen	Member	9423094381	arbhoknal@kkwagh.edu.in

K. K. WAGH EDUCATION SOCIETY OF WASHIK

PRINCIPAL

K. K. Wagh College of Pharmacy

Nashik-422 003.



K. K. WAGH COLLEGE OF PHARMACY

(B. Pharmacy and D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003.

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI, New Delhi)

Ref: KKWCOP/

Date: 15/10/2022

OFFICE ORDER

The following SC/ST cell has been constituted in K. K. Wagh College of Pharmacy Nashik under the Scheduled Castes ad Scheduled Tribes (Prevention and Atrocities) Act 1989 No. 33 of dated 11th September 1989.

SC/ST Committee

S	r. No.	Name of Member	Designation	Designation in Committee
	1	Dr. D. D. Patil	Principal	Chairman
١ _	2	M. M. Shinde	Teaching staff	Member
	3	V. S. Kute	Non-teaching staff	Member
	4	D. K. Kadam	Teaching staff from reserved category	Member
	5	N. C. Nagmoti	Non-teaching staff from reserved category	Member
	6	P. P. Bagul	Girl Student from reserved category	Member
	7	R. A. Divekar	Boy Student from reserved category	Member

) K:K

Dr. D. D. Patil

PRINCIPAL

K.K. Wagh College of Pharmacy

Nashik-422 003



K. K. WAGH COLLEGE OF PHARMACY



(B. Pharmacy and D. Pharmacy)

Hirabai Haridas Vidynagari, Amrutdham, Panchavati, Nashik $-\,422\,\,003$.

(Affiliated to Dr. BabasahebAmbedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI, New Delhi)

Ref: KKWCOP/ 130 /2022

Date: 15/02/2022

Office Order

The following SC/ST cell has been revised constitution in K K Wagh College of Pharmacy, Nashik under the Scheduled Caste and Scheduled Tribes (Prevention of Atrocities) Act 1989, No 33 of dated 11 September 1989.

REVISED SC/ST committee

Sr.	Name of member	Designation	Designation in cell	Contact No	Email id
No 1	Dr. R. D.	Principal	Chairman	8329201343	principal- bpharmacy@kkwagh.edu.in
2	Amrutkar Dr. S. M. Kamble	Teaching staff	Member secretory	9850115505	smkamble@kkwagh.edu.in
3	V. S. Kute	Non-Teaching staff	Member	8421530644	vskute@kkwagh.edu.in
4	D. K. Kadam	Teaching staff reserved category	Member	7030261945	dk.kadam@kkwagh.edu.in
5	N. C. Nagmoti	Non-Teaching staff reserved category	Member	9607512531	ncnagmoti@kkwagh.edu.in
6	S. S. Bodhare	Student from reserved category	Member	9112905950	Samsb8483@gmail.com
7	S. S. Gavit	Student from reserved category	Member	9307876562	Gavitsulochana2018@gmail.com
8	R. G. Chaudhari	Student from reserved category	Member	9370568375	Tchaudhari925@gmail.com

Dr. S. M. Kamble Member secretory

SC/ST Committee,

K K Wagh college of Pharmacy, Nashik

Dr. R. D. Amrutkar Chairman

SC/ST Committee,

K K Wagh college of Pharmacy, Nashik



Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, NASHIK - 422 003. (Maharashtra) INDIA. 합: 0253 - 2629251, 2510262 Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/ 568 /2021

Date:21/08/2021

OFFICE ORDER

The Following SC/ST cell has been constituted in K. K. Wagh College of Pharmacy, Nashik under the Scheduled Castes and Scheduled Tribes. (Prevention of Atrocities) Act 1989 No.33 of dated 11th September 1989.

SC/ST Committee

Sr. No.	Name of Member	Designation	Designation in the Cell	Contact No.	Email ID
1	Dr. Kishor Sanchalal Jain	Principal	Chairman	9422322070	principal-bpharmacy@kkwagh
2	Mr. Sarka Maruti Kamble	Teaching Staff	Member	9850115505	smkamble@kkwagh.edu.in
3	Ms. Vaishali Suhas Kute	Non-Teching Staff	Member	8421530644	vskute@kkwagh.edu.in
4	Ms. Deepali Kailas Kadam	Teaching Staff from reserved category	Member	7030621945	dk.kadam@kkwagh.edu.in
5	Ms. Nikita Chandrashekar Nagmoti	Non-Teaching Staff from reserved category	Member	9607512531	ncnagmoti@kkwagh.edu.in
6	Ms. Samiksha Sanjay Bodhare	Student from Reserved Category	Member	9112905950	samsb8483@gmail.com
7	Ms. GavitSonya Sulochana	Student From Reserved Category	Member	9307876562	gavitsulochana2018@gmail.com
8	Chaudhari Tejas Gangadhar	Student From Reserved Category	Member	9370568375	tchaudhari925@gmail.com

K. K. WAGH ZO EDUCATION SOCIETY COMMENTS

Principal
K.K.Wagh College of Pharmacy,
Nashik



(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/ 716 /20

Date: 4 / 11 /2020

OFFICE ORDER

The Following SC/ST cell has been constituted in K.K. Wagh College of Pharmacy, Nashik under the Scheduled Castes and Scheduled Tribes. (Prevention of Atrocities) Act 1989 No.33 of dated 11th September 1989.

SC/ST Committee

Sr. No.	Name of Member	Designation	Designation in the Cell	Contact No.	Email ID
1	Dr. Kishor Sanchalal Jain	Principal	Chairman	9422322070	principal-bpharmacy@kkwagh
2	Mr. Sushil Prabhakar Narkhede	Teaching Staff	Member	8446231031	spnarkhede@kkwagh.edu.in
3	Ms. Hemlata Kashinath Bagul	Non-Teching Staff	Member	7972978704	hkbagul@kkwagh.edu.in
4	Ms. Deepali Kailas Kadam	Teaching Staff from reserved category	Member	7030621945	dk.kadam@kkwagh.edu.in
5	Ms. Mayuri Ravsaheb Jadhav	Non-Teaching Staff from reserved category	Member	7057555669	m.r.jadhav@kkwagh.edu.in
6	Mr. Anirudha Raman Ghete	Student from reserved category	Member	9545392555	annughetesrk111@gmail.com
7	Ms. Sandhya Hiraman Dhavale	Student from reserved category	Member	7798921925	dhavalesandhya1998@gmail.com
8	Ms. Nutan Sahebrao Pawar	Student from reserved category	Member	9405211359	nutanspawar1997@gmail.com

*This committee has been formed as per the guidelines of AICTE Approval Process Handbook 2019-20, and is valid for the duration of one academic year, till 30 th June, 2021.

PRINCIPAL
K. K. Wagh College of Pharm
Nashik-422 003.



K. K. WAGH COLLEGE OF PHARMACY

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/459-)/2018

Date:) / 8 /2018

OFFICE ORDER

The Following SC/ST cell has been constituted in K.K. Wagh College of Pharmacy, Nashik under the Scheduled Castes and Scheduled Tribes. (Prevention of Atrocities) Act 1989 No.33 of dated 11th September 1989.

SC/ST Committee

Sr.	Name of Member	Designation	Designation	Contact No. and Mail ID
No.			in the Cell	0922256759
1	Dr. KISHOR SANCHALAL JAIN	Principal	Chairman	9823356758 principal- bpharmacy@kkwagh.edu.in
2	Mr. SANDIP PANDHAREENATH GODSE	Teaching Staff	Member	9270016092 spgodse@kkwagh.edu.in
3	Mr. YOGESH RAMLAL PATIL	Non-Teaching Staff	Member	9372599614 yrpatil@kkwagh.edu.in
4	Ms. DEEPALI KAILASH KADAM	Teaching Staff from reserved category	Member	7030621945 dk.kadam@kkwagh.edu.in
5	Ms. GAYATRI VASANT MAHALE	Non-Teaching Staff from reserved category	Member	7083351602 gvmahale@kkwagh.edu.in
6	Mr. ANIRUDHA RAMAN GHETE	Student from reserved category	Member	9545392555 annughetesrk111@gmail.co m
7	Ms. SANDHYA HIRAMAN DHAVALE	Student from reserved category	Member	dhavalesandhya1998@gmai

*This committee has been formed as per the guidelines of AICTE Approval Process Handbook 2017-18, and is valid for the duration of one academic year, till 30 th June, 20 48.



PRINCHAL

K. K. Wagh College of Pharmacy

Nashik-422 003.



Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, NASHIK - 422 003 (Maharashtra) INDIA

☎:(0253) 2629251,2510262, Fax: 0253 - 2518870 Web: www.pharmacy.kkwagh.edu.in

Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere & Approved by PCI & AICTE)

Ref: KKWCOP/7-39-1 /20

Date: 13/09 /2019

OFFICE ORDER

The Following SC/ST cell has been constituted in K.K. Wagh College of Pharmacy, Nashik under the Scheduled Castes and Scheduled Tribes. (Prevention of Atrocities) Act 1989 No.33 of dated 11th September 1989.

SC/ST Committee

Sr. No.	Name of Member	Designation	Designation in the Cell	Contact No.	Email ID
1	Dr. Kishor Sanchalal Jain	Principal	Chairman	9422322070	principal-bpharmacy@kkwagh
2	Mr. Sandip Pandhareenath Godse	Teaching Staff	Member	9270016092	spgodse@kkwagh.edu.in
3	Ms. Hemlata Kashinath Bagul	Non-Teching Staff	Member	7972978704	hkbagul@kkwagh.edu.in
4	Ms. Deepali Kailas Kadam	Teaching Staff from reserved category	Member	7030621945	dk.kadam@kkwagh.edu.in
5	Mr. Akshay Rajaram Jadhav	Non-Teaching Staff from reserved category	Member	8208507626	arjadhav@kkwagh.edu.in
6	Mr. Anirudha Raman Ghete	Student from reserved category	Member	9545392555	annughetesrk111@gmail.com
7	Ms. Sandhya Hiraman Dhavale	Student from reserved category	Member	7798921925	dhavalesandhya1998@gmail.com
8	Ms. Nutan Sahebrao Pawar	Student from reserved category	Member	9405211359	nutanspawar1997@gmail.com

*This committee has been formed as per the guidelines of AICTE Approval Process Handbook 2019-20, and is valid for the duration of one academic year, till 30 th June, 2020.

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PRINCIPAL

K. K. Wagh College of Pharmacy
Nashik-422 003.



(B. Pharmacy & D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003. (Maharashtra) India.

雷: 0253 - 2221121, 2517003, 2510262 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

5.1.4.

Annual report of the committee
mentioning the activities and number of
grievances redressed to prove timely
redressal of the grievances

South South

K. K. WAGH COLLEGE OF PHARMACY

(B. Pharmacy & D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003. (Maharashtra) India.

雷: 0253 - 2221121, 2517003, 2510262 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

Annual report of the committee mentioning the activities and number of grievances redressed to prove timely redressal of the grievances

Grievance Redressal System

The Grievance Redressal Committee (GRC) addresses the prevention of unfair practices, complaints of all students, Scheduled Castes, Scheduled Tribes, Backward Classes, Women, Minorities and Differently able, fees, scholarship issues, victimization, sexual harassment, and other matters and to provide a mechanism to innocent students, parents, staff and other the stakeholders for redressal of their grievances. The aggrieved students, their parents, staff and the other stakeholders shall approach the concerned Head of the department/Section with the grievance/s.

Year	Number of Grievances	Number of Grievances Redressed
2021-22	Nil	Nil
2020-21	Nil	Nil
2019-20	Nil	Nil
2018-19	Nil	Nil
2017-18	Nil	Nil



PRINCIPAL K.K.Wagh College of Pharmacy Panchavati, Nashik-422 003.





(B. Pharmacy & D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003. (Maharashtra) India.

雷: 0253 - 2221121, 2517003, 2510262 Web: www.pharmacy.kkwagh.edu.in Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

5.1.4.

Minutes of the meetings

(Internal committees / Grievances Committee /Anti-ragging Committee and SC/ST cell)

K. K. Wagh Education Society's K. K. Wagh College of Pharmacy, Nashik-3

NOTICE

STAFF MEETING-05

The Grievance redressal committee meeting is scheduled on Friday, 24th January 2020 at 10.00 am to 10.30.

Meeting Agenda

Sr. No.	Points to be discussed	
1.	Student queries	
2	Solutions to the queries	

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PRINCIPAL

K K Wagh College of Pharmacy
Nashik-422 003

SPG:

SHD.

DKK:

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

GRIEVANCE REDRESSAL COMMITTEE

Minutes of the meeting

Day and Date: - 24/01/2020, Friday

Time: - 10.00 am

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No. Name of the staff members	
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mrs. D. K. Kadam

- 1. Initially Dr. Jain welcomed all the committee members.
- 2. It was discussed if any queries are raised by the students.
- 3. As none of the committee members had received any query the meeting was concluded

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Principal
PRINCIPAL
K K. Wagh College of Pharmacy
Nashik-422 003

K. K. Wagh Education Society's K. K. Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-04

The Grievance redressal committee meeting is scheduled on Wednesday, 24th July 2019 at 10.00 am to 10.30.

Meeting Agenda

Sr. No.	Points to be discussed	
1.	Discussion raised by students	
2.	Solutions to the queries	

Wagh College of Pharmacy Nashik-422 003

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GRIEVANCE REDRESSAL COMMITTEE

Minutes of the meeting

Day and Date: - 24/07/2019, Friday

Time: - 10.00 am

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mrs. D. K. Kadam

- 1. Initially Dr. Jain welcomed all the committee members.
- The queries raised by the students about the cleanliness of the toilets and water supply system were discussed.
- 3. The solutions were discussed as there should be two times cleaning of washrooms and the water supply system is to be repaired soon.
- 4. Online redressal mechanism was discussed.

PRINCIPAL

K.K. Wagh College of Pharmacy
Nashik-422 003

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NOTICE

STAFF MEETING-03

The Grievance redressal committee meeting is scheduled on Friday, 18th January 2019 at 10.00 am to 10.30.

Meeting Agenda

Sr. No.	Points to be discussed	
1.	Status of Display board at the college porch	
2.	Assigning awareness task to students	

K.K. Wagh College of Pharmacy Nashik-422 003

GRIEVANCE REDRESSAL COMMITTEE

Minutes of the meeting

Day and Date: - 18/01/2019, Friday

Time: - 10.00 am

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members	
1	Dr. K.S. Jain	
2	Mr. S.P.Godse	
3	Ms. S.H. Patil	
4	Mrs. D. K. Kadam	

1. Initially Dr. Jain welcomed all the committee members.

The committee board is displayed in the college corridor.

3. Some students were identified amongst the second year students who can spread the awareness about the committee amongst other students.

PRINCIPAL

K. Wagh College of Pha

K. Wagh College of Pharmacy Nashik-422 003

NOTICE

STAFF MEETING-01

The Grievance redressal committee meeting is scheduled on Thursday, 25th January at 10.00 am to 10.30.

Meeting Agenda

Sr. No.	Points to be discussed	
1.	Welcome of all the committee members	
2.	Online module mechanism	

PRINCIPAL

Wagh College of Pharmacy

Nashik-422 003



GRIEVANCE REDRESSAL COMMITTEE

Minutes of the meeting

Day and Date: - 25/01/2018, Thursday

Time: - 10.00 am

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members	
1	Dr. K.S. Jain	
2	Mr. S.P.Godse	
3	Ms. S.H. Patil	
4	Mrs. D. K. Kadam	

- 1. Initially Dr. Jain welcomed all the committee members.
- 2. Then he discussed the working of the committee.
- 3. It was also finalised that there should be an online portal for the grievance cell.
- 4. The module should be updated on the website. This task was assigned to Prof. S. H. Patil by contacting Mr. Atul Shinde.

5. Then the process design was discussed.

PRINCIPAL

K Wagh College of Pharmacy
Nashik-422 003

NOTICE

STAFF MEETING-02

The Grievance redressal committee meeting is scheduled on Thursday, 19th July 2018 at 10.00 am to 10.30.

Meeting Agenda

Sr. No.	Points to be discussed
1.	Some updations are required on online portal of grievance cell
2.	Display board at the college porch

K.K. Wagh College of Pharmacv Nashik-422 003

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GRIEVANCE REDRESSAL COMMITTEE

Minutes of the meeting

Day and Date: - 19/07/2018, Thursday

Time: - 10.00 am

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mrs. D. K. Kadam

- 1. Initially Dr. Jain welcomed all the committee members.
- There was a need of revision of the online portal and hence it was
 of all the committee members be displayed on the portal, need of
 students, parents, staff, non teaching staff and committee members.
- It was also decided that there should be a provision in the module so that if a complaint is received, a mail will be generated for all the committee members.
- 4. Awareness among the students about the committee is to be done. And for the same a grievance committee board is to be prepared and displayed in the college porch.

PRINCIPAL

K K. Wagh College of Pharmacy

Nashik-422 003



Meeting Mo. 18

Meeting date: 15/10/2022

1 1 STEP TAG

Meeting time: 02:00 pm

Venue: Meeting Hall

Following members were present for the meeting

	58. No.	Name of Membe	Designation in Committee	51920
	01	Dr. D. D. Patil	Head of Institution	8000
	02	M.G. Shinde	Representative of Faculty	3
	03	S.P. Wagh	Representative of faculty	tuy 15/10/2022
	оц	S.S. Raut	Representative of Faculty	Part Motor
	05	V.S. Kute	Supporting Staff	Ostale
	06	Logdhir Hiral	Student Representative	filed
_	07	K.C. Sonawane	Supposting shoff	. *
	98	Pragna Lagdhir	Parent Representative.	PDL
	1	. 0		

Minutes of Meeting

1 Anthrogging Committee is revised (Ref No. XXWCOP 890/1/2022)

as a Dr. D.D. Patil (Principal of K.K. wagh college of pharmany
Noglish) Chairman of this committee.

The faculty representative M. G. Shincle emploined

meaning of ragging types of ragging and antiragging

rules and regulation as per UGE.

5. Discussion was made on any new ragging coste. and

no any ragging case found.

L. Discussion was made on boys and girls hartely

Minutes of the Meetings

Day and Date: 10/03/2022Thursday

Time: 4:30 pm

Meeting Venue: The anti-ragging meeting is scheduled on 10th March 2022 at 4:30 pm in meeting hall.

Following Staff members were present for the meeting

Sr. No.	Name of member	\wedge
1	Dr. R.D. Amrutkar	
2	Mr. M. G. Shinde	30
3	Mr. S. P. Wagh	
4	Mr. K. C. Sonawane	71000

Minutes of the meeting:

- 1. Discussion was made on any new ragging case. No new cases of ragging found.
- 2. No issues regarding boys hostel found.
- 3. From D. Pharmacy total * new admission and F.Y. B. Pharmacy 2 new admission happened in boys hostel
- 4. Warm welcomes of new members done.
- 5. Role and responsibilities of anti ragging committees explained to all new members.
- 6. It was decided to call all members from outside agencies in next meeting

K. K. Wagh College of Pharmac Nashik-422 003.

Notice

Anti-ragging Committee Meeting -16

Meeting Venue: The anti-ragging meeting is scheduled on 10th March 2022 at 4:30 pm in meeting hall.

Meeting **Agenda**

Sr. No.	Points to Be discussed
1	To Discuss about any complaint about ragging case by Newly admitted students
2	To discuss any issues regarding boys hostel facility
3	To add new members in place of old members who left institute.
Δ	

1) Dr. R.D. Amoutkar W 2) M.Cr. Shinde to 3) S.P. Wagh. they 4) K.C. Sonaware Jolle

Minutes of the Meetings

Day and Date: 23/10/2021 Wednesday

Time: 4:30 pm

Meeting Venue: The anti-ragging meeting is scheduled on 23rd Oct2021 at 4:30 pm in meeting hall.

Following Staff members were present for the meeting

Sr. No.	Name of member	
1	Dr. Kishor S. Jain	
2	Mr. M. G. Shinde	45
3	Mrs. Surabhi H. Patil	
4	Mr. K. C. Sonawane	HOUL

Minutes of the meeting:

- 1. Discussion was made on any new ragging case. No new cases of ragging found.
- 2. No issues regarding boys hostel found.
- 3. Warnings given to students of T.Y. B. Pharm for their indiscipline.



PAGE NO



Anti-ragging Committee Meeting -15

Meeting Venue: The anti-ragging meeting is scheduled on 23rd Oct 2021 at 4:30 pm in meeting hall.

Meeting Agenda

Sr. No.	Points to Be discussed	
1	To Discuss about any complaint about ragging case.	
2	To discuss any issues regarding boys hostel facility	
3	To discuss indiscipline by T.Y Students in laboratory.	
Δ		

M. G. Shile -



Minutes of the Meetings

Day and Date: 11/02/2021 Wednesday

Time: 4:30 pm

Meeting Venue: The anti-ragging meeting is scheduled on 11th Feb 2021 at 4:30 pm in meeting hall.

Following Staff members were present for the meeting

Sr. No.	Name of member	
1	Dr. Kishor S. Jain	
2	Mr. M. G. Shinde	201
3	Mrs. Surabhi H. Patil	- Call a
4	Mr. K. C. Sonawane	CICIZ

Minutes of the meeting:

- 1. Antiragging committee Member S. P. Godse is replaced by Mr. Shinde M. G.
- 2. Discussion was made on any new ragging case. No ragging case found.
- 3. In Hostel 12 new members admitted.
- 4. New members added to anti-ragging committee. In place of old who left institute and role & responsibilities of anti-ragging committee explained to them
- 5. Warm welcomes of new members done.



Notice

Anti-ragging Committee Meeting -14

Meeting Venue: The anti-ragging meeting is scheduled on 11th Feb 2021 at 4:30 pm in meeting hall.

Meeting <mark>Agenda</mark>

Sr. No.	Points to Be discussed
1	To Discuss New admissions to Boys Hostel
2	To discuss whether any ragging case for newly damitted student
3	Reforming of Anti-ragging committee
4	



Minutes of the Meetings

Day and Date: 07/10/2020 Wednesday

Time: 4:30 pm

Meeting Venue: The anti-ragging meeting is scheduled on 7th Oct 2020 at 4:30 pm in meeting hall.

Following Staff members were present for the meeting

Sr. No.	Name of member	2 2
1	Dr. Kishor S. Jain	13.78
2	Mr. S. P. Godse	1
3	Mrs. Surabhi H. Patil	
4	Mr. K. C. Sonawane	¥

Minutes of the meeting:

- 1. Discussion was made on any new ragging case. No ragging case found.
- 2. Review on boy's hostel facility taken. Hostel facilities found good. Only issues was related to time allotted for lunch break
- 3. It was decided to reform anti-ragging committee in next meeting

Paesene member



Notice

Anti-ragging Committee Meeting -13

Meeting Venue: The anti-ragging meeting is scheduled on 7th Oct 2020 at 4:30 pm in meeting hall.

Meeting Agenda

Sr. No.	Points to Be discussed
1	To Discuss on any complaint by Student regarding ragging
2	Review of Boys hostel facility problems
3	
4	



K.K. Wagh College of Pharmacy ANTI RAGGING COMMITTEE

Minutes of the meeting

Day and Date: - 13/02/2020, Thursday

Time: - 4.45 pm

Venue: - Meeting hall, first floor, K. K. Wagh College of pharmacy, Nashik.

Following staff members were present for the meeting.

Sr.No.	Name of Member
1.	Dr. Kishor S. Jain
2.	Mr. Sandip P. Godse
3.	Mrs. Surabhi H. Patil
4.	Ms. Hemlata K. Bagul
5.	Mr. Kiran. C. Sonawane

- Initially it was discussed if any student has faced ragging and it was found that no one has any complaints.
- 2. Then as per the norms of antiraaging given it was discussed to conduct the meeting of anti ragging committee once in a semester.
- 3. If any case of ragging is reported in between that period, then the frequency of the meetings will be as per the requirement.

Principal



NOTICE

ANTIRAGGING COMMITTEE MEETING-12

The anti ragging committee meeting is scheduled on 13th February 2020, at 4.45 pm to 5.00 pm

Meeting **Agend**a

Sr. No.	Points to be discussed
1.	If any student has faced ragging.
2.	Decision about meeting frequency in a semester.

SPG!- Spatil

SHP!- Spatil

KCS:- Globel

KCS:- Globel



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K.K. Wagh College of Pharmacy

ANTI RAGGING COMMITTEE

Minutes of the meeting

Day and Date: - 19/11/2019, Tuesday

Time: - 12.30 pm

Venue: - Meeting hall, first floor, K. K. Wagh College of pharmacy, Nashik.

Following staff members were present for the meeting.

Sr.No.	Name of Member	Sr.No.	Name of Member
1	Dr. Kishor Sanchalal Jain	8	Mr. J. B. Jadhav
2	Police Inspector- Adgaon Police Station, Nashik	9	Ms. Hemlata K. Bagul
3	Mrs. U. S. Jagtap	10	Ms. Pratiksha Vasant Jadhav
4	Mr. Ganesh Jagdale	11	Mast. Dheeraj Deepak Pawar
5	Mr. Sandip Pandhareenath Godse	12	Mr. Nathe Milind Krishnarao
6	Mrs. Surabhi Harshavardhan Patil	13	Mr. Vivek Laxman Pate
7	Mrs. Shweta R. Patil	14	Mr. Kiran. C. Sonawane

- 1. The meeting began with floral welcome of all the committee members. Principal, Dr. Jain sir felicitated all the committee members.
- For this meeting, two special invitees were present, Mr. S. B. Bhalerao (Hr. Department) and Prof. R. A. Herole sir (Principal K. K. Wagh Institute of Pharmacy, Chandori).
- 3. Prof. S. P. Godse presented a small powerpoint about college and introduced about the Ragging redressal mechanism. It covered the important things like what constitutes ragging, in what situations ragging is conducted, intention behind it and it also covered the actions that can be taken by institutes at its level. Also a brief introduction of the committee members was given by him.
- 4. Then the members discussed about various issues like the severe punishment given by the antiragging law under its section.
- 5. Principal, Dr Jain sir highlighted some of the severe cases of ragging that has happened in past.
- 6. Mr. Jadhav- Rector, Boys Hostel, K. K. Wagh Society, suggested that the severe punishments should be informed to the students and for the same banners must be displayed in the college, also he insisted that the antiragging squad should be active during the first month of admission so that no incidence of ragging take place and the students are well aware about this law. He also suggested about displaying board of the committee in the college.
- 7. Ms. S. R. Patil madam-Rector, Girls Hostel, K. K. Wagh Society, informed the students representative that it's their responsibility to spread the word about such committee and its after effects to the fellow students.
- 8. Mr. Bhalerao sir suggested that the squad on visit should inform the students about their role while conducting the visit as this will make the students more aware of the law. Also all the members and staff should be very vigilant about ragging and if any case is noticed then such students are counselled well.
- Mr. Jagdale suggested that during induction programme a law expert should give all the details about section 294, 323 to the students so that working of this committee will be more efficient and no cases will happen.
- 10. Prof. R. A. Herole suggested that Aman online affidavits should be generated by the students and a copy is to be filled in the college.
- 11. The meeting ended with Vote of thanks presented by Prof. S. H. Patil.

ANTIRAGGING COMMITTEE MEETING-11

The anti ragging committee meeting is scheduled on 19th November 2019, at 12.30 pm.

Meeting **Agend**a

- 1. Floral welcome of the committee members and their introduction.
- 2. Institute Introduction.
- 3. Introduction to the antiragging redressal mechanism.
- 4. Discussion regarding measures for prevention of ragging.
- 5. Suggestions of the members if any.
- 6. Vote of thanks.

Sr.No.	Name of Member	Contact No.	Sign
1	Dr. Kishor Sanchalal Jain	9422322070	Sand
2	Police Inspector- Adgaon Police Station, Nashik	0253-2629837	And Soll
3	Mrs. U. S. Jagtap	9422704934	U5 Jagl
4	Mr. Ganesh Jagdale	9075017508	(June)
5	Mr. Sandip Pandhareenath Godse	9270016092	Son
6	Mrs. Surabhi Harshavardhan Patil	8308812115	Sput
7	Mrs. Shweta R. Patil	9665743049	
8	Mr. J. B. Jadhav	9881409952	Bull
9	Ms. Hemlata K. Bagul	7972978704	May:
10	Ms. Pratiksha Vasant Jadhav	8806371382	tadia
11	Mast. Dheeraj Deepak Pawar	8530169247	Raway.
12	Mr. Nathe Milind Krishnarao	9325888311	Afree
13	Mr. Vivek Laxman Pate	9822907385	
14	Mr. Kiran. C. Sonawane	9881734611	gall=
Spe.	cial Invitees		
15	Prin R. A. Herole	9764851838	(hmil
16	Mr. S. V. Bhalena	9717012221	Ph 10

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: - 20/08/2019, Tuesday

Time: - 10.00 am

Venue: - K. K. Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mr. Y. R. Patil

- A session of introduction of the antiragging redressal mechanism available at institute for newly admitted students was conducted in the seminar hall.
- In this session points highlighted were -what constitute ragging, anti ragging committee
 members- whom to contact in case of ragging, redressal mechanism at the institute level,
 penalties for ragging, etc.
- Students were imparted the anti ragging pledge.

COLLEGE ON A SHIK * DANSHIK * DANSHI

Principal PRINCIPAL K. K. Wagh College of Pharmacy Nashik-422 003.

Year 2019

K. K. Wagh Education Society's K. K. Wagh College of Pharmacy, Nashik-3

NOTICE

ANTIRAGGING COMMITTEE MEETING-10

The anti ragging committee meeting is scheduled on 20th August 2019, at 10.00 am.

Meetin<mark>g Agenda</mark>

Ŷ	Points to be discussed
\$r. No.	Introduction of the Antiragging redressal mechanism to the
1.	students.

PRINCIPAL

R. Wagh College of Pharmacy

Nashik-422 003.

ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: - 23/07/2019, Tuesday

Time: - 04.45 pm 10 5,00 pm .

Venue: - K. K. Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mr. Y. R. Patil

1. First antiragging committee meeting of A.Y. 2019-20 was held.

2. A session was planned to introduce antiragging redressal mechanism available at institute for newly admitted students and for the students of S. Y. and T.Y.

3. Correspondence to identified committee members is to be done in the coming days.s

PRINCIPAL K. K. Wagh College of Pharmacy Nashik 202 003.

K.K. Wagh College of Pharmacy

ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: - 23/07/2019, Tuesday

Time: - 04.45 pm 10 5,00pm

Venue: - K. K. Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mr. Y. R. Patil

- 1. First antiragging committee meeting of A.Y. 2019-20 was held.
- 2. A session was planned to introduce antiragging redressal mechanism available at institute for newly admitted students and for the students of S. Y. and T.Y.
- Correspondence to identified committee members is to be done in the coming days.s

PRINCIPAL K. K. Wagh College of Pharmacy

NOTICE

ANTIRAGGING COMMITTEE MEETING-09

The anti ragging committee meeting is scheduled on Tuesday, 23rd July at 4.45 pm to 5.00 pm

Meeting Agenda

Sr. No.	Points to be discussed
1.	Review -if any complaint has received
2.	Revision of the committee for next academic year
3.	Preparation for introduction of anti-raging act to the F. Y. students.
4.	Any other point

SPG:-

SHP:-

VRD:-

Principal

PRINCIPAL

K. K. Wagh College of Pharmagy
Nashik-422 903

Year 2019

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: -01/04/2019, Monday

Time: - 4.45 pm

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mr. Y. R. Patil

- 1. Initially it was discussed if any student has faced ragging and it was found that no one has any complaints.
- Anti ragging squad's monthly surprise visits were done at canteen, common rooms and parking and record of the same was checked and no misbehaviour was found. Everything among the students was in harmony.



Principal

R. K. Wagh College of Pharmacy Nashib-422 003.

NOTICE

ANTIRAGGING COMMITTEE MEETING-07

The anti ragging committee meeting is scheduled on Monday, 1st April at 4.45 pm to 5.00 pm

EDUCATION

Meeting Agenda

Sr. No.	Points to be discussed	A STATE OF THE STA
1.	If any student has faced ragging.	
2.	Squad report of visit.	

PRINCIPAL

K. Wagh College of Pharmacy

Nashik-422 003.

PAGE NO:

DATE: / /

Year 2019

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: - 05/03/2019, Tuesday

Time: - 04.45 pm +0 5.00 pm.

Venue: - K. K. Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mr. Y. R. Patil

- 1. Initially it was discussed if any student has faced ragging and it was found that no one has any complaints.
- 2. The students are in harmony.

Principal

PRINCIPAL
K. K. Wagh College of Pharmacy
Nashik-422 003.

NOTICE

ANTIRAGGING COMMITTEE MEETING-0 5

The anti ragging committee meeting is scheduled on 4th February 2019 at 4.45 pm to 05.00 pm.

Meeting Agenda

Sr. No. Points to be discussed		ed
1.	Interaction with students	
2.	Any other point	

Principal
PRINCIPAL
K. K. Wagh College of Pharmacy
Nashik-422 003.

DATE: / /

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: - 04/02/2019, Monday

Time: - 04.45 pm to 5-00 pm -

Venue: - K. K. Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mr. Y. R. Patil

- Initially it was discussed if any student has faced ragging and it was found that no one has any complaints.
- 2. The students are in harmony.

Principal

PRINCIPAL

K. K. Wagh College of Pharmacy Nashik-422 003.

PAGE NO.:

DATE: Year 2019

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: - 07/01/2019, Saturday

Time: - 04.45 pm +0 5.00 pm.

Venue: - K. K. Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members	
1	Dr. K.S. Jain	A - A
2	Mr. S.P.Godse	
3	Ms. S.H. Patil	2 , 90
4	Mr. Y. R. Patil	

 Initially it was discussed if any student has faced ragging and it was found that no one has any complaints.

 Anti ragging squad's monthly surprise visits were done at canteen, common rooms and parking and record of the same was checked and no misbehaviour was found. Everything among the students was in harmony.

COLLEGE ON K. K. WAGH EDUCATION SOCIETY OF WASHING

Principal
PRINCIPAL
K. K. Wagh College of Pharmacy
Nashik-422 003.

NOTICE

ANTIRAGGING COMMITTEE MEETING-04

The anti ragging committee meeting is scheduled on 7th January 2019 at 4.45 pm to 05.00 pm.

Meeting Agenda

r. No.	Points to be discussed
1.	If any student has faced ragging.
2.	Squad report of visit.

Principal
PRINCIPAL
K. K. Wagh College of Pharmacy
Nashik-422 043.

NOTICE

ANTIRAGGING COMMITTEE MEETING-03

The anti ragging committee meeting is scheduled on Saturday, Dist December at 10.30 am to

11.00 am.

Meeting Agenda

Sr. No.	Sr. No. Points to be discussed	
1.	If any student has faced ragging.	
2.	Squad report of visit.	

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Principal

PRINCIPAL K. Wagh Callege 1 12 No. 154 427 1903.

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VRP:-

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy ANTI RAGGING COMMITTEE

Minutes of the meeting

Day and Date: - ol /12/2018, Saturday

Time: - 10.30 am +ollooom.

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members
1	Dr. K.S. Jain
2	Mr. S.P.Godse
3	Ms. S.H. Patil
4	Mr. Y. R. Patil

- 1. Initially it was discussed if any student has faced ragging and it was found that no one has any complaints.
- 2. Anti ragging squad's monthly surprise visits were done at canteen, common rooms and parking and record of the same was checked and no misbehaviour was found. Everything among the students was in harmony.

K. WAGH

PRINCIPAL K. K. Wagh College of Pharmacy Nashik-422 003.

NOTICE

MEETING-02

The anti ragging committee meeting is scheduled on Saturday, 3rd November at 4.30 pm to 5.00 pm

Meeting Agenda

Sr. No.	Points to be discussed
1.	If any student has faced ragging.
2.	Locations to be visited by the squad and schedule for the same
3.	To check the condition and relevance of anti-ragging boards displayed in the building or they need to be changed.
4.	Action plan for members to be nominated from NGO, Media person & police. with in a fixed time frame

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SHP:- And

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COLLEGE OF SHERWAY OF SHIRLS AND SHIRLS AND

Principal
PRINCIPAL
K. K. Wagh College of Pharms
Nashik-422 003.

ANTI RAGGING COMMITTEE Minutes of the meeting

Day and Date: - 03/11/2018, Saturday

Time: - 04.30 pm

Venue: - K.K.Wagh College of pharmacy

Following staff members were present for the meeting

Sr. No.	Name of the staff members	
1	Dr. K.S. Jain	
2	Mr. S.P.Godse	
3	Ms. S.H. Patil	
4	Mr. Y. R. Patil	

- Initially it was discussed if any student has faced ragging and it was found that no one has any complaints.
- 2. Anti ragging squad's monthly surprise visits were planned.
- 3. The location for the visit will be canteen, common rooms and parking. (Possible areas for student interactions). The squad will visit before the academic session starts, during recess and after academic session ends.
- 4. It was also found that the contact number displayed on the anti ragging boards need to be updated.
- 5. Also it was decided to install suggestion box at library and first floor lobby.
- 6. It was decided to reframe the committee.
- 7. Probable names are

Designation	Probable Name of member
Parent representative	Mrs. Bichawe
Parent representative	Mr. Nathe
Student representative	Mr. Abhijeet Kudal
Student representative	Ms. Pratiksha Jadhav
Media Person	Mr. Ganesh Jagdale
Social worker	Mrs. Uma Bacchav
Police representative	PI Adgaon police station

It was decided to send them request letters.

Principal

PRINCIPAL

K. K. Wagh College of Pharmacy
Nashik-422 003.

NOTICE

MEETING-01

The anti-ragging committee meeting is scheduled on Tuesday, 16th October at 10.00 am to 10.30 am with all students of F. Y. B. Pharm. & S. Y. B. Pharm.

Meeting Agenda

Sr. No.	Points to be discussed	
1	Introducing the GR & anti-ragging redressal mechanism to students	
2	Informing the students about the person whom should be contacted in case of ragging	
3	Informing students about the punishments in case of ragging	
4 1	Student's / Parent's representative selection	
5	Anti-ragging pledge to staff & students	

SPG-Som
SHP-John

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Principal

Anti-ragging Committee

Minutes of the meeting-01

Day and Date: Tuesday 16/10/2018

Time: 10:00am to 10:30am

Venue: Seminar Hall, K. K. Wagh College of Pharmacy, Nashik

First anti-ragging committee meeting was held in Seminar Hall. Following staff members along with students of first and second year were present for the meeting.

Sr. No.	Staff
1	Dr. K. S. Jain
2	Mr. S. P. Godse
3	Mrs. S. H. Patil
4	Mr. Y. R. Patil

- The Meeting of the Anti-Ragging Committee of the college for the session 2018-2019 started at 10.00 a.m. under the Chairmanship of Dr. K. S. Jain. Initially, Mrs. S. H. Patil welcomed all the members.
- 2. Principal defined roles & responsibilities of committee members and also instructed students to maintain discipline in campus.
- 3. Mrs. S. H. Patil discussed 'What constitutes ragging and Administrative actions in events of ragging'.
- 4. Mr. S. P. Godse informed about grievance redressal mechanism available at college in case of any incidence of ragging.
- 5. Principal suggested using 'suggestion box' as tool in grievance redressal mechanism.
- 6. Meeting was concluded with Anti-Ragging pledge.

It has also been decided to hold meeting of the committee regularly, each month's 1st monday.

Ladies Gnevance Commin the class mom. Fo	vitte e madeline	
in the class mom. for	Howing moral	was called
r rending medine and	1.)en)ben	were presen
Sr. No. 201 Name		
		Sign
1. D.K. Kadam	Chairperson -Assist-professor	Jae Stroke
	Asst-professor	
31 9805.Si Patil balanda	staff member	G W
4. A.M. Bairagi		So at 1
5. K.V. More	Nonteaching staff	(and oh
6. Bagal priyante	student	(mèek
7. Rout Anjali		P. Bagul
8. Karchan Mishoa	Student Student	Copant
9. Wishakha wani ba	student	Helishoa.
10. Shweta Chavan		- Presani
11. Harshali Thube	nistadient barro	Shuetay.
12. Gayati Khute	student.	Fuel
139	Student	tuble
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1. Interaction with	77/00/3	
1. Interaction with girl	stretent of s.y	1. & T. Y. & fina
001	1e. Students la	nan o ed
OF COM	mon mon	
2. D.K. Kadam and other	staff members	asked
of the state of th		and the second s
, ac apper other	problems	
faced by them.		
3. Students discussed and	demanded to	solve the
The following man	hine & also from	in Classes
problem of vending man 4. D.K. Kadam instructed caritary napkins into dust regularly.	girls to discar	d the
sarriary rapkins into dust	Hin as sweeper	complaining
regularly.	COLL	EGEO

Them NO:3 - Status of Vending Machine.

Resolution - Girls students complained about

the error in vending machine and

also discussed about the hostel

problems.

DATE 3 MC 102

10/10

Item No: 4 - Availability of book in the library
Resolution - students demanded the increase the
time limit for the issued books of
also they complained regarding the
availability of the textbook.

It was decided to solved the discussed problems as soon as possible and again will discuss the rosolved points in the next meeting.



Ition nothonsta

students about sick man lever anno toilet failties of and other problems illi were

students discussed and demant I to solve the

D.K. Kadam. instructed girls to target the

conjust when the graffic of 2000 to the surpline

Party of the Late of the Comment

PAGE NO .: : BTAC

Meeting No.

Ladies Grievance Committee	meeting	was	called
in exam section. Following	members	were	present -
gos done conservances	. P. S. S	17	

NAMES OF TAXABLE PARTY			AND THE RESIDENCE OF THE PARTY
STUTE	Name Privatio	Designation	Signature.
Non	mar its within	of tation moore	<u> </u>
	D. K. Kadam	Staff	Tod
2.94	D. V. Jain	ods Staff Eureia	- Deut mala
3.	s.s. Patil	staff apalla)	Suty.
42.mic	A. M. Bairagi	Non-Teaching staff	15ward
500	mayer: H. morade	postudent bil	warage.
G, te	Khushali Khaimar	stydent el	Blones.
Z. *x	Bhavara Thakate	student	Blie
	Nishtha Monathe		Astono
9		student	Arhwini
lo	Annu kumani 100	Student	- A -00 / 100 A
Nollion	Vasaitar Vaishnowi	Student	- Straikus 1000
12+	Kanchan Mishing	student	KARishra
1.1300	Raul Anjali	Student	Akaut
14	Garit Bulochana	Student	Spart.
15.	Bagul Priyanka	student	p. Bagul
16	Prachi Jadhay	Student	Pladhou
8 (40)	kisan wadhawane.	student	- Trumouni
1 of z	A to Mar Stanton	1. Indon't have	

Item No. 1 - Interaction with girls student of s.y.,

T.y. & final year B. pharmacy.

Resolution - Grillances with respect to lackies moon,

sick room, toilet facilities, etc were

discussed.

Item No. 2 - Discussion about the problems in the college. Resolution - Girls complained about water supply in the laboratories as well as drinking warks

PAGE NO.: DATE: / /

Hem No. 1 - Interaction with girls students.

Resolution - Interaction with girls students of

f. 4. 8 s. 4. was done, Grievances

with respect to ladies noom, sick

noom, toilet facilities, etc, were discussed.

Moofing No. 1T

resolution - Asked girls about any problems in the college dich was faced by them in the college girls complained about the water supply in the vater cooler as well as cleaning of the sashrooms.

Resolution - Girls demanded the girls common about the vending machine.

resolution - Members discussed the problems and asked students about hostel problems also and assured to the all students regarding the problems and told them will solved the problems as soon as possible.

Members assured the students to solve the problem carlies and will discussed in the next meeting.

Meeting No. 16

Meeting Agenda-

DATE: /

- Interaction with girls students of F.Y., S.Y., T.Y. & Final year B. Pharmacy.

- Discussion about the problems in the college.

- Any other points.

O. K. hadr

Minutes of Meeting No. 15

conducted in the class nom. Following members were present -

SY- NO	Name	Designation	sign.
1.	D.K. Kadam	Cheirman	Joseph -
و،	D.V. Jain	staff member.	Herri
3.	A.M. Bairag,	staff member	- Tsaim
4,	s. S. Patil	Staff member	Gold
5.	Harshali Thube	student	TreeB
6.	Sanka R. Pawan	- Audent	- heav
7.	Priyanka. G. Salunkhe	Student	Stationer
8.	Chaudhari Madhuni	Student	wheny.
9,	Bagul Komal	Student	K. Boul
10.	Kothawade Yashashnee	Shudent	Mothawarde.
U	Shweta B. Chavan	Student	Queta.
[2.	Vishakha P. wani	Student	Quani
13	Yogita D. No Bagul	Student	Amy
14.	Mushali D. Vaupe	student	July 1
S.	Cryatei Khute	Student	Shirt .
16.	Moré Gayatri	student	GIVE

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy, Nashik

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Minutes of the meeting-15

Day and Date: 17/12/2021, Friday

Time: 4.00 pm to 4.30 pm

Venue: K. K. Wagh College of Pharmacy, Nashik

Ladies Grievance Committee Meeting was called in Meeting room. Following members were

present for the same-

Sr no.	Name of the staff members	Sign
1	Ms. D. K. Kadam	Kast
2	Mrs. D. V. Jain	Die
3	Ms. S. B. Jadhv	St
4	Ms. A. M. Bairagi	Barr
5	Mrs. U. S. Jagtap	

Item No. 1: Interaction with girl students of F. Y., S.Y., T.Y. and Final Year B. Pharmacy.

Resolution: Interaction with girl students of all four years B. Pharm was done. Grievances with respect to ladies room, sick room, toilet facilities, etc. were discussed.

Item No. 2: Discussion about the problems in college.

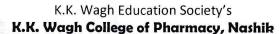
Resolution: Girls complained about cleaning of bathrooms and girls common room. It was decided that the problem

Item No.3: Status of Vending machine.

Resolution: The girl student's complaint about the error in vending machine. It was decided to repair the machine as soon as possible.

HOULEGE OF AT A WAGHT A WASHIN A NASHIN A NASHIN

Principal
PRINCIPAL
K. K. Wagh College of Pharmacy
Nashik-422 003.



NOTICE

Meeting No. 15

The Ladies Grievance Committee Meeting has been scheduled on Friday,17th December, 2021, at 4:00 pm.

Meeting **Agenda**

- 1. Interaction with girl students of F. Y., S.Y., T.Y. and Final Year B. Pharmacy.
- 2. Discussion about the problems in college.
- 3. Status of Vending machine.
- 4. Any other points

Chairman

Sr no.	Name of the staff members	Sign
1	Mrs. D. V. Jain	Dies
2	Ms. S. B. Jadhv	de la
3	Ms. A. M. Bairagi	Baix
4	Mrs. U. S. Jagtap	

DATE:

K.K. Wagh Education Society's

K.K. Wagh College of Pharmacy, Nashik

Minutes of the meeting-13

Day and Date: 22/01/2021, Friday

Time: 4.00 pm to 4.30 pm

Venue: K. K. Wagh College of Pharmacy, Nashik

Ladies Grievance Committee Meeting was called in Meeting room. Following members were

present for the same-

Sr no.	Name of the staff members	Sign
1	Ms. D. K. Kadam	tad
2	Mrs. S. H. Patil	Span
3	Ms. R. R. Deshmukh	FED
4	Mrs. M. S. Patil	
5	Mrs. U. S. Jagtap	

Item No. 1: Interaction with girl students of F. Y., S.Y., T.Y. and Final Year B. Pharmacy.

Resolution: Interaction with girl students of all four years B. Pharm was done. Grievances with respect to ladies room, sick room, toilet facilities, etc. were discussed.

Item No. 2: Discussion about the problems in college.

Resolution: Girls complained about cleaning of bathrooms and girls common room. It was decided that discussion will be done regarding this with the college authorities and the issue will be solved soon.

Item No.3: Status of Vending machine.

Resolution: The girl student's complaint about the error in vending machine. It was decided to repair the machine as soon as possible.

COLEGE OF OTHER PARTIES OF SOCIETY AND SHIPLE

Principal
PRINCIPAL
Wash College 6

K. K. Wagh College 6. Nashik-422 003.

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy, Nashik

NOTICE

Meeting No. 13

The Ladies Grievance Committee Meeting has been scheduled on Wednesday,22ndJan, 2021, at 4:00 pm.

Meeting Agenda

- 1. Interaction with girl students of F. Y., S.Y., T.Y. and Final Year B. Pharmacy.
- 2. Discussion about the problems in college.
- 3. Status of Vending machine.
- 4. Any other points

Chairman

Sr. no.	Name of the staff members	Sign
1	Mrs. S. H. Patil	Math
2	Ms. R. R. Deshmukh	800
3	Mrs. M. S. Patil	
4	Mrs. U. S. Jagtap	

Minutes of the meeting- 12

Day and Date: - 25/02/2020, Tuesday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting-

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	act
2.	Mrs. S. H. Patil	Spatil.
3.	Ms. R. R. Deshmukh	Lunic
4.	Mrs. M. S. Patil	THE
5.	Mrs. U. S. Jagtap	

Item No. 1: Interaction with girl students of F. Y., S. Y. & T.Y. B. Pharmacy.

Resolution: Interaction with girl students of F. Y., S. Y. & T.Y. B. Pharmacy was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Discussion about the problems in girls hostel

Resolution: The girls complained about various problems in girls' hostels such as poor quality of food, Bathrooms not cleaned properly, proper treatment not given in illness, etc. It was decided that discussion will be done regarding this with the hostel authorities and the issue will be solved soon.

Item No. 2: Discussion about the Women's Day.

Resolution: All the girl students suggested to organise a program on the occasion of Women's day. It was decided that the discussion will be done regarding this with the higher authorities

Item No. 3: Any other points

Resolution: The girl students informed about that the cleanliness of girls common room was maintained.

NOTICE

MEETING-12

The Ladies Grievance Committee meeting has been scheduled on Tuesday, 25th February, 2020, at 4.00 pm.

Meeting Agenda

- 1. Interaction with girl students of F. Y., S. Y. & T.Y. B. Pharmacy.
- 2. Discussion about the problems in girls hostel
- 3. Discussion about the Women's day.
- 4. Any other points.

Chairman

SHE

RRD Lang

MSP THE

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 10

Day and Date: - 08/07/2019, Monday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	Tao
2.	Mrs. S. H. Patil	matil
3.	Ms. R. R. Deshmukh	Dwy's
4.	Mrs. M. S. Patil	TOUR
5.	Mrs. U. A. Jagtap	

Item No. 1: To discuss & plan for conduction of enquiry into matter related to Grievances of girl students.

Resolution: It has been decided to call girl students whose verbal complaints were received from time to time by various teachers. Also to listen to them sympathetically & patiently & take them into confidence. If possible collect written complaints from them. It was also decided to listen to their other grievances with respect to ladies room, Sick room Toilet facilities etc.

Item No. 2: To plan for monthly meetings

Resolution: It has been decided to have per semester 1 meeting of this committee and if required meeting will called immediately.

Item No. 3: Interaction with girl students of S.Y. & T.Y. B. Pharm

Resolution: It was decided that the committee will go on rounds & check facilities like ladies room, Sick room Toilet facilities etc on regular basis.

Item No. 4: To contact respective meeting in charge of engineering and poly and understand their working and records and report the finding to Principal within weekend.

Resolution: It was found that in both engineering and polytechnic college meetings were conducted once in a semester. Same was reported to Principal sir.

Item No. 5: Any other points

Resolution: Issue of vending machine arises and it will be resolved by purchasing new machine. The quotations were invited for the same.

San

K. K. Wagh Education Society's K. K. Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-10

The Ladies Grievance Committee meeting has been scheduled on Monday 8th July 2019 at 4.30 pm.

Meeting Agenda

- To discuss & plan for conduction of enquiry into matter related to Grievances of girl students.
- To plan for monthly meetings
- 3. Interaction with girl students of S.Y. & T.Y. B. Pharm
- 4. To contact respective meeting in charge of engineering and poly and understand their working and records and report the finding to Principal within weekend.
- 5. Any other points

Chairman

PRINCIPAL

K. K. Wagh College of Pharmacy Nashik-422 003.

RRD

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K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 09

Day and Date: - 05/04/2019, Friday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

DATE

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting-

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	Kach
2.	Mrs. S. H. Patil	Speti) -
3.	Ms. R. R. Deshmukh	RPP
4.	Mrs. M. S. Patil	Hous
5.	Mrs. U. S. Jagtap	

Item No. 1: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm

Resolution: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Status of Vending Machine.

Resolution: It was informed that vending machine has been transferred from Women's Poly technique and repairing is under process. The machine will be available as early as possible.

Item No. 3: Any other points

Resolution: No any particular issue was found during meeting.

K. K. Wagh College of Pharmacy Nashik-422 003.

K.K.Wagh Education Society's K.K.Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-09

The Ladies Grievance Committee meeting has been scheduled on Friday 05th April, 2019, at 4.00 pm.

Meeting Agenda

- Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm.
- 2. Status of Vending Machine.
- 3. Any other points.

Chairman

SHP Juli

RRD PP

MSP TRANS

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 08

Day and Date: - 06/03/201, Wednesday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting-

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	Too
2.	Mrs. S. H. Patil	Spati .
3.	Ms. R. R. Deshmukh	Lunga
4.	Mrs. M. S. Patil	STORE OF THE PARTY
5.	Mrs. U. S. Jagtap	-

Item No. 1: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm

Resolution: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Procurement of new Vending Machine.

Resolution: The girl student's complaint about the error in vending machine. It was decided that to procure new **Vending Machine** and quotations are invited for the same.

Item No. 3: Any other points

Resolution: It was informed by girl's student that the issue regarding the cleanliness of the washroom was resolved.

R. K. Wagh College of Pharmacy, Nashik-422 003:

DATE: Year 2019

K.K.Wagh Education Society's K.K.Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-08

The Ladies Grievance Committee meeting has been scheduled on Wednesday, 6th March, 2019 at 4.00 pm.

Meeting Agenda

- 1. Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm
- 2. Procurement of new Vending Machine.
- 3. Any other points

Chairman

SHP

RRD 4

MSP TRHUY

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 07

Day and Date: - 04/02/2019, Monday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	Tack.
2.	Mrs. S. H. Patil	Spatil
3.	Ms. R. R. Deshmukh	Rúyic
4.	Mrs. M. S. Patil	ARMUS .
5.	Mrs. U. S. Jagtap	U

Item No. 1: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm

Resolution: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Discussion about the Vending Machine.

Resolution: The girl students complaint about the error in vending machine. It was decided that the issue regarding this will be reported & request for new vending machine will be done.

Item No. 3: Any other points

Resolution: The girl students informed about the cleanliness of girls common room and washroom. They also complained about the inadequate first aid facilities in case of emergency. The same was reported and appropriate action was taken.

K. K. Wagh College of Pharmacy Nashik-422 003. DATE

K.K.Wagh Education Society's K.K.Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-07

The Ladies Grievance Committee meeting has been scheduled on Monday, 4th February, 2019 at

Meeting Agenda

- Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm 2.
- Discussion about the **Vending Machine** and commissioning action plan. 3. Any other points

Chairman

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K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 06

Day and Date: - 09/01/2019, Wednesday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	Lad
2.	Mrs. S. H. Patil	Spatil
3.	Ms. R. R. Deshmukh	Ruma
4.	Mrs. M. S. Patil	Hague
5.	Mrs. U. S. Jagtap	

Item No. 1: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm

Resolution: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Discussion about the problems in college

Resolution: The girls complained about various problems in college such as Bathrooms not cleaned properly, cleanliness of girl's common room, etc. It was decided that discussion will be done regarding this with the college authorities and the issue will be solved soon.

Item No. 3: Any other points

Resolution: The girl students informed about the cleanliness of girls common room. The same was reported and appropriate action was taken.

PRINCIPAL
R. Wagh College of Pharmacy

K.K.Wagh Education Society's K.K.Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-06

The Ladies Grievance Committee meeting has been scheduled on Wednesday, 9th January, 2019 at

Meeting Agenda

- Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm
- Discussion about the problems in college. 2.
- 3. Any other points

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Chairman

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K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 05

Day and Date: - 03/12/2018, Monday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	food
2.	Mrs. S. H. Patil	Spertil
3.	Ms. R. R. Deshmukh	queiga
4.	Mrs. M. S. Patil	Here
5.	Mrs. U. S. Jagtap	

Item No. 1: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm

Resolution: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Discussion about the problems in girls' hostel

Resolution: The girls complained about various problems in girls' hostels such as poor quality of food, Bathrooms not cleaned properly, proper treatment not given in illness, etc. It was decided that discussion will be done regarding this with the hostel authorities and the issue will be solved soon.

Item No. 3: Discussion about the Vending Machine.

Resolution: The girl students complaint about the error in vending machine. It was decided that the issue regarding this will be reported & request for new vending machine will be done.

Item No. 4: Any other points

Resolution: The girl students informed about the cleanliness of girls common room. The same was reported and appropriate action was taken.

K.K.Wagh Education Society's K.K.Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-05

The Ladies Grievance Committee meeting has been scheduled on Monday, 3rd December 2018 at 4.00 pm.

Meeting Agenda

- 1. Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm
- 2. Discussion about the problems in girls hostel
- 3. Discussion about the **Vending Machine** and commissioning action plan.
- 4. Any other points

Chairman

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MSP 39W

K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 04

Day and Date: - 03/11/2018, Saturday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	Kaet.
2.	Mrs. S. H. Patil	Spatil
3.	Ms. R. R. Deshmukh	ffree -
4.	Mrs. M. S. Patil	Hojus
5.	Mrs. U. S. Jagtap	-

Item No. 1: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm

Resolution: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Discussion about the Vending Machine.

Resolution: The girl students complaint about the error in vending machine. It was decided that the issue regarding this will be reported & request for new vending machine will be done.

Item No. 3: Any other points

Resolution: The girl students informed about the cleanliness of girls common room. The same was reported and appropriate action was taken.

K.K.Wagh Education Society's K.K.Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-04

The Ladies Grievance Committee meeting has been scheduled on Saturday, 3rd November 2018 at 4.00 pm.

Meeting Agenda

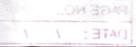
- 1. Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm
- 2. Discussion about the **Vending Machine** and commissioning action plan.
- 3. Any other points

Chairman

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K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 03

Day and Date: - 01/10/2018, Monday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room. Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	· Jack
2.	Mrs. S. H. Patil	loat .
3.	Ms. R. R. Deshmukh	PRDESENT
4.	Mrs. M. S. Patil	- HAM
5.	Mrs. U. S. Jagtap	AB

Item No. 1: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm

Resolution: Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm was done. Grievances with respect to ladies room, Sick room Toilet facilities etc. were discussed.

Item No. 2: Discussion about the Step-up Foundation's Program on the topic "Menstrual Hygiene Management and use of Biodegradable Chemical Free Napkins"

Resolution: Information regarding program of Step-up Foundation's on the topic "Menstrual Hygiene Management and use of Biodegradable Chemical Free Napkins" was discussed with girl students of F. Y. B. Pharm & S. Y. B. Pharm. And it was asked to compulsorily attend the program on the 17th October, 2018

Item No. 3: Any other points

Resolution: All the girl students of F. Y. B. Pharm were informed regarding the Ladies Grievance Committee and action to be taken in case of any Grievance.

Year 2018

PAGE NO.:

K.K.Wagh Education Society's K.K.Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-03

The Ladies Grievance Committee meeting has been scheduled on Monday 1st October 2018 at 4.00 pm.

Meeting Agenda

- 1. Interaction with girl students of F. Y. B. Pharm & S. Y. B. Pharm
- 2. Discussion about the Step-up Foundation's Program on the topic "Menstrual Hygiene Management and use of Biodegradable Chemical Free Napkins"
- 3. Any other points

Chairman

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K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 02

Day and Date: - 03/09/2018, Monday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

Ladies Grievance Committee Meeting was called in Meeting room .Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	fad.
2.	Mrs. S. H. Patil	Sputi
3.	Ms. R. R. Deshmukh	440
4.	Mrs. M.S.Patil	Stiller
5.	Mrs. U. A. Jagtap	

Item No. 1: Plan of action to be implemented regarding grievances

Resolution: It has been decided to interact with girl students of S.Y.B.Pharm & to take written complaints from them against their fellow Student Mr. Ajinkya Memane without any pressure.

It was also decided to visit ladies room, Sick room Toilet facilities to check any damage or discrepancy in them.

Item No. 2: Interaction with girl students of S.Y.B.Pharm

Resolution: Among the 26 girl students, Total 11 girl students gave written complaint about their fellow Student Mr. Ajinkya Memane. Same to be compiled, analysed & a report to be prepared. Also to include observations regarding checking ladies facilities in the report.

Item No. 3: Preparation of confidential report

Resolution: It was decided that a confidential report to be prepared & submitted to Principal Sir, at the earliest.

NOTICE

MEETING-02

The Ladies Grievance Committee meeting has been scheduled on Monday 3rd September 2018 at 4.00 pm

Meeting Agenda

- 1. Plan of action to be implemented regarding grievances
- 2. Interaction with girl students of S.Y.B.Pharm
- 3. Preparation of confidential report

Chairman

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K.K. Wagh Education Society's K.K. Wagh College of Pharmacy

Minutes of the meeting- 01

Day and Date: - 01/09/2018, Saturday

Time: - 4.00 pm to 4.30pm

Venue: - K.K.Wagh College of Pharmacy

First Ladies Grievance Committee Meeting was called in Meeting room .Following members were present for the meeting

Sr. No.	Name of the members	Sign
1.	Ms. D.K. Kadam	Lad
2.	Mrs. S. H. Patil	Sport
3.	Ms. R. R. Deshmukh	kto.
4.	Mrs. M.S.Patil	- HARTET
5.	Mrs. U. A. Jagtap	

Item No. 1: To discuss & plan for conduction of enquiry into matter related to Grievances of girl students.

Resolution: It has been decided to call girl students whose verbal complaints were received from time to time by various teachers. Also to listen to them sympathetically & patiently & take them into confidence. If possible collect written complaints from them. It was also decided to listen to their other grievances with respect to ladies room, Sick room Toilet facilities etc.

Item No. 2: To plan for monthly meetings

Resolution: It has been decided to have monthly meeting of this committee for next 3 months.

Item No. 3: Any other points

Resolution: It was decided that the committee will go on rounds & check facilities like ladies room, Sick room Toilet facilities etc on regular basis. It has also been decided to call 2nd meeting immediately on Monday, 3rd September, 2018.

Item No. 4: To submit detailed report to the Principal

Resolution: It was decided to submit a detailed report to the Principal after conducting the second meeting.

PAGE NO .:

Year 2018

K. K. Wagh Education Society's K. K. Wagh College of Pharmacy, Nashik-3

NOTICE

MEETING-01

The Ladies Grievance Committee meeting has been scheduled on Saturday 1st September 2018 at 4.00 pm

Meeting Agenda

- To discuss & plan for conduction of enquiry into matter related to Grievances of girl students.
- 2. To plan for monthly meetings
- 3. Any other points
- 4. To submit detailed report to the Principal

Chairman

USJ



K. K. WAGH COLLEGE OF PHARMACY

(B. Pharmacy & D. Pharmacy)

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(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

5.1.4.

UGC Regulations



असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 171]

नई दिल्ली, सोमवार, मई 2, 2016/वैशाख 12, 1938

No. 171]

NEW DELHI, MONDAY, MAY 2, 2016/ VAISAKHA 12, 1938

मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्च्तर 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 रुप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्द्वारा निम्न विनियम निर्मित कर रहा है, नामतः :—

- 1. लघु शीर्ष, अनुप्रयोग एवं समारम्भः— (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्च्तर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएगे।
 - (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 जाएँगे।
- 2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरुरी है:-
- (अ) ''पीड़ित महिला'' से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोज़गार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताडना 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 हेत्

संस्थान पर, अध्ययनों, अध्ययन भ्रमण, सैर—सपाटे के लिए, लघु—अविध 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 3) के अनुच्छेद ४ के अन्तर्गत स्थापित हैं;
- (ई) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुराक्षित गतिविधि में कार्यरत है जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रुप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत है 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 लगे छात्र, स्वयंसेवक, अध्यापन—सहायक शोध—सहायक चाहे वे रोजगार में है 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 सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;
- (एच) ''उच्च्तर शैक्षिक संस्थान'' (एचई.आई.) 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 कमिटि) 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 शिकयत समिति (आइसीसी) के रूप में पुनर्गठित किया जाना चाहिए;
 - बशर्ते, 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। बशर्ते कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;
- (जं) ''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 जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न कामों में सहयोग करना अथवा किसी बाहरी एजेन्सी द्वारा की जा रही जाँच पड़ताल में अथवा किसी मुकदमें में बतौर गवाह मौजूद रहना;

(के) "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) नामत:—
 - (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

- (ड़) 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 हैं;
 - (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 अविधि प्रशिक्षण पाठ्यक्रम भी शामिल हः

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 हैं— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगाः

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 सीधै 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 सिक्रय है (जैसे कि लैंगिक संवेदीकरण सिनित जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सीटाइजेशन किंगिट अगेंस्ट सैक्सुअल हासमेंन्ट—जी.एस.सी. ए.एस.एच निकाय को आन्तरिक शिकायत सिनित) (इण्टरनल कम्प्लेन्टस किंगिट—आई.सी.सी) के समान ही पुनर्गठित करना:

बशर्ते, 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;
- (जं) 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 रुप 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 हेत तन्त्रों एवं समाधान प्रणाली को यथास्थिति बनाना;
- (एम) यदि उस दुराचार का षड़यंत्रकारी 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 अनुशासनात्क 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.) प्रकार्य 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 सिहत (कम्प्यूटर, फोटो कॉपियर, श्रव्य दृश्य उपकरणों आदि) स्टाफ (टाइपिस्ट, सलाह एवं कानूनी सेवाओं) सिहत 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 सामर्थ 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 अकादिमिक 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 नर्से 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 आन्तिरिक शिकायत समिति के प्रकार्यों से पृथक करके स्वशासी रखा जाना चाहिए। उसके साथ ही वे आन्तिरिक 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 अकादिमक स्थल" इन्हें परस्पर सहभागिता करनी चाहिए तािक ये कार्यशालाएँ नवोन्मेषी, आकर्षक बने 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 तन्त्र:-

- (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 जाएगाः

''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 है 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 कुलपित, पदेन कुलपित, रेक्टर, कुलसिचव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे तािक 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, यथारिथिति, 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 षिकायत 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 तािक विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हािन न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढे;
- (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 लिम्बत होने की अविध 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. षिकायत 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 षिकायत 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 इई 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 तकों 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 कार्रवाई 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 स्वीकृत 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 हरजानाः-

- (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, छात्रवृति, भत्तों एवं पहचान 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 नामाविल से हटाया जा सकता है, इसके साथ ही पुनः प्रवेश की अनुमित 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) पीडित व्यक्ति द्वारा अपने शारीरिक एवं मनोरोग संबंधी आधार के लिए खर्च किए गए चिकित्सा व्ययः
- (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. झुठी षिकायत 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 दिण्डत 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 कार्रवाई 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 कार्रवाई 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 दायित्चों 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 कार्रवाई 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 अनुशंसा 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;
- (जं) 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;

- (1) "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 orreason;
- (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 ensuretheir wide dissemination;
- 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

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;
- 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 asHuman 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 sensitizationand 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 antisexual 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 form 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 in capacity 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 compensations (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;
 - expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
 - (d) award reformative 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]

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