



Shramajivi Shikshan Prasarak Mandal's

ADARSH MAHAVIDYALAYA, OMERGA

NAAC Reaccredited – 'B' Grade with 2.92 CGPA

ARTS, COMMERCE & SCIENCE

Tq. Omerga, Dist. Osmanabad, Pin- 413606, Ph. 02475-252401 (O), 253405 (R), sspmo01@rediffmail.com

Reg. A.C.C./2022-2023

Date: / /

Dr. Dilip P. Garud
(M. Sc. Ph.D.)
Principal

5.1.4: The Institution has a transparent mechanism for timely 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**

Our College, Adarsh Mahavidyalaya, Omerga has constituted a "Women Grievance Redressal Committee" as per the order of the Supreme Court (Vishaka Judgement), Sexual Harassment at workplace Act, 2013 rules with the aim of promoting gender equality and women empowerment among students and staff members. This cell maintains safety and security to the girl students, female staff members. Our Women Grievance Redressal Committee stays alert all the time to prevent any sexual abuse towards the students and female workers. If the students or female employees face any harassment from the staff or fellow students, then they can complain at our women grievance cell. The members will look into the issues, gather the evidence and take necessary action against the guilty. We also focus on preventing this kind of harassment by using secret monitoring services, which keep a keen eye on the entire campus. So far not a single such case has been registered in the college.

- 1. Implementation of Guidelines of Statutory/Regulatory Bodies:-**The College has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases. The same is being followed by the statutory/regulatory bodies. The College has formed the **Grievances Redressal Committee** consisting the Chairman and members as follow:

- **Prof. Patel S. K.** Chairman
- **Prof. Mrs. Mirgane A. J.** Member
- **Prof. Sonkate A. S.** Member

Girls and Women Employees Grievance Redressal Unit: The safety of the girls is a matter of concern across the world whereas different organizations try to create awareness among. In our college, we have formed the **Girls and Women Employees Grievance Redressal Unit** consisting Chairman and Members as follow:

- **Prof. Mrs. Mirgane A. J.** **Chairman**
- **Prof. Sagar S. V.** **Member**
- **Prof. Kabade S.K.** **Member**
- **Adv. Mrs. Joshi N. M.** **Member**
- **Prof. Kulkarni S. G.** **Member**
- **Mr. Mane D. S.** **Member**

Besides, the College has **Anti-Ragging Committee** consisting the following details:

- **Principal. Dr. Garud D. P.** **Chairman**
- **Prof. Kulkarni S. G.** **Member**
- **Prof. Mulla J. G.** **Member**
- **Prof. Mirgane A. J.** **Member**

We have displayed all these aforesaid details in the campus and ladies room for the convenience of the students. Fortunately we have no single such case registered in the college or to the concerned committee so far.

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**

✓ **Grievance Procedure:**

- Women employee or female student will have the right to lodge a complaint concerning sexual harassment/Eve teasing against a male student or the employee of the institute by writing a letter or putting the complaint in the Principal's Office or to the concern committee.
- The complaint will be afforded full confidentiality at this stage.
- After receiving the complaint, the chairman shall convene the meeting of the cell.
- The chairman will appoint investigation committee, Coordinator will convene the meetings.
- The investigation committee shall then decide the course of action to proceed.
- The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by complainer / her representative.
- In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee, heard and if satisfied that a warning is just and proper, he will be warned about his behavior and non-occurrence of it. In case the complainer requests that the complaint should be proceeded with beyond mere a warning, the same may be proceeded with in the manner prescribed hereafter.

✓ **Procedure for Investigation:**

- Any women employee or female student will have the right to lodge a complaint concerning sexual harassment/Eve teasing against a male student or the employee of the

institute by writing a letter or putting the complaint in the Principal's Office or to the concern committee.

- If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offence deserves a minor penalty or a major penalty with immediate effect.
- In the event that the investigation committee deciding that the accused be imposed a minor penalty, the said penalty will be recommended by the investigation committee to the chairman of the cell for decision.
- If the investigation committee comes to a conclusion that the accused in case if his guilt proved, should be imposed a major penalty, it shall make a recommendation of action. If the accused is an employee, he may be placed under suspension under the provisions of act.
- If a person is charged with physical molestation or rape on college /society's premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of Indian penal code.

✓ **Punishment for Sexual Harassment or Eve Teasing:**

- Any member of the institute fraternity (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government/university rules.
- A student guilty of sexual harassment shall be liable for any of the following penalties:
 - a) Warning or reprimand.
 - b) Suspension from university/ college for a period of one month.
 - c) Debarment from appearing for the examination for a period up to three years.
 - d) Rustication from the university as the case may be.
 - e) Any other punishment as defined by the government act.

✓ **Safety and Security:**

- The institution installed CCTV (Close Circuit) cameras at key places in the campus. The institution has different committees such as Anti – Ragging Committee, Students Grievance Committee and Discipline Committee, which provide quick relief to the students and to ensure the maintenance of decent and moral atmosphere within the campus. The said committee organized numerous programs to enlighten the girls on cybercrimes and the defense mechanisms against these crimes by inviting the advocates and personnel from police department. Police department women officers visit to the college every month for taking reviews regarding women safety measures taken by our institute.



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

IQAC Co-Ordinator
Adarsh Mahavidyalaya, Omurga
Tq. Omurga Dist. Osmanabad (MS)

A handwritten signature in blue ink, appearing to be "C. V.".

PRINCIPAL
Adarsh Mahavidyalaya, Omurga
Tq. Omurga, Dist. Osmanabad (M.S.)

|| Shram Evam Jayte ||
S.S.P.M's

Adarsh Mahavidyalaya, Omerga

Girls and Women Employees
Grievance Redressal Unit

Sl.No	Name of Person	Designation	Position Held	Contact
01	Mrs. Dr. Mirgane A.J.	Asst. Prof.	Chairperson	09423718513
02	Mrs. Sagar S.V.	Lecturer	Member	02475-253406
03	Mrs. Khatke S.K.	Lecturer	Member	02475-253324
04	Mrs. Shinde K.V.	Lecturer	Member	09423072412
05	Mrs. Adv. Jodhi N.	Advocate	Member	09423717274
06	Dr. Kulkarni S.G.	Vice-Principal	Member	9660995040
07	Mr. Mane D.S.	Office Insp.	Member	09420689284

 **GPS Map Camera**

Umarga rural, Maharashtra, India

SSPM ADARSH MAHAVIDYALAYA OMERGA, Main Road Omerga, NH65, Sai Nagar,, Sai Nagar, Umarga rural, Maharashtra 413606, India

Lat 17.833411°

Long 76.63984°

20/02/23 06:05 PM GMT +05:30

|| Shram Evam Jayte ||
S.S.P.M's

Adarsh Mahavidyalaya, Omerga

Anti-Ragging Committee

Sl.No	Name of Person	Designation	Position Held	Contact
01	Dr. Garud D.P.	Principal	Chairperson	09423072829
02	Dr. Kulkarni S.G.	Vice-Principal	Member	9660995040
03	Dr. Mulla J.G.	Asst. Prof.	Member	09423718448
04	Mrs. Dr. Mirgane A.J.	Asst. Prof.	Member	09423718513

 **GPS Map Camera**

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