

Shram Safalya Education Society`s
PANDIT JAWAHARLAL NEHRU
COLLEGE OF SOCIAL WORK, AMALNER

Chopda Road, Near Deoli Phata, Amalner, Dist. Jalgaon, 425401

Web- www.pjncoswa.org, e-Mail - prin.amalner@pjncoswa.org

Recognized under 2(f) of UGC Act 1956

Chairman : **Subhash D. Bhandarkar**, B.E.Mech. I/C Principal :- **Dr. P.S.PATIL**, M.S.W., SLET, P.hd

NAAC 2023 / Metric Level Deviation

Criteria 5.1.4	The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases <ol style="list-style-type: none">1. Implementation of guidelines of statutory/regulatory bodies2. Organisation wide awareness and undertakings on policies with zero tolerance3. Mechanisms for submission of online/offline students' grievances4. Timely redressal of the grievances through appropriate committees
Findings of DVV	<ol style="list-style-type: none">1. HEI is requested to provide the Minutes of the meetings of student grievance committee.2. Kindly note that the mechanism of redressal should be available as document and should be hosted in the HEI's Website. The link of the same shall be provided to validate the same.
	<ol style="list-style-type: none">1. Implementation of guidelines of statutory/regulatory bodies2. Organisation wide awareness and undertakings on policies with zero tolerance3. Mechanisms for submission of online/offline students' grievances4. Timely redressal of the grievances through appropriate committees
HEI Input : A. All of the above	
Response / Clarification	<ol style="list-style-type: none">1. Minutes of the meetings of Student Grievance Committee (Appendix I)2. Policy Documents and Report of Grievance Redressal cell (Appendix II)3. Guideline of Grievance Redressal of North Maharashtra University Jalgaon (Appendix III)


IQAC Coordinator
Prof. Vijaykumar Waghmare




Principal
Dr. P.S.Patil

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APPENDIX - I

Grievance Redressal Committee -2018-19

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 07/08/2018 at exactly 3:00PM in the principal's room of the college.

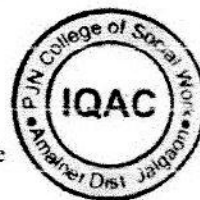
SR No.	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Prof. Shweta Vinod Vaidya	Coordinator
3	Dr. Bharat D. Khandagale	Student Development Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Mr. Dilipsingh Ajabsingh Patil	LMC Member
6	Miss Renu Prasad	Social Work member
7	Adv Kazi	Adv member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr. Jagdish Sonawane	NSS member
10	Prof Anita M Khedkar	Member
11	Hon Shri Anil Shankar Wani	Member
12	Patil Suprim Sanjay (BSW II)	Student Member
13	Shinde Sanjay Khandu	Parent Member

Sr. No	Subject	Resolution
1.	Read and approve the minutes of the previous meeting.	Prof. Shweta Vaidya read the minutes of the previous meeting in front of the committee and unanimously approved the resolution that it should be maintained. Proposed by - Shri Anil Shankar Wani Seconded by - Prof. Vijay Waghmare
2.	Regarding the discussion about the grievance in the academic year 2018-19.	When the said matter was discussed, no complaint of any kind appeared before the committee in the year 18-19, so the committee expressed its satisfaction in the matter of coordination. Proposed by - Dr. J.S. Sonawane Seconded by - Mr. Dilipsingh Patil
3.	In case of academic year 2018-19 report.	When the said subject was discussed, the annual report of the year 2018-19 was prepared and placed before the committee and the resolution was unanimously approved that it is true. Proposed by - Anita Khedkar Seconded by - Mr. Abhijit S. Bhandarkar

Thanks After a detailed discussion the President concluded with consent.

(Signature)

(Signature)
 IQAC Coordinator
 Prof. Vijaykumar Waghmare



(Signature)
 Principal
 Dr. P. S. Patil

Grievance Redressal Committee -2018-19

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 28/03/2019 at exactly 3:00PM in the principal's room of the college.

SR No.	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Prof.Shweta Vinod Vaidya	Coordinator
3	Dr. Bharat D. Khandagale	Student Development Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Mr.DilipsinghAjabsinghPatil	LMC Member
6	Miss Renu Prasad	Social Work member
7	AdvKazi	Adv member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr.JagdishSonawane	NSS member
10	Prof Anita M Khedkar	Member
11	Hon Shri Anil Shankar Wani	Member
12	PatilSuprim Sanjay (BSW II)	Student Member
13	Shinde Sanjay Khandu	Parent Member

Sr. No	Subject	Resolution
1.	Read and approve the minutes of the previous meeting.	Prof. Shweta Vaidya read the minutes of the previous meeting in front of the committee and unanimously approved the resolution that it should be maintained. Proposed by - Shri Anil Shankar Wani Seconded by - Prof. Vijay Waghmare
2.	Regarding the discussion about the grievance in the academic year 2018-19.	When the said matter was discussed, no complaint of any kind appeared before the committee in the year 18-19, so the committee expressed its satisfaction in the matter of coordination. Proposed by - Dr. J.S.Sonawane Seconded by - Mr.DilipsinghPatil
3.	In case of academic year 2018-19 report.	When the said subject was discussed, the annual report of the year 2018-19 was prepared and placed before the committee and the resolution was unanimously approved that it is true. Proposed by - Anita Khedkar Seconded by - Mr. AbhijitS.Bhandarkar

Thanks After a detailed discussion the President concluded with consent.

Drain

Vijay
IQAC Coordinator
Prof. Vijaykumar Waghmare



Dr. P.S. Patil
Principal
Dr. P.S.Patil

Grievance Redressal Committee -2017-18

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 25/2/2018 at exactly 3:00PM in the principal's room of the college.

SR No.	Name of the committee Member	Designation	Signature
1	Dr P.S. Patil	Chairman	
2	Prof.ShwetaVinod Vaidya	Coordinator	
3	Prof S.R. Chavan	Student Welfare Officer	
4	Hon. Abhijit S Bhandarkar	LMC Member	
5	Mr.DilipsinghAjabsinghPatil	LMC Member	
6	Miss Renu Prasad	Social Work member	
7	Adv P.D Bhavsar	Adv member	
8	Prof Vijayakumar B Waghmare	IQAC member	
9	Dr.JagdishSonawane	NSS member	
10	Prof Anita M Khedkar	Member	
11	Hon Shri Anil Shankar Wani	Member	
12	SalunkeBhusan	Student Member	
13	Suresh BaburaoPalkhe	Parent Member	

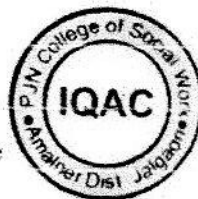
Minutes of the Meeting

Sr. No	Subject	Resolution
1.	To get the confirmation for last meetings proceeding.	Read and approve the minutes of the previous meeting. The minutes of the previous meeting were read out by the coordinator. Suggested by Proposed by - Dr. J.S. Sonawane Seconded by - Shri Anil Shankar Wani
2.	Regarding reviewing the work of the academic year 2017-18.	During the discussion on the subject, Prof.Shweta Vaidya presented the detailed report of the academic year 2017-18 in front of the committee. Proposed by - Prof. Anita Khedkar Seconded by - Prof. VB Waghmare After that it was concluded with the consent of the President.

Thanks for the detailed discussion

Dr. P.S. Patil

Vijaykumar Waghmare
IQAC Coordinator
Prof. Vijaykumar Waghmare



Dr. P.S. Patil
Principal
Dr. P.S. Patil

Grievance Redressal Committee -2017-18

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 18/09/2017 at exactly 3:30PM in the principal's room of the college.

SR N	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Prof.Shweta Vinod Vaidya	Coordinator
3	Prof S.R. Chavan	Student Welfare Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Mr.DilipsinghAjabsinghPatil	LMC Member
6	Miss Renu Prasad	Social Work member
7	Adv P.D Bhavsar	Adv member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr.JagdishSonawane	NSS member
10	Prof Anita M Khedkar	Member
11	Hon Shri Anil Shankar Wani	Member
12	SalunkeBhusan	Student Member
13	Suresh BaburaoPalkhe	Parent Member

Minutes of the Meeting

Sr.	Subject	Resolution
1.	Read the minutes of the previous meeting and approve.	Minutes of previous meeting Hon. The coordinator read and showed that the said minutes are true and the resolution to be maintained was unanimously approved Proposed by - Shri Anil Shankar Wani Seconded by - Prof.Dr.Chavan S.R
2.	The committee for the academic year 2017-18 was constituted and approved.	Grievance Redressal Committee composition/composition 1) Hon Dr PS Patil Principal President 2) Hon Shri AbhijitBhauBhandarkar LMC Member 3) Hon Shri DilipsinghAjabsinghPatil LMC Member 4) Prof Vijayakumar B Waghmare IQAC Member. 5) Dr SR Chavan Student Welfare Coordinator 6) Shri Suresh BaburaoPalkhe Guardian Member 7) BhushanSalukhe Student Member 8) Dr JagdishSonawane NSS Member 9) Prof.ShwetaVinod Vaidya Coordinator This committee works by consensus Proposed by - Shri AbhijitSubhashBhandarkar Seconded by - Shri Anil Shankar Wani
3.	Regarding reviewing the student's facilities.	When the subject was discussed, the committee members suggested that although facilities are provided to the students in the college, if there is a demand for some more facilities, it should be resolved. Proposed by - Dr SR Chavan Seconded by - Shri Anil Shankar Wani

Thanks, after a detailed discussion the President concluded with consent.

Dr. S. R. Chavan

Vijaykumar Waghmare
IQAC Coordinator
Prof. Vijaykumar Waghmare



Dr. P.S. Patil
Principal
Dr. P.S. Patil

Grievance Redressal Committee -2017-18

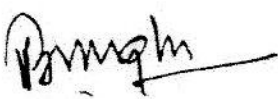
A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 27/08/2017 at exactly 3:00PM in the principal's room of the college.


SR No.	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Prof.Shweta Vinod Vaidya	Coordinator
3	Prof S.R. Chavan	Student Welfare Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Mr.DilipsinghAjabsinghPatil	LMC Member
6	Miss Renu Prasad	Social Work member
7	Adv P.D Bhavsar	Adv member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr.JagdishSonawane	NSS member
10	Prof Anita M Khedkar	Member
11	Hon Shri Anil Shankar Wani	Member
12	SindePriyanka Sanjay (BSW I)	Student Member
13	GaikwadArati Sanjay	Parent Member

Minutes of the Meeting

Sr.	Subject	Resolution
1.	On reading the minutes of the previous meeting and confirming.	Minutes of previous meeting Hon. The coordinator read the minutes and passed the resolution that the said minutes be upheld. Proposed by - Mr. Anil Vani Seconded by - Shri AbhijitBhandarkar
2.	Discussion on program planning for academic year 2017-18	Prof.Shweta Vaidya, coordinator of the committee discussed the annual planning in front of the committee and suggested that the committee should implement the program according to the plan and passed the resolution. Proposed by - Prof SR Chavan Seconded by - Mr. Anil Wani
3.	Regarding permission to constitute Grievance Redressal Committee for academic year 2017-18.	While dealing with the said matter, the coordinator presented before the committee that a new committee is to be formed in the academic year 2017-18, for that the committee members, LMC members, parent members should be discussed. was approved Proposed by - Shri AbhijitBhandarkar Seconded by - Prof.Dr. SR Chavan
4.	Discussion on the topic to be presented at that time	Mr.AbhijitBhauBhandarkar raised the issue that the complaint box in the college should be placed in a place where everyone can see it and it was suggested that it should be opened after 4 days and the complaint received should be registered. Resolution approved Proposed by - Shri Anil Shankar Wani Seconded by - Prof.Dr.Chavan S.R

Thanks After a detailed discussion the President concluded with consent.



 IQAC Coordinator
 Prof. Vijaykumar Waghmare


 Principal
 Dr. P.S.Patil

Grievance Redressal Committee – 2019-20

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 29/04/2020 at exactly 3:00PM in the principal's room of the college.

SR No.	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Prof. Shweta Vinod Vaidya	Coordinator
3	Dr. Bharat D. Khandagale	Student Development Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Mr. Dilipsingh Ajabsingh Patil	LMC Member
6	Miss Renu Prasad	Social Work member
7	Adv Kazi	Adv member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr. Jagdish Sonawane	NSS member
10	Prof Anita M Khedkar	Member
11	Hon Shri Anil Shankar Wani	Member
12	Salunke Bhusan	Student Member

Minutes of the Meeting

Sr. No	Subject	Resolution
1.	Read and approve the minutes of the previous meeting.	The minutes of the previous meeting were read by Dr. Shweta Vaidya in front of the committee and the resolution was unanimously approved. Proposed by – Prof. Vijay Waghmare Seconded by - Shri Anil Shankar Wani
2.	Regarding reviewing the work of academic year 2019-20.	During the discussion on the subject, Prof. Dr. Shweta Vaidya presented the detailed report of the work of the year 19-20 in front of the committee and led a detailed discussion on it. Proposed by – Dr. JS Sonawane Seconded by - Prof AM Khedkar

Thanks After a detailed discussion the President concluded with consent.

IQAC Coordinator
Prof. Vijaykumar Waghmare



Principal
Dr. P.S. Patil

Grievance Redressal Committee – 2019-20

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 10/08/2019 at exactly 3:00PM in the principal's room of the college.

SR No.	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Prof. Shweta Vinod Vaidya	Coordinator
3	Dr. Bharat D. Khandagale	Student Development Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Mr. DilipsinghAjabsinghPatil	LMC Member
6	Miss Renu Prasad	Social Work member
7	AdvKazi	Adv member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr.JagdishSonawane	NSS member
10	Prof Anita M Khedkar	Member
11	Hon Shri Anil Shankar Wani	Member
12	SalunkeBhusan	Student Member

Minutes of the Meeting

Sr.	Subject	Resolution
1.	Read and approve the minutes of the previous meeting.	The minutes of the previous meeting were read by Prof.Dr. Shweta Vaidya in front of the committee and the resolution was unanimously approved. Proposed by - Shri Anil Shankar Wani Seconded by - Prof. Vijay Waghmare
2.	Regarding recruitment of employee for academic year 2019-20 planning.	During the discussion on the subject, Dr. Shweta Vaidya, coordinator of the committee, placed a copy of the annual plan in front of the committee. Proposed by –Smt. Renu Prasad Seconded by - Mr.AbhijitSubhashBhandarkar
3.	Discussing the current topic at that time	While dealing with the said subject, the committee members raised the issue at the same time 1 For redressal of grievances, it was suggested that the posters/wall sheets from the university should be brought to the attention of the students in the college and should be placed in a conspicuous place. Proposed by –Dr. JS Sonawane Seconded by - Mr.DilipsinghPatil

Thanks After a detailed discussion the President concluded with consent.

(Signature)

(Signature)
 IQAC Coordinator
 Prof. Vijaykumar Waghmare



(Signature)
 Principal
 Dr. P.S.Patil

Grievance Redressal Committee – 2021-22

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 11/01/2021 at exactly 2:45pm in the principal's room of the college.

SR	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Dr. Anita M. Khedkar	Coordinator
3	Prof. C. A. Borse	Asst. Student Welfare Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Hon. Pandarinath Nikumbh	LMC Member
6	Smt. Bharati S. Patil	Social Work member
7	Adv. P. D. Bhavsar	Legal Advisor & Member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr. Asmita D. Sarvaiya	NSS member
10	Dr. Shweta V. Vaidya	Member
11	Shri Anil Shankar Wani	Member
12	Patil Divyani Kishor (MSW I)	Student Representative
13	Mahajan Bhikan Sukhdev	Parent Representative

Minutes of the Meeting

Sr.	Subject	Resolution
1.	Read and approve the minutes of the previous meeting.	The minutes of the previous meeting were read by Prof. Dr. Shweta Vaidya in front of the committee and the resolution was unanimously approved. Proposed by - Prof. Vijay Waghmare Seconded by - Dr. Asmita D. Sarvaiya
2.	Submitting the annual report of the committee	After the said subject came before the meeting, the report of the work of the Grievance Redressal Committee for the academic year 21 22 was presented and the report was correct and the resolution was unanimously approved. Proposed by – Mr. Anil Wani Seconded by - Dr. S. V. Vaidya
03	Subjects raised on time	No any issue raised on time.

Thanks After a detailed discussion the President concluded with consent.

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Vijaykumar
IQAC Coordinator
Prof. Vijaykumar Waghmare



Dr. P.S. Patil
Principal
Dr. P.S. Patil

Grievance Redressal Committee – 2021-22

A Grievance Redressal Committee meeting was held in Pandit Jawaharlal Nehru College of Social Work Amalner on 11/01/2021 at exactly 2:45pm in the principal's room of the college.

SR	Name of the committee Member	Designation
1	Dr P.S. Patil	Chairman
2	Dr. Anita M. Khedkar	Coordinator
3	Prof. C. A. Borse	Asst. Student Welfare Officer
4	Hon. Abhijit S Bhandarkar	LMC Member
5	Hon. Pandarinath Nikumbh	LMC Member
6	Smt. Bharati S. Patil	Social Work member
7	Adv. P. D. Bhavsar	Legal Advisor & Member
8	Prof Vijayakumar B Waghmare	IQAC member
9	Dr. Asmita D. Sarvaiya	NSS member
10	Dr. Shweta V. Vaidya	Member
11	Shri Anil Shankar Wani	Member
12	Patil Divyani Kishor (MSW I)	Student Representative
13	Mahajan Bhikan Sukhdev	Parent Representative

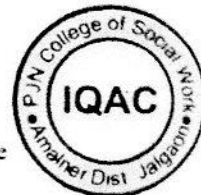
Minutes of the Meeting

Sr.	Subject	Resolution
1.	Read and approve the minutes of the previous meeting.	The minutes of the previous meeting were read by Prof. Dr. Shweta Vaidya in front of the committee and the resolution was unanimously approved. Proposed by - Shri Anil Shankar Wani Seconded by - Prof. Vijay Waghmare
2.	Formation of grievance Redressal committee for	After the said matter was presented before the meeting, Grievance Redressal Committee members were appointed, a total of twelve members were appointed. The resolution was unanimously approved. Proposed by – Dr. Anita Khedkar Seconded by - Prof. V. B. Waghmare
3.	Placing complaint boxes and posters as per university rules.	After the said topic was presented before the meeting, the notices coming from the university were posted in the college and the president instructed to update the complaint box in the college. Indicator Shweta Vaidya Endorsement Anita Khedkar Proposed by – Dr. S. V. Vaidya Seconded by - Dr. Anita Khedkar
04	Subjects raised on time	No any issue raised on time.

Thanks After a detailed discussion the President concluded with consent.

A. Khedkar

Vijay Waghmare
IQAC Coordinator
Prof. Vijaykumar Waghmare



P. S. Patil
Principal
Dr. P. S. Patil

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APPENDIX - II



SHRAM SAFALYA EDUCATION SOCIETY'S
PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK,

AMALNER

Principal
Dr. P.S.Patil

Chairman
Shri Subhash Bhandarkar (B.E.Mech)

**GRIEVANCE REDRESSAL, ANTI RAGGING &
COMMITTEE AGAINST SEXUAL HARASSMENT**

Academic Year 2021 -2024

Sr. No.	Name of Committee member	Designation
1	Prof. Dr. A. D. Sarvaiya	Co-ordinator
2	Prof. Mr. V. B. Waghmare	Member
3	Prof. Dr. B. D. Khandagle	Member
4	Prof. Dr. S. V. Vaidya	Member
5	Prof. Dr. P. S. Patil	Member
6	Mr. A. S. Wani	Member

Principal
Dr. P.S.Patil



IQAC Coordinator
Prof. Vijaykumar Waghmare



Shram Safalya Education Society`s
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Recognized under 2(f) of UGC Act 1956

Chairman : **Subhash D. Bhandarkar**, B.E.Mech. I/C Principal :- **Dr. P.S.PATIL**, M.S.W., SLET, P.hd

POLICY ON PREVENTION OF SEXUAL HARASSMENT

1.0 Preamble:

Shram Safalya Education Society's Pandit Jawaharlal Nehru College of Social Work, Amalner, Affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon is committed to zero tolerance policy on sexual harassment of women at workplace. The University shall maintain a community in which students and employees can work together in an environment free of violence, harassment, exploitation, intimidation and stress. This includes all forms of gender violence, sexual harassment and discrimination on the basis of sex/gender or amongst the same sex members.

2.0 Objectives:

Policy on Prevention of Sexual Harassment is prepared keeping the following objectives in view:

- To comply with the directives of the Honorable Supreme Court of India.
- To establish an effective mechanism for the Prevention and Redressal of Sexual

Harassment cases and other acts of gender-based violence at the College.

- To create and foster an environment at the College that is completely free of sexual harassment in its various forms and to generate public opinion against all forms of gender-based violence.
- Acts amounting to Sexual Harassment.

This policy on "Sexual Harassment" shall include:

- (a) Unwelcome sexual advances committed through requests for sexual favours, and/or verbal or physical conduct of a sexual nature made, either explicitly or implicitly, in return for a term or condition of teaching/guidance, employment, participation or evaluation of a person's engagement in any College activity;
- (b) Unwelcome sexual advances committed through verbal, non-verbal, or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or through e-mail or any other communication medium, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature, have the purpose or effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive environment;



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Chairman : **Subhash D. Bhandarkar**, B.E.Mech. I/C Principal :- **Dr. P.S.PATIL**, M.S.W., SLET, P.hd

- (c) Forcible physical touch or molestation; Eve teasing, innuendos and taunts, physical confinement against one's will and any other act to impinge upon one's privacy;
- (d) Any act or conduct of a person in authority and belonging to one sex which denies or would deny equal opportunity in pursuit of education or career development, or otherwise making the environment at the University hostile or intimidating to a person belonging to the other/same sex.

3.0 The Scope of the Policy:

- This Policy shall be applicable to all allegations of Sexual Harassment made by a student, against a student, employee or third party, irrespective of whether Sexual Harassment is alleged to have taken place within or outside the College premises.
- The College constituted Committee for Prevention of Sexual Harassment shall take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the offender, if necessary.
- The disciplinary action shall be commensurate with the nature of the violation and could be in the form of warning, suspension or even expulsion from the College.

4.0 The Committee and Operational modalities:

The Constitution of the College Committee for Prevention of Sexual Harassment

(Annexure-I), its responsibilities and procedures shall be in accordance with -

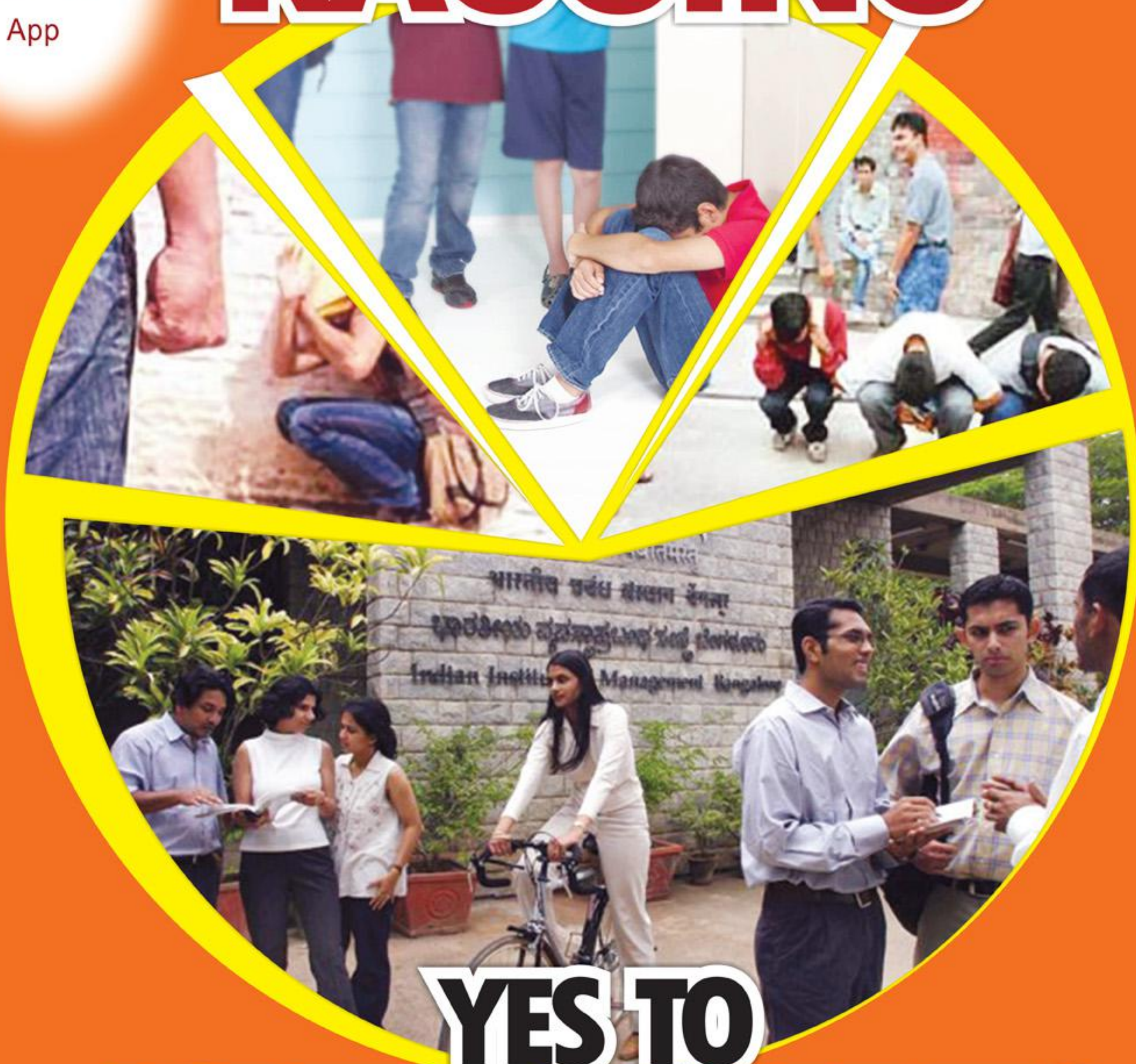
- (i) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (ii) The University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Educational Institutions) Regulations, 2015.
- (iii) Maharashtra Public Universities Act, 2016, Section 56 (Mechanism for Prevention of Sexual Harassment of Teachers, Employees, Students of University and affiliated colleges and Redressal of Grievances).

Download

**ANTI
RAGGING**

App

SAY NO TO RAGGING



YES TO JOYFUL CAMPUS

What is Ragging?

Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- **Collective punishment** : when the persons committing or abetting the crime of ragging are not identified the institution shall resort to collective punishment as a deterrent to ensure community pressure on potential ragger.



Immediately call
UGC Anti-Ragging Helpline
1800-180-5522 (24X7 toll free)
or send an e-mail to helpline@antiragging.in



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MINISTRY OF HUMAN RESOURCE DEVELOPMENT
GOVERNMENT OF INDIA



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Foolishly I ragged & got suspended

Will I get
prosecuted?

What about my
Job prospects?



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MY FUTURE IS A BIG



Remember RAGGING is for LOSERS

Visit UGC Website i.e. www.ugc.ac.in & www.antiragging.in to see UGC Anti Ragging regulations.
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**BEFORE YOU EVEN
THINK OF RAGGING**

Download

**ANTI
RAGGING**

App



THINK OF

Humiliation

Suspension

Ruined Career

Blacklisting

Expulsion

Possible Prosecution

Don't just stand and watch. Stop Ragging! Show Character

Remember RAGGING is for LOSERS

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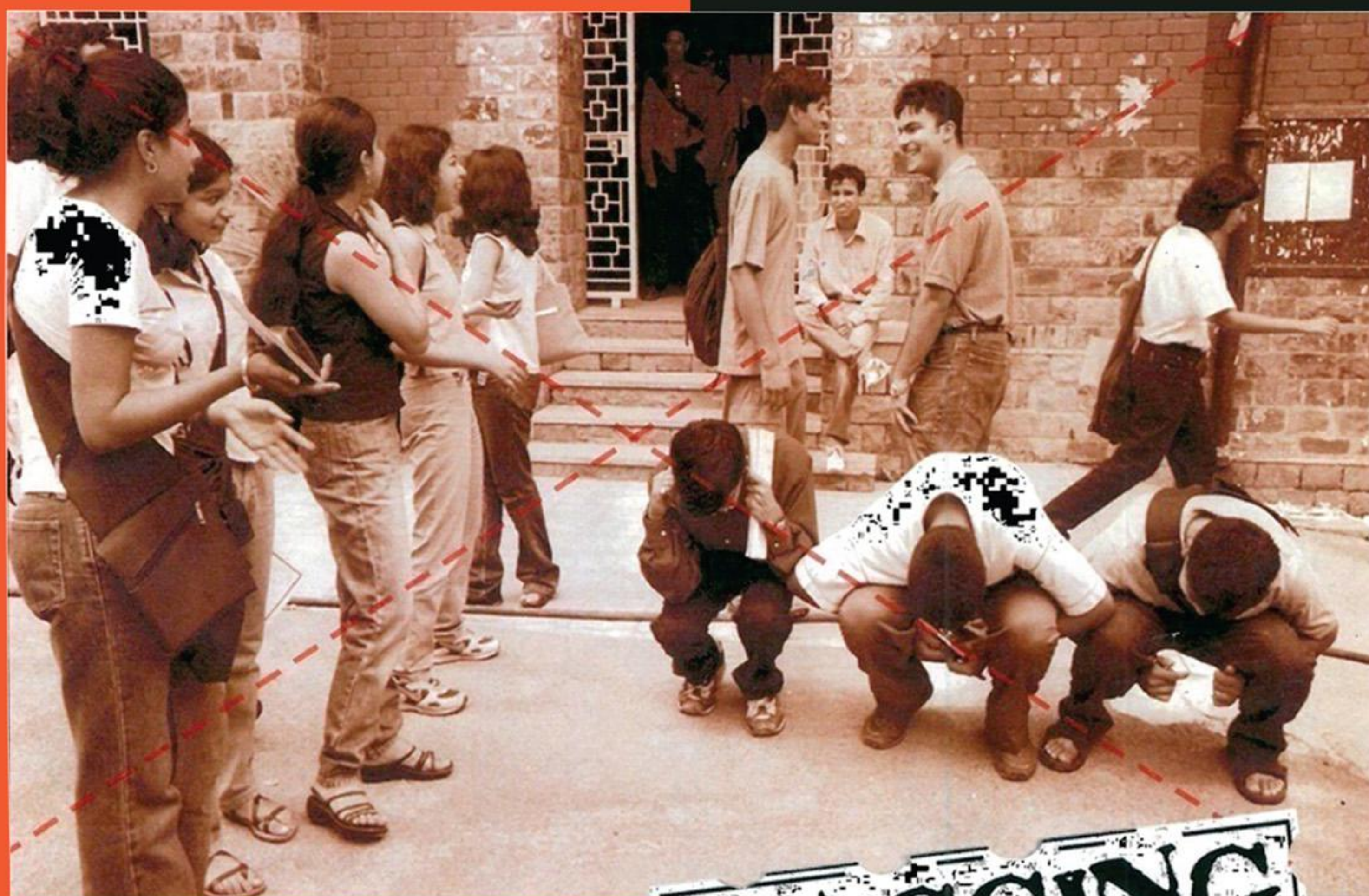
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DON'T RAG, JUST INTERACT



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www.ugc.ac.in &
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see UGC Anti Ragging
Regulations

Are you being ragged ?

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Or send an e-mail to helpline@antiragging.in

Issued in public interest by:
Ministry of Human Resource Development
Department of Higher Education
Government of India

RAGGING IN ANY FORM IS PUNISHABLE

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ANTI RAGGING

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Join hands to make your campus ragging free



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Shram Safalya Education Society's

PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK, AMALNER

Grievance Redressal Committee Report – 2017-18

The Grievance Redressal Committee (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. The students can state their grievance regarding any academic and non- academic matter within the campus through the grievance/ suggestion /complaint box.

The college aims to solve the grievances of the students within stipulated academic and non- academic matter within the campus through grievance/ suggestion /complaint box. The college aims at solving the grievances of the students within stipulated time.

Objectives of the committee –

The Grievance Redressal Committee has been developed to settle the grievances of the students and other stakeholders within a reasonable time period for further strengthening the bond of the students with the college by providing them counseling and guidance facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning.

Grievance Redressal Committee -

Sr. No	Name of the Committee Member	Designation
01	Prof. P. S. Patil	Chairperson
02	Prof. Shweta V. Vaidya	Coordinator
03	Prof. Sagarraj R. Cahvan	Students Development Officer
04	Mr. Abhijit Subhash Bhandarkar	LMC Member
05	Mr. Dilipsing Ajabsing Patil	LMC Member
06	Mrs Renu Parsad	Social worker member
07	Adv. P. D. Bhavsar	Member Adv. Amalner
07	Prof. Vijaykumar B. Waghmare	IQAC Coordinator
08	Prof. Jagdish S. Sonwane	NSS Member
09	Prof. Anita M. Khedkar	Member
10	Mr. Anil S. Wani	Member
11	Salunkhe Bhusan	Student Member
12	Suresh Baburao Palkhe	Parent member

Procedure for Grievance redressal -

1. Grievance redressal committee (GRC) shall consider only individual grievances of specific nature of students and staff.
2. The GRC shall not consider any grievance of general applicability or of collective nature of raised collectively by more than one employee/student.
3. Post receipt of the complaint/application the committee will discuss the case in meeting headed by Principal of the college and decide on the merit of case regarding scope of further discussion investigation and act promptly.

4. The GRC may mediate between complainant and defendant against who the complaint has been made, it required.
5. GRC shall consider redressing of grievances within a reasonable time.
6. The cell will give report to the authority about the cases attended to and seek guidance from the higher authorities if required.

Activities and work of the Grievance Redressal Committee -

1. No any complaint has been received by the students and staff during this year.
2. GRC has made awareness among students and create environment students to feel free to drop the writing (can be anonymous if required) in the grievance/ suggestion box.
3. Individual counseling, guidance and mentoring to the students as and when required.
4. Posters, handbills and awareness material which provided by university has been distributed to students and posted on college notice board.

Students Development Officer

(Prof. Shweta V. Vaidya)


IQAC Coordinator
Prof. Vijaykumar Waghmare




Principal
Dr. P.S. Patil

Shram Safalya Education Society's

PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK, AMALNER

Grievance Redressal Committee Report – 2018-19

The Grievance Redressal Committee (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. The students can state their grievance regarding any academic and non- academic matter within the campus through the grievance/ suggestion /complaint box.

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Objectives of the committee –

The Grievance Redressal Committee has been developed to settle the grievances of the students and other stakeholders within a reasonable time period for further strengthening the bond of the students with the college by providing them counseling and guidance facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning.

Grievance Redressal Committee -

Sr. No	Name of the Committee Member	Designation
01	Prof. P. S. Patil	Chairperson
02	Prof. Shweta V. Vaidya	Coordinator
03	Prof. Bharat D. Khandagale	Students Development Officer
04	Mr. Abhijit Subhash Bhandarkar	LMC Member
05	Mr. Dilipsing Ajabsing Patil	LMC Member
06	Mrs Renu Parsad	Social worker member
07	Adv. Kazi	Membar Adv. Amalner
07	Prof. Vijaykumar B. Waghmare	IQAC Coordinator
08	Prof. Jagdish S. Sonwane	NSS Member
09	Prof. Anita M. Khedkar	Member
10	Mr. Anil S. Wani	Member
11	Salunkhe Bhusan	Student Member
12	Suresh Baburao Palkhe	Parent member

Procedure for Grievance redressal -

1. Grievance redressal committee (GRC) shall consider only individual grievances of specific nature of students and staff.
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5. GRC shall consider redressing of grievances within a reasonable time.
6. The cell will give report to the authority about the cases attended to and seek guidance from the higher authorities if required.

Activities and work of the Grievance Redressal Committee -

1. No any complaint has been received by the students and staff during this year.
2. GRC has made awareness among students and create environment students to feel free to drop the writing (can be anonymous if required) in the grievance/ suggestion box.
3. Individual counseling, guidance and mentoring to the students as and when required.
4. Posters, handbills and awareness material which provided by university has been distributed to students and posted on college notice board.

Students Development Officer
(Dr. Bharat D. Khandagale)


IQAC Coordinator
Prof. Vijaykumar Waghmare




Principal
Dr. P.S. Patil

Shram Safalya Education Society's

PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK, AMALNER

Grievance Redressal Committee Report – 2019-20

The Grievance Redressal Committee (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. The students can state their grievance regarding any academic and non- academic matter within the campus through the grievance/ suggestion /complaint box.

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Objectives of the committee –

The Grievance Redressal Committee has been developed to settle the grievances of the students and other stakeholders within a reasonable time period for further strengthening the bond of the students with the college by providing them counseling and guidance facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning.

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01	Prof. P. S. Patil	Chairperson
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03	Prof. Bharat D. Khandagale	Students Development Officer
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05	Mr. Dilipsing Ajabsing Patil	LMC Member
06	Mrs Renu Parsad	Social worker member
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07	Prof. Vijaykumar B. Waghmare	IQAC Coordinator
08	Prof. Jagdish S. Sonwane	NSS Member
09	Prof. Anita M. Khedkar	Member
10	Mr. Anil S. Wani	Member
11	Salunkhe Bhusan	Student Member

Procedure for Grievance redressal -

1. Grievance redressal committee (GRC) shall consider only individual grievances of specific nature of students and staff.
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5. GRC shall consider redressing of grievances within a reasonable time.
6. The cell will give report to the authority about the cases attended to and seek guidance from the higher authorities if required.

Activities and work of the Grievance Redressal Committee -

1. No any complaint has been received by the students and staff during this year.
2. GRC has made awareness among students and create environment students to feel free to drop the writing (can be anonymous if required) in the grievance/ suggestion box.
3. Individual counseling, guidance and mentoring to the students as and when required.
4. Posters, handbills and awareness material which provided by university has been distributed to students and posted on college notice board.

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(Dr. Bharat D. Khandagale)


IQAC Coordinator
Prof. Vijaykumar Waghmare




Principal
Dr. P.S. Patil

Shram Safalya Education Society's

PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK, AMALNER

Grievance Redressal Committee Report – 2020-21

The Grievance Redressal Committee (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. The students can state their grievance regarding any academic and non- academic matter within the campus through the grievance/ suggestion /complaint box.

The college aims to solve the grievances of the students within stipulated academic and non- academic matter within the campus through grievance/ suggestion /complaint box. The college aims at solving the grievances of the students within stipulated time.

Objectives of the committee –

The Grievance Redressal Committee has been developed to settle the grievances of the students and other stakeholders within a reasonable time period for further strengthening the bond of the students with the college by providing them counseling and guidance facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning.

Grievance Redressal Committee –

Sr. No	Name of the Committee Member	Designation
01	Prof. P. S. Patil	Chairperson
02	Prof. Shweta V. Vaidya	Coordinator
03	Prof. Bharat D. Khandagale	Students Development Officer
04	Mr. Abhijit Subhash Bhandarkar	LMC Member
05	Mr. Dilipsing Ajabsing Patil	LMC Member
06	Mrs Renu Parsad	Social worker member
07	Adv. Kazi	Membar Adv. Amalner
07	Prof. Vijaykumar B. Waghmare	IQAC Coordinator
08	Prof. Jagdish S. Sonwane	NSS Member
09	Prof. Anita M. Khedkar	Member
10	Mr. Anil S. Wani	Member
11	Salunkhe Bhusan	Student Member

Procedure for Grievance redressal -

1. Considering the COVID-19 Pandemic situation, the GRC worked online mode to solve the issues and problems of the students.
2. Grievance redressal committee (GRC) shall consider only individual grievances of specific nature of students and staff.
3. The GRC shall not consider any grievance of general applicability or of collective nature of raised collectively by more than one employee/student.

4. Post receipt of the complaint/application the committee will discuss the case in meeting headed by Principal of the college and decide on the merit of case regarding scope of further discussion investigation and act promptly.
5. The GRC may mediate between complainant and defendant against who the complaint has been made, it required.
6. GRC shall consider redressing of grievances within a reasonable time.
7. The cell will give report to the authority about the cases attended to and seek guidance from the higher authorities if required.

Activities and work of the Grievance Redressal Committee -

1. Considering the COVID-19 Pandemic situation, GRC has made available the online platform to lag the complaint by email to the Student Development Officer.
2. No any complaint has been received by the students and staff during this year.
3. GRC has made awareness among students and create environment students to feel free to drop the writing (can be anonymous if required) in the grievance/ suggestion box.
4. Individual counseling, guidance and mentoring to the students as and when required.
5. Posters, handbills and awareness material which provided by university has been distributed to students and posted on college notice board.

Students Development Officer

(Dr. Bharat D. Khandagale)


IQAC Coordinator
Prof. Vijaykumar Waghmare




Principal
Dr. P.S. Patil

Shram Safalya Education Society's

PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK, AMALNER

Grievance Redressal Committee Report - 2021-2022

The Grievance Redressal Committee has been constituted as per the rules of the University and it worked to redress the grievances arises in the campus by students in the college.

The committee's perspective - The committee has formed to work to solve the problems of students and staff for the good and smooth running of the college

Functioning of the Committee - A peaceful and stimulating atmosphere is created in the college premises.

Purpose of the Committee

- College Grievance Redressal Committee Grievances of faculty, staff and students of the college are redressed
- This committee works as per Section 97 of Maharashtra University Act 1994. Grievance Redressal Committee mainly receives various types of complaints from students and redressal them.

Grievance Redressal Committee

Sr. No	Name of the Committee Member	Designation
01	Dr. P. S. Patil	Chairperson
02	Dr. Anita M. Khedkar	Students Development Officer
03	Mr. Abhijit Subhash Bhandarkar	LMC Member
04	Mr. Pandharinath Vitthal Nikumbh	LMC Member
05	Mrs Bharti Patil	Social worker member
06	Adv. P. D. Bhavsar	Member Adv. Amalner
07	Prof. Vijaykumar B. Waghmare	IQAC Coordinator
08	Dr. Asmita Sarvaiya	NSS Member
09	Prof. Shweta V. Vaidya	Member
10	Mr. Anil S. Wani	Member
11	Patil Divyani Kishore	Student Member
12	Mahajan Bhikan Sukdev	Parent member

Grievance Redressal Committee Meetings -

1. Grievance Redressal Committee meeting was held on 11/01/2021
2. Planning for the academic year 2021-22
3. Grievance Redressal Committee meeting was held on 22/02/2021.
4. Grievance Redressal Committee meeting was held on 05/04/2021.

Activities conducted Grievance Redressal

Grievance Redressal Committee (GRC) - Internal complaint Committee address the grievance received from the ladies staff and girl students. Women Development Cell works to build gender sensitive atmosphere in campus. No any complaint has been received by the students during this year.

- A. Program like self defense technique, life education sessions, legal and sex education are conducted by Women Cell and Student Development Department. They are made aware issues like Sexual Harassments, Anti Ragging and Grievance Redressal Cell as working place.
- B. Personality Development seminar- this college has organized one day personality development seminar on 24-03-2022 on subject women and their health. Total participants were 74 from different colleges of surrounding.
- C. **Swayamsiddha karate and Taykando training program:** This program was conducted from 21.03.2022 to 29.03.2022 .Total participants were 54 girls from this college only, girls were trained for offence and self defense in emergency times.
- D. **Counseling of student-** is done by teachers and professional counselor. Counselors include lady teachers which make it easier for girls to express themselves freely.
- E. **Outdoor Programs:** Ladies teacher accompanies students on field visits and NSS residential camp, study tours and agency visits-The lectures on Diet and Nutrition and Health camp are organize for the students. Ladies common room, clean washroom is available.
- F. **College ensures the safety of students-** CCTVs are installed in campus and Security guards are placed at college campus.

Students Development Officer

(Dr. Anita M. Khedkar)


IQAC Coordinator
Prof. Vijaykumar Waghmare




Principal
Dr. P.S. Patil

Shram Safalya Education Society's

PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK, AMALNER

Grievance Redressal Committee Report – 2022-23

The Grievance Redressal Committee has been constituted as per the rules of the University and it worked to redress the grievances arises in the campus by students in the college.

The committee's perspective - The committee has formed to work to solve the problems of students and staff for the good and smooth running of the college

Functioning of the Committee - A peaceful and stimulating atmosphere is created in the college premises.

Purpose of the Committee

- College Grievance Redressal Committee Grievances of faculty, staff and students of the college are redressed
- This committee works as per Section 97 of Maharashtra University Act 1994. Grievance Redressal Committee mainly receives various types of complaints from students and redressal them.

Grievance Redressal Committee

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02	Dr. Anita M. Khedkar	Students Development Officer
03	Mr. Abhijit Subhash Bhandarkar	LMC Member
04	Mr. Anurupa Abhijit Bhandarkar	LMC Member
05	Mrs Renu Parsad	Social worker member
06	Adv. P. D. Bhavsar	Membar Adv. Amalner
07	Prof. Vijaykumar B. Waghmare	IQAC Coordinator
08	Dr. Asmita Sarvaiya	NSS Member
09	Prof. Shweta V. Vaidya	Member
10	Mr. Anil S. Wani	Member
11	Bhoi sonal Amrut	Student Member
12	Mahajan Bhikan Sukdev	Parent member

Grievance Redressal Committee Meeting 2022-23

1. Grievance Redressal Committee meeting was held on 29/08/2022
2. Planning for the academic year 2022-23

3. Grievance Redressal Committee meeting was held on 19/09/2022
4. Grievance Redressal Committee meeting was held on 27/02/2023

Activities conducted Grievance Redressal -

Grievance Redressal Cell- Internal complaint Committee address the grievance received from the ladies staff and girl students. Women Development Cell works to build gender sensitive atmosphere in campus. Program like self defense technique, life education sessions, legal and sex education are conducted by Women Cell and Student Development Department. They are made aware issues like Sexual Harassments, Anti Ragging and Grievance Redressal Cell as working place. No any complaint has been received by the students during this year.

Students Development Officer

(Dr. Anita M. Khedkar)


IQAC Coordinator
Prof. Vijaykumar Waghmare





Principal
Dr. P.S. Patil

Shram Safalya Education Society`s
PANDIT JAWAHARLAL NEHRU COLLEGE OF SOCIAL WORK, AMALNER
Recognized under 2(f) of UGC Act 1956
Web- www.pjncoswa.org, e-Mail - prin.amalner@pjncoswa.org



APPENDIX - III

**Shram Safalay Education Society's
Pandit Jawaharlal Nehru College of Social Work,
Amalner, Dist. Jalgaon**



**POLICY ON PREVENTION OF SEXUAL
HARASSMENT**

1.0 Preamble:

Shram Safalya Education Society's Pandit Jawaharlal Nehru College of Social Work, Amalner, Affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon is committed to zero tolerance policy on sexual harassment of women at workplace. The University shall maintain a community in which students and employees can work together in an environment free of violence, harassment, exploitation, intimidation and stress. This includes all forms of gender violence, sexual harassment and discrimination on the basis of sex/gender or amongst the same sex members.


2.0 Objectives:

Policy on Prevention of Sexual Harassment is prepared keeping the following objectives in view:

- To comply with the directives of the Honorable Supreme Court of India.
- To establish an effective mechanism for the Prevention and Redressal of Sexual Harassment cases and other acts of gender-based violence at the College.
- To create and foster an environment at the College that is completely free of sexual harassment in its various forms and to generate public opinion against all forms of gender-based violence.
- Acts amounting to Sexual Harassment.

This policy on "Sexual Harassment" shall include:

- (a) Unwelcome sexual advances committed through requests for sexual favours, and/or verbal or physical conduct of a sexual nature made, either explicitly or implicitly, in return for a term or condition of teaching/guidance, employment, participation or evaluation of a person's engagement in any College activity;
- (b) Unwelcome sexual advances committed through verbal, non-verbal, or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or through e-mail or any other communication medium, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature, have the purpose or effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive environment;

- 
- (c) Forcible physical touch or molestation; Eve teasing, innuendos and taunts, physical confinement against one's will and any other act to impinge upon one's privacy;
 - (d) Any act or conduct of a person in authority and belonging to one sex which denies or would deny equal opportunity in pursuit of education or career development, or otherwise making the environment at the University hostile or intimidating to a person belonging to the other/same sex.

3.0 The Scope of the Policy:

- This Policy shall be applicable to all allegations of Sexual Harassment made by a student, against a student, employee or third party, irrespective of whether Sexual Harassment is alleged to have taken place within or outside the College premises.
- The College constituted Committee for Prevention of Sexual Harassment shall take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the offender, if necessary.
- The disciplinary action shall be commensurate with the nature of the violation and could be in the form of warning, suspension or even expulsion from the College.

4.0 The Committee and Operational modalities:

The Constitution of the College Committee for Prevention of Sexual Harassment

(Annexure-I), its responsibilities and procedures shall be in accordance with -

- (i) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (ii) The University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Educational Institutions) Regulations, 2015.
- (iii) Maharashtra Public Universities Act, 2016, Section 56 (Mechanism for Prevention of Sexual Harassment of Teachers, Employees, Students of University and affiliated colleges and Redressal of Grievances.


Co-Ordinator
IQAC

PJN College of Social Work
Amalner, Dist. Jalgaon




1/c Principal
Pt. Jawaharim Nehrui College
of Social Work, Amalner Dist. Jalgaon