

Date: 07/03/2020

INTERNAL COMPLAINTS COMMITTEE (ICC)

The Internal Complaints Committee (ICC) is constituted to deal with the complaints of women relating to Sexual harassment in the workplace and to prevent violence against women.

The ICC includes the following members:

- 1) Ms. Maria Fernandes. (Chairperson)
- 2) Ms. Sneha Velakar. (Legal Expert, NGO Akshara)
- 3) Ms. Geeta V (non-teaching staff)
- 4) Ms. Samata Kadam (non-teaching staff)
- 5) Dr. Dinesh Pathak.
- 6) Dr. Neerja Tukakne
- 7) Dr. Seema C.
- 8) Ms. Vrushali Gupte
- 9) Dr Madhavan Gopalan.
- 10) Ms Sarojini K.



**Convener (ICC)
Ms Maria Fernandes.**

Minutes of the ICC meeting held on 7th March 2020

The Internal Complaints Committee held its meeting at 12.30 p.m. on Saturday, 7th March 2020 in Boardroom. The minutes:

- The Chairperson welcomed the members of the committee.
- She informed the members that the committee is constituted to deal with sexual harassment of women in the workplace.
- Team decided to take more efforts for awareness towards sexual harassment of women in the workplace.
- The Committee noted that no complaints of sexual harassment were received.
- The meeting concluded by thanking all the members.

Following members were present for the meeting: -

- 1) Ms. Maria Fernandes. (Chairperson)
- 2) Ms. Sneha Velakar. (Legal Expert, NGO Akshara)
- 3) Ms. Geeta (non-teaching staff)
- 4) Dr. Dinesh Pathak.
- 5) Dr. Seema C.
- 6) Ms. Vrushali Gupte
- 7) Dr. Neerja Tukakne
- 8) Dr Madhavan Gopalan.
- 9) Ms Sarojini K.

Remark: The Internal Complaints Committee (ICC) did not receive any complaints for the year 2019-20.



Convener (ICC)

Ms Maria Fernandes.



Principal

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Student's Grievance Committee- Report (2019-20)

10-03-2020

The Student Grievance Committee was established to address concerns, complaints, and grievances raised by students about various aspects of academic and non-academic matters. This report presents an overview of the activities and outcomes of the committee for the academic year 2019-20.

This year the committee included the following members.

Dr. Uma Shankar (Convener)
Dr. Mahavir Gosavi (Secretary)

A meeting of the above committee was held on Tuesday 10th March 2020 at 2 pm.

Venue: Principal's Office

Agenda for the meeting was:

1. To decide whether grievances are to be accepted.
2. To draft a notice for the students in this matter.

Minutes:


1. It was decided to accept the grievances/ suggestions collected from students.
2. It was decided that as before no anonymous grievances will be considered.
3. It was decided that by the end of every month, the committee members would check whether there are any Grievances from students, if yes, they would be considered for further action.

Action taken:

1. Students were notified about the places where the suggestion boxes were kept on the college premises.
2. Establishing feedback channels to continuously assess and improve the effectiveness of the grievance handling process.
3. Identifying potential areas of concern proactively and taking preventive measures to mitigate grievances before they escalate.

Remark: It was observed that there were no grievances submitted by the students during this academic year 2019-20.




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30th April 2020

No ragging cases were reported in the academic year 2019-20.

Pallavi Rege

Santosh Kataria

Surjeet Kaur

Principal

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