



**Dada Ramchand Bakhru  
Sindhu Mahavidyalaya  
Nagpur**

*Key Indicator 5.1  
Student Support*

*Criteria 5 Student Support and Progression*

NAAC Reaccredited



**B+ Grade**  
(3<sup>rd</sup> cycle)

Affiliation



**Rashtrasant Tukadoji  
Maharaj Nagpur University**

National ID



**AISHE**  
All India Survey on Higher Education

<https://www.drbsmvnagpur.ac.in>



## Dada Ramchand Bakhru Sindhu Mahavidyalaya Nagpur

### 5.1.4 The Institution Adopts The Following For Redressal Of Student Grievances Including Sexual Harassment And Ragging Cases

*Proof For Implementation Of Guidelines Of Statutory /  
Regulatory Bodies*

*Criteria 5 Student Support and Progression*

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**B+ Grade**  
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## Declaration

*This is to declare that the information, reports, true copies and numerical data, etc. furnished in this file as supporting documents are verified and found correct.*



  
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सत्यमेव जयते  
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## Proof for Implementation of guidelines of statutory/regulatory bodies

- 1) Anti-Ragging Committee
- 2) Internal Complaints Committee
- 3) Grievances and Redressal Cell



  
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## 1) Anti-Ragging Committee

- Detailed information about the Anti-ragging Committee is available on the college website Institution Website - <https://drbsmvnagpur.ac.in/anti-ragging-cell/>

<b>Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur Anti-Ragging Cell</b>
<ul style="list-style-type: none"><li>• As per the guidelines issued by the honorable Supreme Court of India and the University Grand Commission (UGC), the Anti-Ragging Cell is constituted in the Institution</li><li>• Any act of ragging is totally banned in Dada Ramchand Bakhru Sindhu Mahavidyalaya</li></ul>
<b>Objectives</b>
<ul style="list-style-type: none"><li>• To create awareness against ragging</li><li>• To monitor activities associated to ragging</li><li>• To ensure transparency and prevent unfair practices</li><li>• To provide a mechanism to innocent students for redressal of their grievances</li></ul>
<b>What is Ragging?</b>
<p>As per the UGC guidelines following conduct constitute the ragging is</p> <ul style="list-style-type: none"><li>• Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student.</li><li>• Indulging in rowdy or in disciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student.</li><li>• Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student.</li><li>• Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.</li><li>• Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.</li><li>• Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.</li><li>• Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.</li><li>• Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.</li></ul>



  
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- Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher.
- Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of color, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background.

### Administrative action if found guilty

If a student or a group of students found in guilty of ragging act in the college premises shall be liable to one or more of the following punishment depending upon the nature and gravity of the guilt.

- Suspension from attending classes and academic privileges
- Debarring from appearing in any test/examination or other evaluation process
- Cancellation of admission
- Rustication from the institution for a period depending on gravity of ragging act

### Committee

Designation	Name
Chairman	Dr. V. M. Pendsey (Officiating Principal)
Coordinator	Dr. Zeenat N. Kashmiri
Members	Dr. Mahendra Vanjari (Teachers Representative) Dr. Sandeep Hate (Teachers Representative) Dr. Amit Nanwani (Teachers Representative) Mr. Vaibhav M. Sakharkar (NGO representative) Mrs. Maheshwari Lonare (Parent) Mr. Naresh Dosewan (Supporting) Ku. Harmeet Kaur Dhillon Ph.D. (Student Representative) Ku. Samiksha Pise M.Sc. Chemistry (Student Representative) Mr. Harshita Sarapalli B. Com. II (Student Representative)
	<b>Anti-ragging Squad</b>
	In-charge - Dr. M. M. Shinkhede
	Members -Dr. Sujata A. Mankar Dr. Jayant Walke Mr. Pranay Wankhede



  
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## Helpline Numbers

### College Anti-ragging Helpline

Coordinator	9823325698
College Landline number	0712-2640368

### UGC Anti-ragging Helpline

24x7 Toll Free phone number	1800- 180-5522
e-mail support	<a href="mailto:helpline@antiragging.in">helpline@antiragging.in</a>
Website	<a href="http://www.antiragging.in">www.antiragging.in</a>

## Useful Links

- Supreme Court's Order
- Raghawan's Report
- UGC Regulations 2009
- **Anti-ragging Affidavit Form** -  
[https://antiragging.in/Site/Affidavits\\_registration\\_form.aspx](https://antiragging.in/Site/Affidavits_registration_form.aspx)



  
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- Posters related to Anti-ragging are Displayed in the College Premises displayed at visible places



At the College Entrance



Library



  
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Notice Board - Department of Zoology and Botany



Notice Board - Department of Microbiology and Biochemistry



  
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Department of Chemistry



  
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# Dada Ramchand Bakhru

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### 2) Internal Complaints Committee

As per the notification of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the Internal Complaints Committee was established in the Institution for prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. This Regulation describes the responsibilities of the higher educational institutes, grievance redressal mechanism, process for making complaints and conducting inquiries, interim redressal, punishment and compensation, consequences of non-compliance, etc. in sexual harassment cases. The ICC worked hard to prevent sexual harassment of Women Employees and Students in the Institution and to provide a favorable and healthy work environment in the college.

Following are some of the measures taken by the Institution and ICC to create awareness about UGC Regulation 2015: -

1. Detailed information about the Internal Complaints Committee (ICC) and its working is displayed on the college website along with contact details.
2. List of Committee members is displayed in the visible place of the college premises along with the complaint box.
3. Information of ICC is given in the College Prospectus.
4. Newly admitted students were educated about the ICC during Induction Programmes "Deeksharanbh".
5. ICC regularly organizes workshops, speeches by experts and awareness programs for the students and staff members to make them aware of UGC Regulation 2015.
6. ICC members attends Programmes organized by competent authorities for updating their knowledge of Sexual Harassment Law.



  
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- Detailed information about the Internal Complaints Committee is available on the college Institution Website – <https://drbsmvnagpur.ac.in/internal-complaints-committee/>

<b>Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur</b>
<b>Internal Complaints Committee</b>
<ul style="list-style-type: none"><li>• Internal Complaints Committee (ICC) is constituted in our Institution as per UGC (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, to deal with complaints relating to sexual harassment of women and students at workplace</li></ul>
<b>Objectives</b>
<ul style="list-style-type: none"><li>• To maintain sexual harassment free and positive environment at the workplace for women employee and students</li><li>• To organize awareness Programmes through display of anti-sexual harassment policies and other appropriate documents, workshops, posters, speeches by experts etc for the employee and the students</li><li>• To take steady action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace</li></ul>
<b>Definition of Sexual Harassment</b>
"Sexual harassment" includes any one or more of the following unwelcome sexually inclined behavior, (whether directly or indirectly), such as: <ul style="list-style-type: none"><li>• Any unwelcome physical, verbal or non verbal conduct of sexual nature</li><li>• Demand or request for sexual favors</li><li>• Making sexually colored remarks</li><li>• Physical contact and advances</li><li>• Showing pornography</li></ul>
<b>Who can approach ICC for help?</b>
<ul style="list-style-type: none"><li>• Any women employee and student of Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur (definition of 'women employee' and 'student' as given in UGC Regulation 2015)</li></ul>
<b>Responsibilities of ICC</b>
<ul style="list-style-type: none"><li>• To provide assistance if an employee or a student chooses to file a complaint with the police</li><li>• To 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</li><li>• To 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</li></ul>



  
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pendency of the complaint, or also provide for the transfer of the offender

- To ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment and
- To ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

### Committee

<b>Presiding Officer</b>	: Dr. Zeenat Kashmiri
<b>Faculty Member</b>	: Dr. Sunil Dahire
<b>Faculty Member</b>	: Dr. Anita Chandak
<b>Non-Teaching Member</b>	: Mr. Jai Keswani
<b>Non-Teaching Member</b>	: Mrs. Divya Methwani
<b>External Member</b>	: Dr. Ravi Mor
<b>Research Scholar</b>	: Ms. Dimple Juneja
<b>P.G. Student Member</b>	: Mr. Rohit Nikhade
<b>U.G. Student Member</b>	: Ms. Deepali Nandanwar

### Helpline Numbers

College Anti-ragging Helpline	
Presiding Officer	8208265090
Office	0712-2640368
Email	iccdrbsmv@gmail.com

### Useful Links

- UGC Regulation 2015
- UGC/MHRD Notifications
- Handbook on Sexual Harassment of Women at Workplace Act, 2013
- <http://www.shebox.nic.in/>



  
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- Information about Sexual Harassment at Workplace Law is Displayed in the College Premises



- Names of the committee members are displayed in a visible place



ICC 2019-20



  
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- A complaint Box is set near the Commerce Staff Room



ICC 2020-21 with Complaint Box



  
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### 3) Grievances and Redressal Cell

The institute has a Grievance and Redressal cell to resolve students' problems regarding academic, personal and other issues. This cell is empowered to solve the grievances.

The grievance and Redressal cell have a responsive and accountable attitude among all stakeholders in order to maintain a harmonious educational atmosphere in the institute. A Grievance and Redressal cell is constituted for the Redressal of problems with the following

#### Objectives

- ❖ To maintain cordial student-student, student-teacher relationship
- ❖ To prolong then the dignity of the institute by ensuring a healthy atmosphere
- ❖ To be frank to express the views by students/stakeholders
- ❖ To install a suggestions/complaints box, in which students/stakeholders can put their views for improvising academics and administration in the institute
- ❖ To respect the rights and dignity of one another
- ❖ To be affectionate towards students by teacher
- ❖ To resolve harassment and victimization of students
- ❖ To make admission in accordance with the declared admission policy of the institute
- ❖ To publish the complete institutional information in the prospectus
- ❖ To take action on breach of the policy for reservation in admission
- ❖ To be abide by reservation policies of Scheduled Castes, Scheduled Tribes, Other Backward Classes, Minority, women and disabled categories

#### Scope

This cell will look after Grievance received in writing from the students and other stakeholder about any of the following matter-

- ❖ Academic Grievances: Related to the issue of transfer certificate, exam-related matters, conduct certificate
- ❖ Financial Grievances: Related to dues and payments for admission, examination, library, scholarships, etc.
- ❖ Other Grievances: Related to sanitation, facilities, food, victimization, etc.

#### Functions

- ❖ Based on written grievances, cases will be attempted promptly.
- ❖ The cell will review and act on the cases as per management policy.
- ❖ The cell will submit the report to the authority about attending and pending cases.
- ❖ The institute assures students that once the complaint is made, it will be treated with confidentially.



  
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