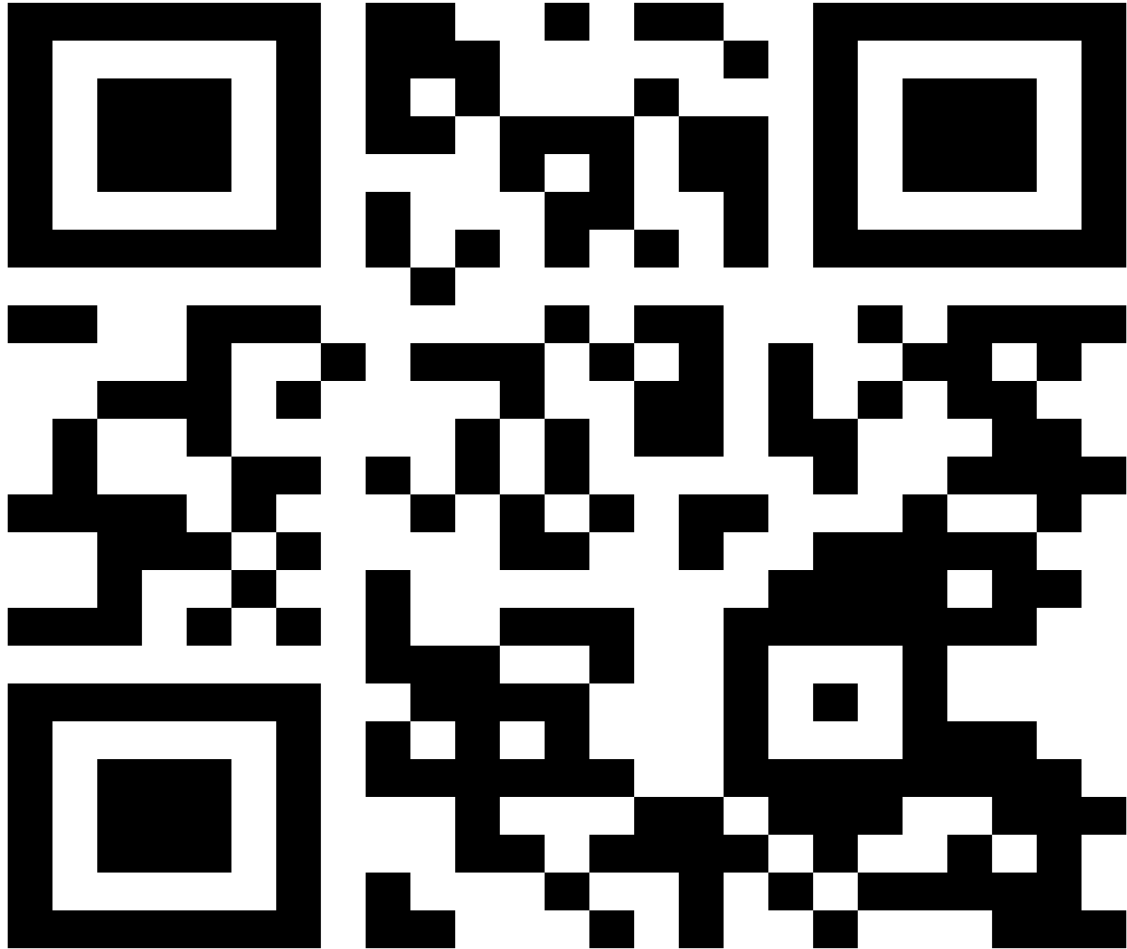


QR CODE FOR SHAKTI SAMITI
(SEXUAL HARRASSMENT COMPLAINT)



STEPS FOR LOGGING THE COMPLAINT

- 1. SCAN THE QR CODE**
- 2. FILL THE GOOGLE FORM**
- 3. CLICK SUBMIT**

Pemraj Sarda College, Ahmednagar

GRIEVANCE MECHANISM

The College has an effective and multi-tier Grievance Redressal Mechanism, consisting of several forums and committees that focus on careful and sensitive handling of the student grievances. The following committees are duly constituted in the college, for resolution of various types of grievances:

A. Matters pertaining to discrimination: Sexual Harassment Committee

B. Matters pertaining to ragging: Anti-Ragging Committee

C. Matters pertaining to ragging: Students Grievance Redressal Committee

For any other grievances not categorized above, students may register their grievances through the following modes.

1. The aggrieved student(s) may approach directly to the Convener of respective committee with a written application or through email or QR code
2. In case of ragging related grievances, the aggrieved student (s) can directly inform to any of the Anti-Ragging Committee members on mobile. The details of the same are available on the college website.
3. Aggrieved student (s) may also submit their grievance in writing or through email to the Principal of the College. The grievances, on plain paper can be dropped in the complaint boxes mounted in the college campus.



Ref. No. NAAC/ 2023-24

Date -

Mechanism of Redressal for Sexual Harassment

The Committee seeks to achieve these goals through:

- **Complaint Redressal:** As per the act 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013', appropriate action will be taken once the complaint is filed.
- **Dissemination of Information:** through production, distribution and circulation of materials, posters and handouts etc. in the campus
- **Awareness Workshops:** for faculty, non-teaching staff and students with an aim to develop nonthreatening and non-intimidating atmosphere of mutual learning.
- **Counselling** – Confidential counselling service is an important service as the sexual harassment cases are rarely reported and are a sensitive issue. Counselling provides a safe space to speak about the incident and how it has affected the aggrieved woman.

Who can file the Complaint to the Internal Complaint Committee?

Any student, service provider, teaching, non-teaching staff may lodge a complaint against a student, service provider, teaching, non-teaching staff.

About Inquiry process

The Internal Complaints Committee shall make enquiry into the complaint in accordance with the provisions of the Service Rules applicable to the respondent. For the purpose of the enquiry, if the respondent is a non-teaching employee of the college, provisions of the Maharashtra Civil Services (Conduct) Rules, 1979 and provisions of the Maharashtra Civil Services (Discipline and Appeal) Rules, 1979, are applicable, and if the respondent is a teacher, provisions of the Teachers' Statutes are applicable. If the Respondent is a student, an enquiry shall be made as per provisions of Ordinance 157 as regards maintenance of discipline and good conduct by students.


Principal





Reaccredited by N A A C Bangalore with "A" Grade

Ref. No. NAAC/2023-24

Date -

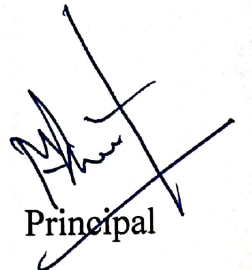
As per the mechanism of redressal for the Sexual Harassment the committee
Head had appointed these members for the said committee.

Dr. Rajendra Kumbhar – Counsellor

Adv. Anant Fadnis – Advocate

Mr. Anil Gawade – N.G.O. Snehalaya

The above members are working with our Institution.


Principal

