

Anekant Education Society's

TULJARAM CHATURCHAND COLLEGE

of Arts, Science and Commerce, Baramati, 413102

Autonomous

Religious Minority Institute

NAAC Reaccredited 'A+', CGPA 3.55

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GRIEVANCE CELL POLICY

The Anekant education Society's Tuljaram Chaturchand College of Arts, Science and Commerce, Baramati (Autonomous), has a Grievance Cell Committee. The functions of the Committee are to look into the complaints lodged and judge its merit. The Grievance Cell Committee is also empowered to look into matters of harassment. Anyone with a genuine grievance may approach the Grievance Cell Committee members in person. In case the person is unwilling to appear in self, grievances may be sent complaint in writing to the officer in-charge of Grievance Redressal Committee or Principal.

Objectives:-

The objectives of the Grievance Redressal Committee is to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the college.

- A Grievance Cell Committee has been constituted for the Redressal of the problems reported by the students of the College with the following objectives:
- Upholding the dignity of the college by ensuring strike free atmosphere in the college through promoting cordial student-student relationship and student-faculty relationship etc.
- Encouraging the students to express their grievances / problems freely and frankly without any fear of being victimized.
- Suggestion/complaint boxes have been installed in which the students, who want to remain anonymous, put in writing their grievances and their suggestions for improving the Academics / Administration in the college.
- Advising students of the college to respect the right and dignity of one another and show utmost restraint and patience whenever any occasion of rift arises.



- Advising all the students to refrain from inciting students against other students, faculty and college administration.
- Advising all staff to be affectionate to the students and not behave in a vindictive manner towards any of them for any reason.

Responsibilities:-

- Provide an avenue for the aggrieved students to redress their individual grievances in order to have a healthy atmosphere among students, staff and management in the college.
- Discuss and resolve the grievances, if any received in writing from the concerned students.

Procedure:-


- The setting of the Grievance Redressal Committee (GRC) will be widely published via notice boards and websites.
- The students may feel free to put up a grievance and drop it in boxes placed at conspicuous locations in college campus.
- The GRC will act upon those cases which have been forwarded along with the necessary documents.
- The GRC will take up only those matters which have not been solved by the various departments.

Establishment of a Grievance Redressal Committee

"Grievance Redressal Committee" has been constituted to enquire the nature and extent of grievance. The committee can suggest the final action to be taken at the institutional level for the Redressal of the same.


Coordinator
IQAC




Principal

Policy on Sexual Harassment

[Prevention, Prohibition Redressal Act, 2013]

In pursuance of UGC (prevention, prohibition and Cell of Sexual Harassment of women employees and women students in Higher Educational Institutions) Regulations 2015, Anekant Education Societies has taken proactive steps to ensure the safety, well-being and dignity of the students by establishing three vital committees Grievance Redressal Committee, the Anti-Raging Committee and Anti- Sexual Harassment. These Committees serve as pillars of support, providing avenues for addressing grievance, preventing mistakes of Ragging and combating Sexual harassment within the college premises.

These committees are led by experienced and dedicated members through their vigilant efforts and proactive measures, these committees aim to create a safe and secure environment.

The Anekant education Society's Tuljaram Chaturchand College of Arts, Science and Commerce, Baramati (Autonomous) has zero tolerance against disrespect and exploitation of women. The Anti sexual harassment Committee of the college was established according with provisions of "The Sexual Harassment of women at Workplace (Prevention, Prohibition and Cell) Act 2013" Posh Guidelines for effective enforcement of human rights of gender equality and assurance of an environment free of sexual harassment and abuse.

Objectives:

1. To organize women sensitization awareness program/workshop/Guest lecture.
2. To provide a safe environment that is free from sexual harassment.
3. To provide social and psychological environment that will raise awareness about sexual harassment.
4. To develop secure physical and work environment for women.
5. To recommend appropriate punitive action against the guilty.
6. To avoid discrimination and sexual harassment against women.

Role of the Committee:

1. To develop and ensure a safe work environment that is free from sexual harassment especially for all female members.



2. To take note of complaints of sexual harassment of women employed, to conduct enquiries and to provide immediate assistance.
3. To recommend to the concerned authorities, follow-up action and to monitor the same.
4. To maintain an atmosphere of equality and gender justice.

MEETINGS:

At least once in each semester and as and when necessary.

Functions of Anti-sexual harassment committee

- Conduct preliminary enquiry of all reported cases and/or complaints relating to sexual harassment at work place involving all sections of members of faculty, staff and students of the institute.
- Submit the preliminary enquiry report to the principal along with all documents and recommendations of possible punishment if any.
- Evolve and suggest make to preventive measures.
- In case of allegations are not in the nature of sexual-harassment, Anti-sexual harassment committee may refer such complaint to the Grievance Redressal committee.
- If Anti sexual harassment committee concludes that the allegations made over false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complaint shall be liable to be punished as per the relevant provisions of the afore mentioned UGC regulation 2015.

RESPONSIBILITIES OF THE COMMITTEE:

If any student approaches a committee member either through the complaint box placed in college campus or by telephone, necessary action is taken through counseling and conciliatory methods. If it requires any enquiry, It will be conducted and matter will be sorted within one week from the date of complaint The committee will take the responsibility to ensure that no such incidents occurs in the college campus.



PROCEDURE UPON FILING OF COMPLAINT:

1. Meeting is held if a complaint received by any member.
2. The written complaint is taken and the committee prepares and submits the detailed statement of the incidents within two days.
3. An enquiry is held with the members of internal complaints committee.
4. The issue is discussed and finalized within seven days.
5. The minutes of the file is be filed.

ACTION PLAN:

- Counsel the affected students/women employees to overcome the trauma.
- Display current laws and affairs about Sexual Harassment and Gender Discrimination in key places in the college campus.
- Conduct awareness programs workshops, guest lectures and campaigns for the benefit of the students and the staff community.



Coordinator
IQAC



Principal