



Dr D Y Patil Educational Enterprises Charitable Trust's

## Dr D Y PATIL SCHOOL OF MANAGEMENT

(Approved by AICTE, New Delhi Recognized by Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University)

AISHE Code: C-48357 DTE Code: MB6189 SPPU PUN Code: IMMP015810

(Accredited by NAAC)

### CRITERION V – STUDENT SUPPORT AND PROGRESSION

#### 5.1 - STUDENT SUPPORT AND PROGRESSION

**5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases.**

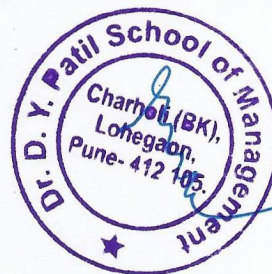
Dr D Y Patil School of Management ensures a safe and vibrant learning environment. The college entails its students to express themselves freely, without fear and apprehensions, and safeguards student rights and protects them from exploitation

of any kind and from any source.

To render the promises to practice, Dr D Y Patil School of Management college is vigilant and offers freedom of expression irrespective of gender, but firm on strict rules and regulations for maintaining decorum within the campus. The Disciplinary Committee oversees this, and the team steers the machinery regarding campus discipline.

DYPSOM has created a mechanism for redressal of students' grievances at three levels.

- Women Empowerment Cell
- Internal Complaints Committee (ICC)
- Students' Grievance Redressal Committee
- Online
- Offline
- Anti-Ragging Committee





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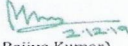
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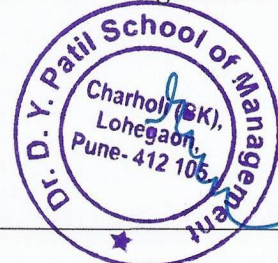
### OFFICE ORDER

Sub: Re-constitution of Grievance Redressal Committee, Dr D Y Patil School of Management-Orders-Issued

Ref: AICTE Regulations notified vide F.No 37-3/Legal/2009 dated 25" May, 2012.

 प्रो. राजीव कुमार सदस्य सचिव Prof. Rajive Kumar Member Secretary	 सत्यमेव जयते	अखिल भारतीय तकनीकी शिक्षा परिषद् (भारत सरकार का एक सांविधिक विभाग) मानव संसाधन विकास विभाग, भारत सरकार नेहरू मंडेला मार्ग, वसंत कुंज, नई दिल्ली - 110070 दूरभाष 011-26131497 ई मेल : ms@aicte-india.org <b>ALL INDIA COUNCIL FOR TECHNICAL EDUCATION</b> (A Statutory Body of the Govt. of India) Ministry of Human Resource Development, Govt. of India Nelson Mandela Marg, Vasant Kunj, New Delhi-110067 Phone: 011-26131497 E-mail: ms@aicte-india.org
F.No. : 1-101/PGRC/AICTE/Regulation/2019 <u>19530-9537</u> Dated: /11/2019		
<b>Subject: Request to adhere/implement the provisions prescribed under All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019-reg.</b>		
Dear Sir/Madam,		
In supersession of the All India Council for Technical Education (Establishment of Mechanism for Grievance Redressal) Regulation, 2012 dated 25 <sup>th</sup> May, 2012, AICTE has been framed All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019 which is published in official Gazette of India on 19.11.2019. The said Regulations are available on AICTE web portal. These Regulations are aimed at addressing and effectively resolving grievances of students of AICTE approved Technical Institutions.		
2. These Regulations shall apply to all Technical Institutions recognised or approved by the All India Council for Technical Education as per Section 10(k) of the All India Council for Technical Education Act, 1987.		
3. In view of the above, all AICTE approved institutions are hereby requested to adhere/implement the provisions prescribed under these Regulations.		
Yours faithfully,		
 (Prof. Rajive Kumar) Member Secretary		
The Principals/Directors, AICTE Approved Institutions		
Copy to: The Regional Officers, AICTE		

To ensure transparency in various processes in imparting technical education and with paramount objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances and also in line with the AICTE regulations cited above, Grievance Redressal Committee has been constituted.







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### Grievance Conveying Procedure

1. **Open door policy:** Grievances can be through direct approach or through phone to the committee.
2. **Grievance and Redressal committee boxes:** Drop the grievances in the Grievance and Redressal Committee boxes in the department.
3. **Email:** Grievances can be sent to the email id of the Grievance and Redressal committee.

Anonymous complaints will not be accepted.

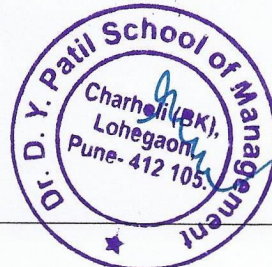
### Grievance Redressal Procedure

#### Functional:

1. A student shall first present his/her complaint verbally in writing to the concerned Head of the Department the Head of the Department is required to solve /address the issue within 2 days.
2. If the student is not satisfied or his/her complaint was not addressed within 2 days, He/she can approach the GRC
3. If the student is not satisfied or his/her complaint was not addressed within 7 days by GRC. He/she can approach the Ombudsman.

#### Non-Functional:

1. A student shall first present his/her complaint verbally in writing to the concerned Committee convener. The Committee convener is required to solve/address the issue within 2 days.
2. If the student is not satisfied or his/her complaint was not addressed within 2 days He/she can approach the GRC
3. If the student is not satisfied or his/her complaint was not addressed within 7 days by GRC, He/she can approach the Ombudsman.





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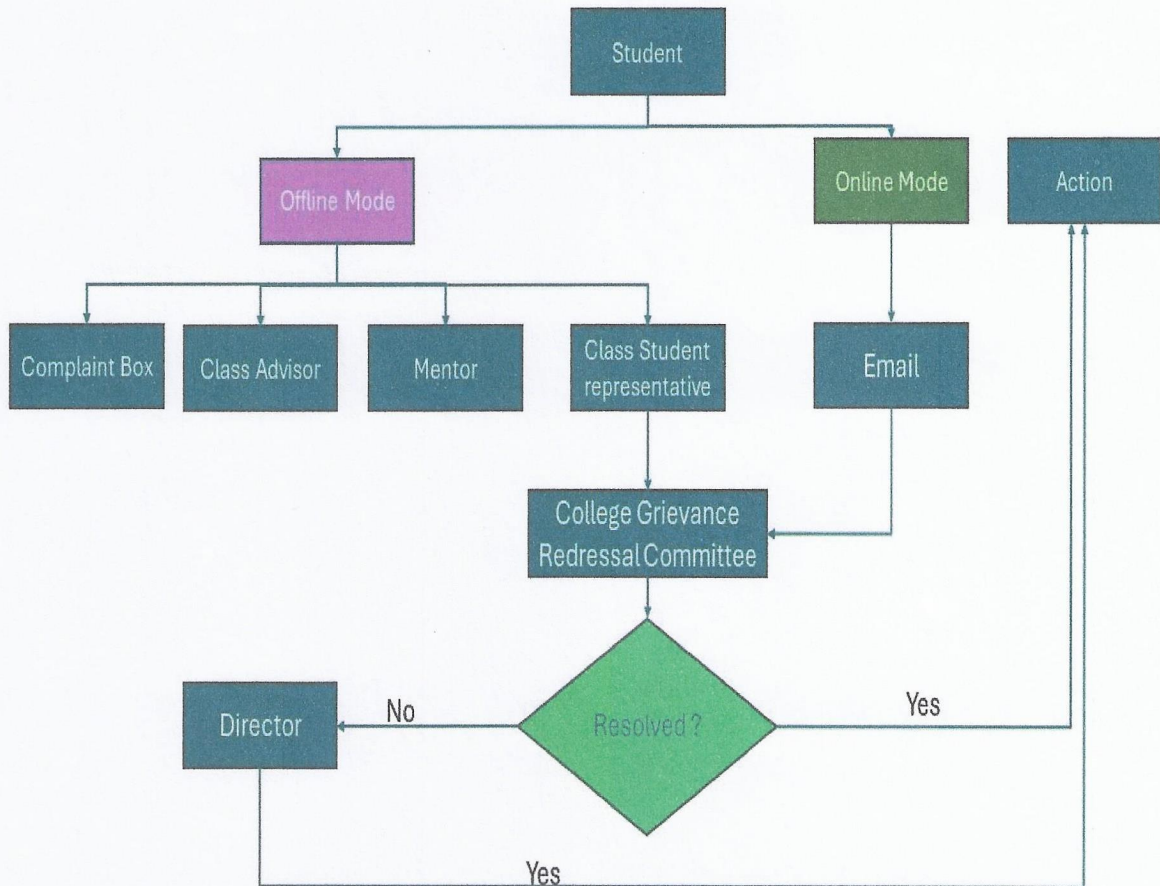
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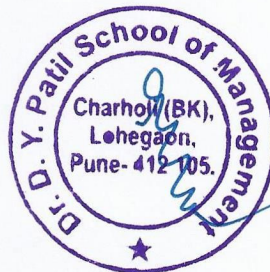
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## GRIEVANCE REDRESSAL MECHANISM



## GRIEVANCE REDRESSAL MECHANISM AT DYPSON







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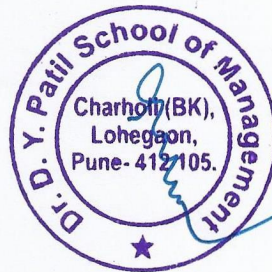
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### Statutory Committees

### Anti Ragging Committee

The Anti-Ragging Committee is a statutory committee with a mandate to ensure discipline in the students, to hear and settle issues pertaining to ragging. The committee is made up of nineteen people and established as per the regulations mentioned in AICTE Act,1987.

Anti Ragging Committee	
<b>Composition</b>	<ul style="list-style-type: none"><li>• Director of the Institute – Chairman</li><li>• Professor-Secretary</li><li>• Teaching Representatives -3</li><li>• Representative of Civilian-1</li><li>• Police Admin Representative -1</li><li>• Local Media Representatives -1</li><li>• NGO Representatives-1</li><li>• Parent Representatives – 1 at least</li><li>• Student Representatives -4</li></ul>
<b>Frequency of Meetings</b>	<ul style="list-style-type: none"><li>• Twice in a year and as per the requirement</li></ul>
<b>Tenure</b>	<ul style="list-style-type: none"><li>• 2 years</li></ul>





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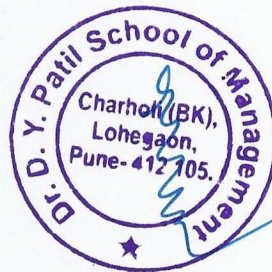
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### Objective

- To prevent and eradicate ragging in the campus and thereby provide a healthy environment to the students.
- To maintain Secured and safe atmosphere for the students
- To ensure compliance with the provision of these regulations as well as the provisions of any law concerning ragging for the time being in force.
- To maintain discipline in the institution and take necessary disciplinary actions with the help of Anti Ragging Squad
- To enquire into the matters that lead to dissatisfaction of the students.
- To create awareness to the students regarding legal consequences after ragging







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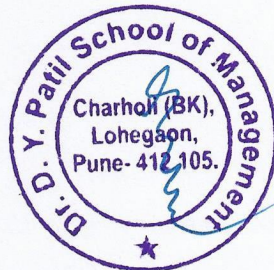
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<b>Scope</b>	<ul style="list-style-type: none"><li>• Shall engage in all activities pertaining to prevention of ragging in the institute</li></ul>
	<ul style="list-style-type: none"><li>• Shall maintain discipline of the students within the premises of the institute</li></ul>
<b>Function</b>	<p>Anti ragging Committee will,</p> <ul style="list-style-type: none"><li>• Appoint Anti Ragging Squad</li><li>• Shall supervise and monitor all activities of Anti Ragging Squad</li><li>• Maintain the vigilance, oversight and patrolling functions and shall remain mobile, alert, and active.</li><li>• Make surprise visits to hostel, and other places vulnerable to such incidents.</li><li>• Inspect such places whenever necessary.</li><li>• Conduct an on-the-spot enquiry into any incidents of ragging referred to by the head of the institution or any other member.</li><li>• If found guilty, the culprits will have to face the action / trial as per the guidelines of hon'ble supreme court judgment [ given in annexure]</li></ul>







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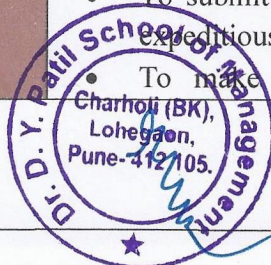
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### Grievance Redressal Committee for Students, Faculty Members & Other Staff

The Grievance Redressal Committee is a statutory committee with a mandate to hear, deal and settle grievances of Students, Faculty Members and other Staff of the Institute. The committee is made up of seven people and established as per the regulations mentioned in AICTE Act, 1987.

Grievance Redressal Committee	
<b>Composition</b>	<ul style="list-style-type: none"><li>• Director,</li><li>• Ombudsman, nominee university of Pune -1</li><li>• Departmental HOD-1</li><li>• Teaching representatives 2</li></ul>
<b>Frequency of Meetings</b>	<ul style="list-style-type: none"><li>• Twice a year and as &amp; when required</li></ul>
<b>Tenure</b>	<ul style="list-style-type: none"><li>• 2 years</li></ul>
<b>Objectives</b>	<ul style="list-style-type: none"><li>• To develop an organizational framework to promptly address and resolve grievances of Faculty Members &amp; Other Staff, Students fairly and equitably.</li><li>• To ensure that, there is no laxity in terms of fair dealing with the Faculty Members &amp; Other Staff, Students.</li><li>• To ensure effective solution to the grievances of Faculty Members &amp; Other Staff, Students through an impartial and fair approach.</li><li>• To address the academic and administrative problems of the students.</li><li>• To provide satisfaction to the Faculty Members &amp; Other Staff.</li></ul>
<b>Scope</b>	<ul style="list-style-type: none"><li>• The Grievance Committee shall consider grievances of students, faculty members and other staff of the Institute.</li></ul>
<b>Functions</b>	<ul style="list-style-type: none"><li>• To consider all grievances submitted in writing by any member of the Students, Faculty members and other staff of the Institute.</li><li>• To access to all files confidential or otherwise relevant to the individual's grievance.</li><li>• To study the application and after looking into the relevant documents discuss with those concerned.</li><li>• To submit its recommendations and report to the Director as expeditiously as possible</li><li>• To make final settlement of any grievance within a reasonable</li></ul>







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period(normally not exceeding one month)

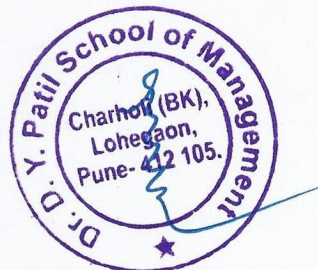
### Complaint management mechanism

The complaint management mechanism of Students, Faculty Members and other staff of the Institute, is carried out in three levels in the institution: Students

- The departmental level grievances are attended by the concerned Co-Ordinator's, Mentors and Department Heads
- The student coordinators and staff coordinators of various clubs and associations act as facilitators to communicate and sort out the grievances pertaining to various clubs and associations.
- Unresolved grievances at the departmental level and association level are referred to the Grievance Redressal Cell of the institution.
- Faculty Members and other staff
- The departmental level grievances are attended by the department

Head of Department

- Unresolved grievances at the departmental level are referred to the Grievance Redressal Cell of the institution.
- Individual faculty can approach the Grievance Redressal Cell of the institution with Her/His complaints.







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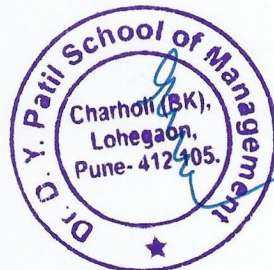
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### Internal Complaints Committee

The Parliament of India passed the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act,” in the year 2013. The ACT provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected therewith or incidental thereto. The guidelines explicitly state the following: “It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require”

Internal Complaints Committee	
<b>Composition</b>	<ul style="list-style-type: none"><li>• Chairperson -1</li><li>• Faculty members -5</li><li>• Student Representative-3</li></ul>
<b>Frequency</b>	<ul style="list-style-type: none"><li>• Twice a year</li></ul>
<b>Tenure</b>	<ul style="list-style-type: none"><li>• 2 years</li></ul>
<b>Objectives</b>	<ul style="list-style-type: none"><li>• To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of girls and women.</li><li>• To ensure the implementation of the policy in letter and spirit by undertaking all necessary and reasonable steps To constitute appropriate committees for purposes of gender Sensitization</li><li>• To conduct enquiries into complaints of sexual harassment.</li></ul>







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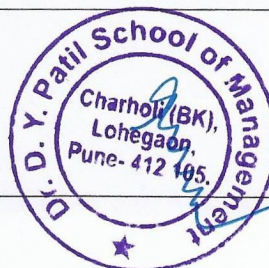
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<b>Scope</b>	<ul style="list-style-type: none"><li>• Shall engage in all activities in Promoting, Creating Awareness, Providing Protection to all Girl Students /Women Employees within the Institute.</li><li>• Shall be applicable to all complaints pertaining to sexual harassment.</li></ul>
<b>Functions</b>	<ul style="list-style-type: none"><li>• Ensure a safe environment free from Sexual Harassment for women including prevention and deterrence of Sexual Harassment.</li><li>• Prepare and prominently display the policy for the prevention and prohibition of Sexual Harassment.</li><li>• Maintain a proactive program to educate all members as to the definition of sexual harassment and procedures for redressal.</li><li>• Undertake workshops and training programs at regular intervals for sensitizing the members.</li><li>• Prominently display notices in various places spreading awareness about the issue of "Sexual Harassment at the institute" and giving information for the Redressal mechanism that has been put in place and encouraging women to file their grievances.</li><li>• Facilitate initiation of proceedings under this policy through the institution of committee against sexual harassment for redressal of an</li><li>• act/s of sexual harassment.</li></ul>
<b>Jurisdiction</b>	<ul style="list-style-type: none"><li>• The policy and the rules &amp; regulations would apply to all students, faculty, and nonteaching staffs on active roles of DYPSON. The policy and the rules &amp; regulations would also apply to service providers and outsiders who may be within the territory of the DYPSON at time of commission of the act coming under the purview of the policy. 1. The policy would apply inside the campus but also on off-campus official duty (workshops, field work, group holidays/excursions organized by DYPSON, interviews/meeting with outside people and any other activity organized by DYPSON outside the campus including the period of travelling for such activity).</li></ul>







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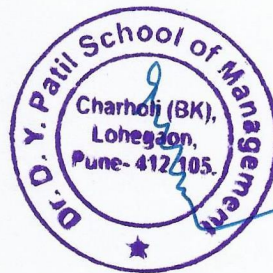
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2. In particular, the rules and procedures laid down in this policy shall be applicable to all complaints of sexual harassment made:

- I. By a student against a member of the academic or non-teaching staff or a co student or by a member of the academic or non- teaching staff against a student or another member or the academic or non-teaching staff in either case, irrespective of whether sexual harassment is alleged to have taken place within or outside the campus.
- II. By a service provider or an outsider against a student or a member of the academic or non-teaching staff or by a student or a member of the academic or non-teaching staff against an outsider or a service provider, if the sexual harassment is alleged to have taken place within the campus.







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### Student Welfare Council

The Student Welfare Council is a statutory committee with a mandate to look after the welfare of the students and to promote and co-ordinate the extracurricular activities of different student associations for better life. The council shall not engage in any political activities.

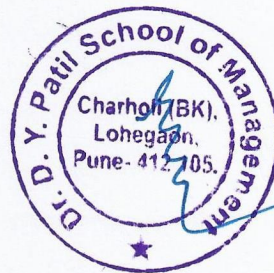
The council is made up of thirteen people as per the provisions of Section 40(1) of Maharashtra University Act, 1994. The Institute has formed a club "under student welfare council.

The student's council is formed with an aim to enhance communication between students, management and staff and to promote an environment conducive to educational and personal development.

### Student Welfare Committee

#### Composition

- Chairman-1
- Teaching Representative-2
- Sports Faculty-1







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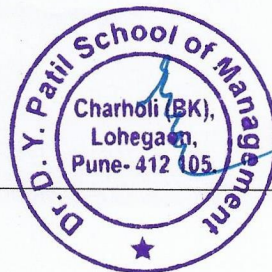
### Student Welfare and Development Committee

Sr.No	Name	Role
1	Prof. (Dr). E. B. Khedkar	Chairman
2	Prof. Shreekala Bachhav	Member-Teaching
3	Prof Rajendra Payal	Member-Teaching

#### Roles and responsibilities

The student welfare and development committee plays an important role in promoting the welfare and development of the student body. Their roles and responsibilities include:

1. Student leadership development: The committee is responsible for promoting leadership development among the students. This may include organizing leadership training programs and encouraging student involvement in student organizations and clubs.
2. Communication: The committee is responsible for maintaining effective communication with the students. This may include newsletters, emails, and other forms of communication to keep them informed of the committee's activities and initiatives.
3. Budgeting: The committee is responsible for preparing and managing the budget for the welfare and development initiatives of the students. The committee plays a critical role in promoting the welfare and development of the students, which can contribute to a positive institute experience and enhance the overall performance of the institute.
4. Counseling services: The committee is responsible for providing counseling services to the students. This may include academic counselling, career counseling, and personal counseling.
5. Student development programs: The committee is responsible for organizing programs and activities to enhance the overall development of the students. This may include workshops, seminars, and other training programs to enhance their skills and knowledge.
6. Welfare initiatives: The committee is responsible for identifying and implementing welfare initiatives for the students. This may include programs related to health and wellness, financial assistance, social and cultural events.







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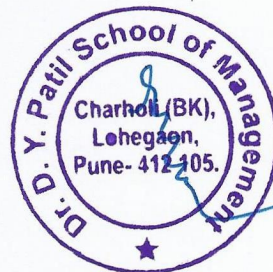
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### Women Welfare and Development Committee

Sr.No	Name	Role
1	Prof. Dr. E. B. Khedkar	Chairman
2	Prof. Sheetal Jalgaonkar More	Member-Teaching
3	Prof. Varsha Pandya	Member-Teaching

#### Roles and responsibilities

- 1. Addressing issues:** The committee is responsible for addressing issues faced by women students and faculty members. This may include addressing complaints of sexual harassment, discrimination, and other forms of gender-based violence.
- 2. Counseling Services:** The committee is responsible for providing counseling services to women students and faculty members. This may include academic counseling, career counseling, and personal counselling.
- 3. Creating awareness:** The committee is responsible for creating awareness about women's issues and rights among the institute community. This involves organizing seminars, workshops, and talks on topics such as gender equality, sexual harassment, and women's health.
- 4. Advocacy:** The committee is responsible for advocating for the rights of women students and faculty members. This may involve working with the institute administration to develop policies that promote gender equality and prevent discrimination and harassment.
- 5. Welfare Initiatives:** The committee is responsible for identifying and implementing welfare initiatives for women students and faculty members. This may include programs related to health and wellness, financial assistance, social and cultural events.





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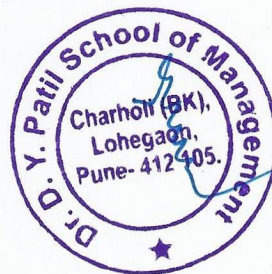
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# ANTI-RAGGING COMMITTEE

**WARNING**  
Ragging is a crime







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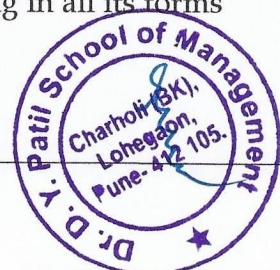
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Ragging of fresh students in academic institutions by senior students is rampant in Indian Colleges. Ragging has taken many shapes including physical violence, sexual abuse and humiliation and milder form of pressurizing juniors to do Term Papers etc. Several steps taken by authorities so far have not improved matters. Even deaths due to ragging continue to be reported.

University Grants Commission has set up a toll free Helpline for dealing with Ragging. Any victim of ragging can ring up the toll free number 18001805522 or send an email to: [helpline@antiragging.net](mailto:helpline@antiragging.net). The helpline will be operational 24 hours. Immediate action will be taken within fifteen minutes by alerting appropriate authorities, be it the head of the educational institution, the district collector or the police. Monitoring the progress of follow up activities by all concerned is also included.

### OBJECTIVES

- To prohibit misconduct by any student or students whether by words spoken or written.
- To prohibit an act which has the effect of teasing, treating or handling with rudeness of a fresher or any other student.
- To prohibit students from indulging in rowdy or indiscipline activities.
- To stop conduct of any activity likely to cause annoyance, hardship or psychological harm or raise fear or apprehension thereof in the mind of any fresher or any other student or asking any student to do any such act which such student will not in the ordinary course do so and which has the effect of causing or generating a sense of shame.
- To stop torment or embarrassment which may adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure.
- To stop showing off power, authority or superiority by a student over any fresher or any other student; and thereby, to eliminate ragging in all its forms







Dr D Y Patil Educational Enterprises Charitable Trust's

## Dr D Y PATIL SCHOOL OF MANAGEMENT

(Approved by AICTE, New Delhi Recognized by Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University)

AISHE Code: C-48357 DTE Code: MB6189 SPPU PUN Code: IMMP015810

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from universities, deemed universities and other higher educational institutions in the country by prohibiting it under these Regulations, preventing its occurrence and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

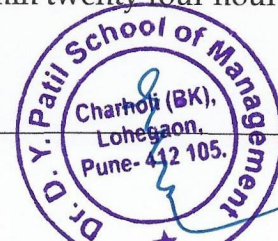
### WHAT CONSTITUTES RAGGING

Ragging constitutes one or more of any of the following acts:

- a. A misconduct 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.
- b. Indulging in rowdy or indiscipline 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.
- c. 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 to adversely affect the physique or psyche of such fresher or any other student.
- d. Any act by a senior student that prevents, disrupts, or disturbs the regular academic activity of any other student or a fresher.
- e. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.
- g. 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.
- h. 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.
- i. Any act that affects the mental health and self-confidence of a fresher or any student.

### ACTION TO BE TAKEN BY THE HEAD OF THE INSTITUTION

On receipt of the recommendations of the Anti-Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorized by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours







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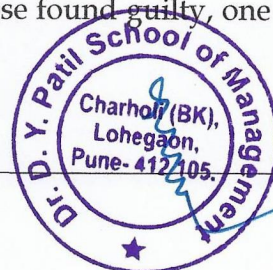
of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;

- i. Abetment to ragging;
- ii. Criminal conspiracy to rag;
- iii. Unlawful assembly and rioting while ragging;
- iv. Public nuisance created during ragging;
- v. Violation of decency and morals through ragging;
- vi. Injury to body, causing hurt or grievous hurt;
- vii. Wrongful restraint
- viii. Wrongful confinement
- ix. Use of criminal force;
- x. Assault as well sexual offences or unnatural offences
- xi. Extortion
- xii. Criminal trespass
- xiii. Offences against property
- xiv. Criminal intimidation;
- xv. Attempts to commit any or all of the above-mentioned offences against the victims
- xvi. Threat to commit any or all the above-mentioned offences against the victims
- xvii. Physical or psychological humiliation;
- xviii. All other offences follow from the definition of "Ragging".

### ADMINISTRATIVE ACTION IN THE EVENT OF RAGGING

The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed herein as under:

- a) The Anti-Ragging Committee of the Institution shall take an appropriate decision, regarding punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
- b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of







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the following punishments, namely: -

- i. Suspension from attending classes and academic privileges.
- ii. Withholding/ withdrawing scholarship/ fellowship and other benefits.
- iii. Debarring from appearing in any test/ examination or other evaluation process.
- iv. Withholding results.
- v. Debarring from representing the institution in any regional, national, or international meet, tournament, youth festival, etc.
- vi. Suspension/ expulsion from the hostel.
- vii. Cancellation of admission.
- viii. Rustication from the institution for period ranging from one to four semesters.
- ix. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period. Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

### PENALTIES

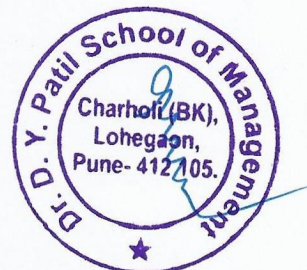
The following are the penalties that may be imposed on a student.

#### Minor Penalties

1. Oral/Written Warning.
2. Fine.
3. Suspension from the class for a week.

#### Major Penalties

1. Fine.
2. Suspending from class for one month/semester.
3. Prevention from appearing University Exams.
4. Prevention form T & P facilities.
5. Suspension from Hostel.
6. Rustication from college.







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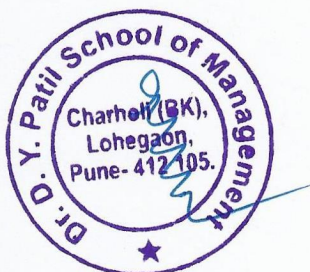
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### ANTI-RAGGING COMMITTEE

(As per All India Council for Technical Education notified Regulation for prevention and prohibition of ragging in AICTE Approved Technical Institutes vide No. 37-3/Legal/AICTE/2009 dated 01.07.2009)

Sr. No.	Name of the Member	Designation in ANTI-RAGGING COMMITTEE
01	Dr. E. B. Khedkar	Chairman
02	Mr. Maruti Jadhav	Representative of Civilian
03	Mr. Amar Kshirsagar POLICE Station Dighi	Representative of Police Administration
04	Mr. Rahul Shinde	Representative of Local Media
05	Md Sajjid Hussain NGO- RLRP	Representative of Non-Government Organizations
06	Dr. Shreekala Bachhav	Representatives Of Faculty Members
07	Dr. Amol Godge	Representatives Of Faculty Members
08	Md Ashique Hussain	Representatives Of Parents
09	Mr. Omkar Rajguru	Representatives Of MBA I Year
10	Mr. Akshay Gundare	Representatives Of MBA II Year
11	Mr. Ganesh Khedkar	Non-Teaching Staff







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### ANTI-RAGGING SQUAD

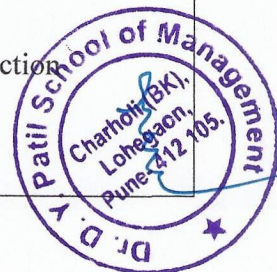
Sr. No.	Name of the Member	Designation	Mobile Number	Email Id
01	Dr. Debashree Jana	Member	7038069658	Debashree.aims@dypic.in
02	Prof. Ashutosh Khedkar	Member	8412855410	Ashutosh.khedkar@dypic.in

Dr. E. B. Khedkar,  
Director,  
Dr D Y Patil School of Management

### ROLE AND RESPONSIBILITIES OF COMMITTEE MEMBERS

The Anti-ragging committee of the institute plays an important role in preventing and addressing incidents of ragging on campus. Their roles and responsibilities may include:

1. Complaints handling: The anti-ragging committee is responsible for receiving and handling complaints related to incidents of ragging. This may involve creating a mechanism for students to report incidents of ragging anonymously and ensuring that complaints are handled in a timely and sensitive manner.
2. Investigation: The committee is responsible for investigating incidents of ragging that are reported to them. This may involve conducting a thorough investigation and collecting evidence to determine the nature and severity of the incident.
3. Disciplinary action: The committee is responsible for recommending disciplinary action







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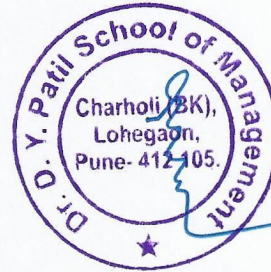
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against students found guilty of ragging. This may involve imposing penalties such as fines, suspension, or expulsion from the institute, depending on the severity of the incident.

4. Student enrollment: Committee is responsible for enrolling students in the UGC portal for giving undertaking in the format.

5. Prevention: The committee is responsible for taking measures to prevent incidents of ragging on campus. This may involve conducting awareness campaigns, workshops, and training programs to educate students about the harmful effects of ragging and the consequences of engaging in such activities.

6. Coordination: The anti-ragging committee is responsible for coordinating with other committees and departments within the institute to ensure that the prevention and handling of ragging incidents is carried out effectively.







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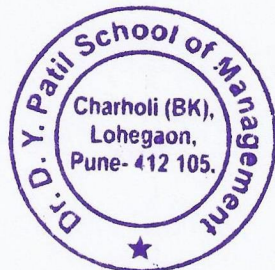
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### CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

The committee as per section 4 of Sexual Harassment of Women at Workplace  
(Prevention, Prohibition and Redressal) Act, 2013

Sr. No.	Name Of Member	Designation
01	Dr. Shreekala Bachhav	Chairperson
02	Dr O P Haldar	Member
03	Dr Debashree Jana	Member
04	Prof. Sheetal Jalgaonkar	Member
05	Ms. Supriya Chavan	Member
06	Mr Ganesh Khedkar	Member
07	Mr. Sahil Khan	Student
08	Mr. Bilal Pathan	Student
09	Ms. Prachi Nirvan	Student



*E. B. Khedkar*

Dr. E. B. Khedkar,  
Director,  
Dr D Y Patil School of Management





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### Roles and responsibilities

The Anti-sexual harassment and redressal committee of the institute plays a critical role in preventing and addressing incidents of sexual harassment on campus. Their roles and responsibilities include:

1. **Complaints handling:** The committee is responsible for receiving and handling complaints related to incidents of sexual harassment. This may involve creating a mechanism for students, faculty, and staff to report incidents of sexual harassment confidentially and ensuring that complaints are handled in a timely and sensitive manner.
2. **Investigation:** The committee is responsible for investigating incidents of sexual harassment that are reported to them. This may involve conducting a thorough investigation and collecting evidence to determine the nature and severity of the incident.
3. **Redressal:** The committee is responsible for providing redressal to the victim of sexual harassment. This may involve providing support, counselling, and medical assistance to the victim and taking appropriate action against the accused, such as imposing penalties like fines, suspension, or expulsion from the institute.
4. **Coordination:** The committee is responsible for coordinating with other committees and departments.
5. **Prevention:** The committee is responsible for taking measures to prevent incidents of sexual harassment on campus. This may involve conducting awareness campaigns, workshops, and training programs to educate students, faculty, and staff about the laws and policies related to sexual harassment and the consequences of engaging in such activities.
6. **Reporting:** The committee is responsible for submitting regular reports to the institute administration and the regulatory authorities on the measures taken to prevent and handle incidents of sexual harassment on campus. The committee plays a critical role in creating a safe and welcoming environment for all students, faculty, and staff, free from the harmful effects of sexual harassment in the campus.

