



V.S.P.M. Academy of Higher Education, Nagpur  
**Mahatma Gandhi Arts & Commerce College,**  
**Parseoni, Dist. Nagpur 441105**

(NAAC Accredited)


Website: [www.vspmmgcollege.com](http://www.vspmmgcollege.com); Email : [principal@vspmmgcollege.com](mailto:principal@vspmmgcollege.com) ; Ph. No. 07102-295040 / 9423407638/9422784100

Ref: NAAC 2023/ DVV/Cr-5.1.4

Date-21/12/2023

<b>Criteria 5.1.4</b>	<p>The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases</p> <ol style="list-style-type: none"><li>1. Implementation of guidelines of statutory/regulatory bodies</li><li>2. Organisation wide awareness and undertakings on policies with zero tolerance</li><li>3. Mechanisms for submission of online/offline students' grievances</li><li>4. Timely redressal of the grievances through appropriate committees</li></ol>
<b>Findings of DVV</b>	<p>Provide Proof of constitution of Internal committees / Grievances Committee formation / other committees as per UGC norms. Provide Circular/web-link/committee report justifying the objective of the metric Provide Minutes of the meetings of student grievance committee, as per metric for 2022-23.</p>
<b>Response/ Clarification</b>	<p>As per the clarification, formation letter for anti-ragging and internal complaints committee (ICC) as per UGC and University Norms is attached (Appendix I)</p> <p>Minutes of meetings of students grievance/ anti ragging committee is for latest academic year is attached. (Appendix I)</p>



  
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# Appendix I



V.S.P.M. Academy of Higher Education, Nagpur

**Mahatma Gandhi Arts & Commerce College,  
Parseoni, Dist. Nagpur 441105**

(NAAC Accredited)

Date:-. 03/07/2023

**Office Order**

As per the Notification Number F.No. 37-3/Legal/AICTE/2009 dated 01/07/2009 from AICTE, New Delhi and Maharashtra Prohibition of Ragging Act, 1999, The following **Anti Ragging/ High Level Standing Committee** was constituted from 02/07/2012 to prohibit, prevent and eliminate the scourge of ragging in the campus of Mahatma Gandhi Arts and Commerce College Parseoni.

**The Committee of the Session 2023-24**

Sr. No.	Name	Designation	Status
1.	Dr.D. N. Khadse	Principal	Chairman
2.	Dr.S.R Kahate	Phy.Edn Director	Coordinator
3.	Adv. Bhushan Kuthe	Civil Administration Representative	Member
4.	Mr. Rahul Sonawane	Police Administration Representative	Member
5.	Mr. Vijay Bhute	Representative of Media	Member
6.	Dr.R. D. Kabhe	HOD, Marathi	Member,
7.	Prof.P. M. Gorde	HOD, English	Member,
8.	Dr.D. T. Shende	HOD, Sociology	Member,
9.	Dr. M.K Chavhan	HOD, History	Member,
10.	Dr.L. B. Jadhav	HOD, Economics	Member,
11.	Ast.Prof. M.D. Bhalme	HOD, Pol.Sci	Member,
12.	Mr.Manish R. Dhoble	Parents' Representative	Parent Member
13.	Ku.Khushbu Piprewar	Student- F.Year	Student Member
14.	Ku.Ashlesha Sahare	Student-S.Year	Student Member
15.	Ku.Apeksha Lad	Student- T. Year	Student Member
16.	Dhnyaneshwar Sawarka	Student- PG	Student Member
17.	Mr.D. B Sable	Office	Member

The duties of the Anti-Ragging/ High Level Standing Committee are as follows:-

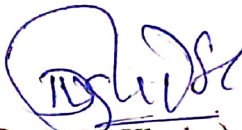
1. To ensure compliance with the provision of Regulations as per AICTE Notification as well as the provisions of Maharashtra Prohibition of Ragging Act, 1999.

2. To monitor and oversee the performance of the Anti-Ragging squad in prevention of ragging in the institution.

3. Committee will ensure that Anti-Ragging affidavits are taken as per guidelines.

All students and staff members are hereby informed to note the same and act accordingly.



  
(Dr. D. N. Khadse)

Principal

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Parseoni, Dist. Nagpur

Copy to:

1. Vice Principal
2. All HODs
3. All the members of Committee
4. Registrar
5. College Notice Boards
6. Website
7. Office Copy



V.S.P.M. Academy of Higher Education, Nagpur  
**Mahatma Gandhi Arts & Commerce College,**  
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(NAAC Accredited)

Date-03/07/2023

**Office Order**

As per the Prevention ,Prohibition and Redressal Act, 2013,arequirement of RTM Nagpur University Nagpur norms, Mahatma Gandhi Arts & Commerce College, Parseoni has constituted the **Internal Complaint/ Women's Grievance Redressal/ Women Development Committee** was constituted from **03/01/2017** to prohibit, prevent and eliminate the scourge of exploitation of women's at working place.

**ICC of the Session 2023-24**


Sr. No.	Name	Designation	Status
1.	Dr. Dhyaneshwar N Khadse	Principal	Chairman,
2.	Asst.Prof. Vijaya Wankhede	Asst.Prof. Dept. of Marathi	Coordinator VISHAKHA
3.	Adv. Mrunal Bhongade	Legal adviser	Member
4.	Dr.Swati Ghate	Adviser	Member
5.	Pratibha Kumbhalkar	Social Worker	Member
6.	Saloni Kapse	LR of College	Member
7.	Khushbu Piprewar	LR of College	Member

All concerned are requested to take note of above and approach the chairman / any of member(s) of the committee about the grievance, if any, in writing.

Copy to:

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2. All HODs
3. All the members of Committee
4. Registrar
5. College Notice Boards
6. Website
7. Office Copy



  
Dr. D.N.Khadse  
Principal

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**M. G. Arts & Commerce College**  
Parseoni, Dist. Nagpur

# Appendix II

Mahatma Gandhi Arts and Commerce College, Parseoni, Dist. Nagpur Pin 441105

**ANTI RAGGING COMMITTEE**

Action taken report on meeting held at 11/08/2021

S.N.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
1	Confirmation and Review of Minutes of meeting held on 14/08/2020.	It is confirmed
2	Discussion on Action taken report meeting of held on 14/08/2020.	It is taken
3	Grievance regarding ragging in campus and out of campus	It is redressed
4	Legal Guidance to the students	One Programme was organized by the committee
5	Situational subject by the Chair	No Subject by the Chair

  
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**ANTI RAGGING COMMITTEE**

**(2022-23)**

**Date:- 03/08/2022**

**Notice**

The meeting of the session (2022-23) is scheduled on 12/08/2022 at 02:00 PM in Principal Cabin.

**Agenda:**

1. Confirmation and Review of Minutes of ANTI RAGGING COMMITTEE meeting held on 11/08/2021.
2. Action taken report of second meeting of ANTI RAGGING COMMITTEE held on 11/08/2021.
3. Grievance Redressed of the student within the session.
4. The Programme organized for the Concealing of Students.
5. Issue with the permission of the chair.

All the concerned are requested to make it convenient to attend the meeting.

  
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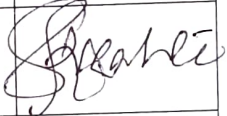





1. All Committee Members
2. Admin. Office



ANTI RAGGING COMMITTEE


Date:- 16/08/2022

Attendance

Sr. No.	Category	Name	Sign
1	Head of the Institution	Dr. L.B.Jadhao	
2	Anti Ragging Committee Coordinator	Dr.S.R.Kahate	
3	Member , Adviser	Dr.K.S.Manmode	
4	Member Adviser	Dr.D.T.Shende	
5	Member Adviser	Dr.R.D.Kabhe	
6	Member Adviser	Prof. Vijya Wankhede	
7	Member Adviser	Prof. P.M.Gorde	

  
COORDINATOR



  
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## Minutes of Meeting

Date:- 04/08/2022

The chairman Dr. **Lokchand B Jadhav** occupied the chair and welcomed the members for meeting of of the session (2022-23). The following business was transacted in the meeting:-

### Agenda:1

Confirmation and Review of Minutes of ANTI RAGGING COMMITTEE meeting held on 11/08/2021.

### Resolution:

Thorough discussion was made, review is taken and Minutes of second meeting held on 11/08/2021 unanimously approved.

### Agenda:2

Action taken report of meeting of ANTI RAGGING COMMITTEE held on 11/08/2021

S.N.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
1	Confirmation and Review of Minutes of First meeting held on 14/08/2020.	It is confirmed
2	Discussion on Action taken report meeting of held on 14/08/2020.	It is taken
3	Grievance regarding ragging in campus and out of campus	It is redressed
4	Legal Guidance to the students	One Programme was organized by the committee at the starting of the session
5	Situational subject by the Chair	No Subject by the Chair

**Agenda:3**

**Grievance Redressed of the student within the session.**

**Resolution:** As there is no complaint related to ragging received by the Committee during academic session, The subject is wind up by common consent.

**Agenda:4**

**The Programme organized for the Concealing of Students.**


**Resolution:** Our member coordinator will organize a guest lecture on the Ragging at campus and its legal prospects. The member accepted to guide the students All the members agree on it and the proposal is accepted by common consent.

**Agenda: 5 Situational subject by the Chair.**

**Resolution:** As there was no such subject regarding to the subject forward by the Chair so the meeting was ended with formal vote of thank.

  
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Mahatma Gandhi Arts and Commerce College, Parseoni, Dist. Nagpur Pin 441105

SEXUAL HARRASSMENT OF WOMEN AT WORKING PLACE CELL

'VISHAKHA' (2022-23)

Date:- 13/02/2023

**Notice**

The **Second** meeting of 'VISHAKHA' of the session (2022-23) is scheduled on 15/2/2022 at 02:00 PM in Principal Cabin.

**Agenda:**

1. Confirmation and Review of Minutes of 'VISHAKHA' first meeting held on 04/08/2022.
2. Action taken report of First meeting of 'VISHAKHA' held on 04/08/2022.
3. Grievance Redressed of the girls student within the first session.
4. The Programme organized for the Concealing of girls.
5. Issue with the permission of the chair.

All the concerned are requested to make it convenient to attend the meeting.



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CC:

1. All Committee Members
2. Admin. Office


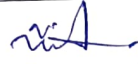
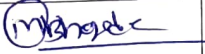

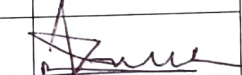

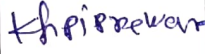
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**SEXUAL HARRASSMENT OF WOMEN AT WORKING PLACE CELL**

**'VISHAKHA'**

**Date:- 15/02/2023**

**Attendance**

Sr. No.	Category	Name	Sign
1	Head of the Institution	Dr.L.B.Jadhav	
2	VISHAKHACoordinator	Asst.Prof. Vijaya Wankhede	
3	Member ,Legal adviser	Adv.MrunalBhongade	
4	Member Adviser	Dr.Swati Ghate	
5	Member Social Worker	Pratibha Kumbhalkar	
6	Member, LR of College	Saloni Kapse	
7	Member, LR of College	Khushbu Piprewar	



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## Minutes of Meeting

Date:- 15/02/2023

The chairman Dr. **Lokchand B Jadhav** occupied the chair and welcomed the members for meeting of 'VISHAKHA' of the session (2022-23). The following business was transacted in the meeting:-

**Agenda:1** Confirmation and Review of Minutes of First meeting of VISHAKHA CELL held on 04/08/2022.

**Resolution:**

Thorough discussion was made, review is taken and Minutes of second meeting held on 04/08/2022 unanimously approved.

**Agenda:2**Action taken report of second meeting of VISHAKHA CELL held on 04/01/2022.

S.N.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
1.	Confirmation and Review of Minutes of 'VISHAKHA' First meeting held on 018/08/2021.	It is confirmed
2.	Action taken report of second meeting of 'VISHAKHA' held on 04/01/2022.	It is taken
3.	Grievance regarding to the Girls	It is redressed
4.	Legal Guidance to the students	The Programme is taken
5.	Situational subject by the Chair	No Subject by the Chair

**Agenda:3 Grievance Redressed of the girls student within the first session.**

**Resolution:** As there is no complaint related to Sexual Harassment by the girls student received by VISHAKA Committee during second academic session .the subject is wind up by common consent.

**Agenda:4 | Guidance about health and hygiene to the girl students**

**Resolution:** Our member Dr. Swati Ghate suggest the name of Dr.Archana Gadwe madam who is Prof. at Br .Sheshrao Wankhede Arts and Commerce College ,Khaperkheda, Ta.Saoner Dist Nagpur. She will give guidance **about health and hygiene** of girls students.. The member accepted the Guest to guide the students All the members agree on it and the proposal is accepted by common consent.

**Agenda: 5 Situational subject by the Chair.**

**Resolution:** As there was no such subject regarding to the subject forward by the Chair so the meeting was ended with formal vote of thank.



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Mahatma Gandhi Arts and Commerce College, Parseoni, Dist. Nagpur Pin 441105

SEXUAL HARRASSMENT OF WOMEN AT WORKING PLACE CELL

'VISHAKHA' (2022-23)

Date:- 15 /02/ 2023

Action taken report of First meeting held on 04/08/2022

S.N.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
1	Confirmation and Review of Minutes of 'VISHAKHA' First meeting held on 04/08/2022.	It is confirmed
2	Action taken report of First meeting of 'VISHAKHA' held on 04/08/2022.	It is taken
3	Grievance regarding to the Girls	It is redressed
4	Legal Guidance to the students	The Programme is taken
5	Situational subject by the Chair	No Subject by the Chair



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**Mahatma Gandhi Arts and Commerce College, Parseoni, Dist. Nagpur Pin 441105**  
**SEXUAL HARRASSMENT OF WOMEN AT WORKING PLACE CELL**

**'VISHAKHA'**

**Date:- 03/08/2022**

**Notice**

The First meeting of 'VISHAKHA' of the session (2022-23) is scheduled on 04/8/2022 at 02:00 PM in Principal Cabin.

**Agenda:**

1. Confirmation and Review of Minutes of 'VISHAKHA' second meeting held on 04/01/2022.
2. Action taken report of second meeting of 'VISHAKHA' held on 04/01/2022.
3. Grievance Redressed of the girls student within the first session.
4. The Programme organized for the Concealing of girls.
5. Issue with the permission of the chair.

All the concerned are requested to make it convenient to attend the meeting.



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CC:

1. All Committee Members
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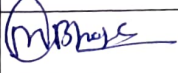

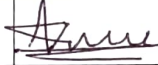
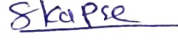
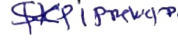
Mahatma Gandhi Arts and Commerce College, Parseoni Dist. Nagpur. Pin 441105

SEXUAL HARRASSMENT OF WOMEN AT WORKING PLACE CELL

'VISHAKHA'

Date:- 04/08/2022

Attendance

Sr. No.	Category	Name	Sign
1	Head of the Institution	Dr.L.B.Jadhav	
2	VISHAKHACoordinator	Asst.Prof.Vijaya Wankhede	
3	Member ,Legal adviser	Adv.MrunalBhongade	
4	Member Adviser	Dr.Swati Ghate	
5	Member Social Worker	Pratibha Kumbhalkar	
6	Member, LR of College	Saloni Kapse	
7	Member, LR of College	Khushbu Piprewar	



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## Minutes of Meeting

**Date:- 04/08/2022**

The chairman Dr. Lokchand B Jadhav occupied the chair and welcomed the members for meeting of 'VISHAKHA' of the session (2022-23). The following business was transacted in the meeting:-

**Agenda:1 Confirmation and Review of Minutes of First meeting of VISHAKHA CELL held on 04/07/2022.**

**Resolution:**

Thorough discussion was made, review is taken and Minutes of second meeting held on 04/01/2022 unanimously approved.

**Agenda:2 Action taken report of second meeting of VISHAKHA CELL held on 04/01/2022.**

S.N.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
1.	Confirmation and Review of Minutes of 'VISHAKHA' First meeting held on 018/08/2021.	It is confirmed
2.	Action taken report of second meeting of 'VISHAKHA' held on 04/01/2022.	It is taken
3.	Grievance regarding to the Girls	It is redressed
4.	Legal Guidance to the students	The Programme is taken
5.	Situational subject by the Chair	No Subject by the Chair

**Agenda:3 Grievance Redressed of the girls student within the first session.**

**Resolution:** As there is no complaint related to Sexual Harassment by the girls student received by VISHAKA Committee during second academic session .the subject is wind up by common consent.

**Agenda:4 Legal Guidance to the students**

**Resolution:** Our member and legal advisor Adv.Mrunal Bhonghade will organize a guest lecture on the Right of women.The member accepted to guide the students All the members agree on it and the proposal is accepted by common consent.

**Agenda: 5 Situational subject by the Chair.**

**Resolution:** As there was no such subject regarding to the subject forward by the Chair so the meeting was ended with formal vote of thank.



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SEXUAL HARRASSMENT OF WOMEN AT WORKING PLACE CELL

'VISHAKHA'(2021-22)

Date:- 04/01/2022

Action taken report of second meeting held on 04/01/2022

S.N.	Resolution in the Meeting	Action Taken for Implementation & Outcomes
1	Confirmation and Review of Minutes of 'VISHAKHA' First meeting held on 018/08/2021.	It is confirmed
2	Action taken report of second meeting of 'VISHAKHA' held on 18/08/2021.	It is taken
3	Grievance regarding to the Girls	It is redressed
4	Legal Guidance to the students	The Programme is taken
5	Situational subject by the Chair	No Subject by the Chair



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