



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228388

NAAC 2020/ Metrics Level Deviations/Cr5-5.1.4

Date:-13/09/2024

Criteria 5.1.4:	<p>The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases</p> <ol style="list-style-type: none">1. Implementation of guidelines of statutory/regulatory bodies2. Organisation wide awareness and undertakings on policies with zero tolerance3. Mechanisms for submission of online/offline students' grievances4. Timely redressal of the grievances through appropriate committees
Clarification Asked:	<p>HEI has not provided the supporting documents, DVV is not able to verify the data. HEI needs to provide the Proof of constitution of Internal committees / Grievances Committee formation / other committees as per UGC norms. HEI also needs to provide the Circular/web-link/ committee report justifying the objective of the metric. Also provide the Minutes of the meetings of the student grievance committee, as per metric.</p>
Response:	<ol style="list-style-type: none">1) Office orders (Proof of constitution) of ICC, Anti-Ragging, Women Grievance Redressal Cell (Prevention of Sexual Harassment), Grievance Committee (Student Redressal Committee) are attached. (Appendix-I)2) Circular and Minutes of meetings of abovementioned committees are attached. (Appendix-II)3) Reports of the committees are also attached. (Appendix-III)

Cr-5 Coordinator

IQAC Coordinator

IQAC
Co-ordinator
Shri. L.. P. Mahavidyalaya
Mandhal.

Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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Appendix-I



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Women's Grievance Cell

**Academic Year
2019-20**



Shri Chaltonyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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Web: www.lpmahavidyalaya.com

Ref. No LPC/MAN/5253(A)/2019

Date 12/7/2019

OFFICE ORDER

Women's Grievance Cell [2019-20]

Women's Grievance Cell has been formed to provide and maintain dignified and gratifying working environment for women employees including teaching and non-teaching staff, workers, and students where they can work, study and explore their potential to the fullest.

Following are the committee members:

Sr.No.	Name of Faculty	Designation	Signature
1	Dr. Avinash Titarmare	Co-ordinator	
2	Prof. Prakash Katmusare	Member	
3	Dr. Smita Kharkale	Member	
4	Prof. Shubhangi Juwar	Member	
5	Miss. Pravina Gaidhani	Member	



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

**Academic Year
2020-21**



Shri Chalenyeshwar Shikshan Mandal, Nagpur
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OFFICE ORDER

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Following are the committee members:

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1	Dr. Avinash Titarmare	Co-ordinator	
2	Prof. Prakash Katmusare	Member	
3	Dr. Smita Kharkale	Member	
4	Prof. Shubhangi Juwar	Member	
5	Ms. Pravina Gaidhani	Member	

Principal

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Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

**Academic Year
2021-22**



Shri Chalenyeshwar Shikshan Mandal, Nagpur
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OFFICE ORDER

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Following are the committee members:

Sr.No.	Name of Faculty	Designation	Signature
1	Dr. Avinash Titarmare	Co-ordinator	
2	Prof. Prakash Katmusare	Member	
3	Dr. Smita Kharkale	Member	
4	Prof. Shubhangi Juwar	Member	
5	Ms. Pravina Gaidhani	Member	



Principal
Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

**Academic Year
2022-23**



Shri Chaitenyeshwar Shikshan Mandal, Nagpur
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OFFICE ORDER

Women's Grievance Cell [2022-23]

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Following are the committee members:

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1	Dr. Avinash Titarmare	Co-ordinator	
2	Prof. Prakash Katmusare	Member	
3	Dr. Smita Kharkale	Member	
4	Prof. Shubhangi Juwar	Member	
5	Ms. Pravina Gaidhani	Member	



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

**Academic Year
2023-24**



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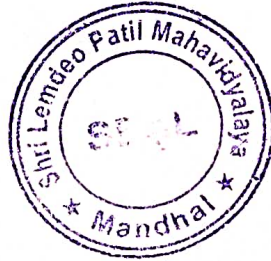
OFFICE ORDER

Women's Grievance Cell [2023-24]

Women's Grievance Cell has been formed to provide and maintain dignified and gratifying working environment for women employees including teaching and non-teaching staff, workers, and students where they can work, study and explore their potential to the fullest.

Following are the committee members:

Sr.No.	Name of Faculty	Designation	Signature
1	Dr. Smita Kharkale	Co-ordinator	
2	Prof. Shubhangi Juwar	Member	
3	Dr. Navneetkumar Lamba	Member	
4	Mrs. Pravina Gaidhani	Member	
5	Mr. Pankaj Uikey	Member	



Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuni, Dist-Nagpur



सत्यमेव जयते

National Education Policy 2020



Ministry of Education
Government of India

Government of India

GUIDELINES

ON

**BASIC FACILITIES AND AMENITIES FOR SAFE
SECURE**

ENVIRONMENT FOR WOMEN

AND

**WOMEN CELL (FOR SENSITIZATION, POLICY
IMPLEMENTATION, MONITORING AND
GRIEVANCE REDRESSAL) IN HIGHER
EDUCATIONAL INSTITUTIONS**



ज्ञान-विज्ञान विमुक्तये

University Grants Commission

New Delhi, India

The Recommendations of The UGC

Committee on

Women Safety and Security:

The UGC is committed to the goal of developing a safe, secure and violence free environment in all the educational institutions across the country. It has been reviewing the safety of the campus communities especially women from time to time and issuing guidelines for the same. In this regard, the UGC again setup a committee in 2022 and tasked it with reviewing and updating the safety guidelines for implementation.

On a general note, the committee observed that there is a strong need to challenge the culture of silence that perpetuate the acts of violence against women, be it within the campus or outside. The committee, however, was cognizant of the prevailing norms and practices of masculinities in the functioning of educational institutions that posed a real hurdle in the effective implementation of policies meant to combat sexual harassment and gender based violence in higher educational institutions (HEIs). It was therefore, imperative that HEIs emerged out of the denial mode and acknowledged the prevalence of sexual harassment on campuses and thereafter, implemented the UGC guidelines as a multi-dimensional redressal mechanism. Gender sensitisation of each and every individual on the campus including the vice chancellor, registrar, the principal, the administrative officers, all the teaching and non- teaching staff, students, research scholars, all service providers and workers (permanent, temporary and contractual) will pave the way for making our campuses safe and secure for women.

The committee also observed that UGC's earlier report titled, "*Saksham: Measures for ensuring the Safety of Women and Programmes for Gender Sensitisation on Campuses*" was quite comprehensive and suitable for the task.

Hence it recommends that Saksham should act as a handbook for developing gender sensitisation programmes in HEIs. A soft copy of the „Saksham“ must be freshly circulated in all HEISs across the country to implement the policy guidelines for women’s safety and security.

The committee suggests the following fresh guidelines to create safe, secure and gender equitable environment in all HEISs.

The guidelines are broadly classified into the following two interlinked domains:

- I. Infrastructural facilities and amenities for a safe and secure environment:**
- II. Women Cells (for sensitization, policy implementation, monitoring and grievance Redressal**

Guidelines for basic facilities & amenities for secure environment for women on campuses and Women Cell (for sensitization, policy implementation, monitoring and grievance redressal) in higher educational institutions

1. Students should be provided with a handbook at the time of admission that would contain detailed information about rules and regulations regarding proper conduct and behaviour expected of them. It should list the helpline numbers of ICC members, student counsellors, anti-ragging cell, proctor office, medical emergencies, health centre, canteen, and other university authorities to be approached in case of need.
2. Professional counseling services should be available on the campus to address the psychological and emotional concerns of the students.
3. Safety of women is a paramount concern for all. The higher education choices are, quite often, limited by perceptions of risk involved in going „outside“ the home for higher education. Therefore, efforts by the college/university administration to make their campuses better equipped and safer for women would strengthen women's participation in institutions of higher learning. Infrastructural improvement measures, therefore, would act as a strong component in creating a women friendly campus.
4. The HEIs should ensure easy access to basic sanitation and hygiene facilities for women such as clean, well maintained and fully functioning separate restrooms equipped with 24 hours tap water supply, soap, covered dustbins, sanitary pad disposal bins and vending machines in all

its buildings. There should be proper sanitary staff deployed to keep the facilities clean and usable at all times.

5. The campus and the adjoining areas should be well lit. The sports and other play grounds and public parks should have flood lights. All the roads and streets on the campus, and the areas around the main/central library, the hostels, and parking lots must have adequate street lighting. There should be no dark stretches anywhere on the campus.
6. The HEIs should provide reliable and consistent transport facilities and feeder buses for all students, especially for women students and female staff, for a safe transit within the campus. The services should be provided till late hours as laboratories and libraries are open till late.
7. All the buildings, the open public spaces and other infrastructural amenities including transport, restrooms, footpaths, entry and exits should be friendly for specially abled Students.
8. A sufficient number of female security guards should be hired from credible security firms.
9. Each campus should have adequately equipped with primary health care center along with an ambulance facility to ensure women's safety by availing the primary and emergency health care services on a 24 hours basis within the campus.
10. Boundary wall provisions are essential for ensuring the safety of students especially where campuses are located in rural or out of town, secluded

areas. In this regard the university/college premises must have a boundary wall to curtail unauthorized access of outsiders to the campus.

11. All the public spaces on the campus such as streets, libraries, corridors, playgrounds, parks, sports stadia, laboratories, libraries, parking lots should be under CCTV coverage with a centralized surveillance system to monitor the behavior and activities of students, staff, and visitors. A system of issuing passes to all visitors at the campus entry should be in place.

12. Childcare centers and crèches with trained personnel should be available at subsidized charges.

13. The HEIs should build more hostels for women and all women students who need hostel rooms should be given this facility. Hostels should be designed to offer contemporary amenities such as the mess, canteen, clean restrooms, self-service laundry rooms fitted with washing machines, Wi-Fi, lounge, entertainment facilities for indoor games, and reading rooms etc.

14. Healthy and nutritious food should be available at all the canteens and the mess premises of the college/university and its quality should be regularly checked by the food safety officials.

15. The administration should organize self-defense classes/ training camps for female students and employees on a regular basis.

16. Every college/university/educational institution must have an Internal Complaints Committee (ICC) constituted as per the legal requirements in

the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC will work towards prevention and grievance redressal and look into all complaints of sexual harassment filed by the women students and women staff members and adhere to all the rules and regulations stipulated in this Act.

17. Information about the ICC, its members, their contact details via phone and email, and details about the role and responsibilities of ICC should be prominently uploaded on the website of the institution. The same should also be disseminated widely through posters or brochures put up at prominent places, on notice boards of all departments, offices, hostels, auditoriums and sports stadia. A copy of the act should also be uploaded on the website of the institution. Complaint /grievance boxes should be put up at discreet locations in all buildings of the institution. An anonymous complaint should also be addressed.

18. Universities must advocate a zero tolerance policy with respect to sexual harassment and gender based discrimination on the campus. In this regard, all the necessary actions should be taken and norms should be followed as per the official gazette of India, University Grant Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015.

19. Gender sensitization seminars, contests/exhibitions/debates/ and film screenings should be organized regularly to sensitize the students, teachers and other staff about the existing gender stereotypes that reinforce gender based discrimination and violence. In this regard, an Annual Fest can also be instituted around the Women's Day to create

awareness on gender equality through interactive sessions, performative arts, film discussions, essay and poetry writing, poster making, photography and critical debates. The selected pieces may be published in the campus magazine. A gender equality wall may be maintained in the campus and students should be encouraged to express their views on a daily basis to orient fellow students and staff members towards the need to build gender inclusive societies.

20. HEIs should instill self confidence in young women to become achievers, leaders and entrepreneurs in order to empower them socially and economically. There should be a strong focus on developing and promoting gender inclusive curriculum in order to provide equal career opportunities, irrespective of gender.

21. The HEIs must take strong steps to counter the practices of stigmatization and secondary victimization of the complainant/victim. This could be done through legal awareness lectures, workshops, seminars and conferences that would instill confidence in women to report any instance of sexual harassment or gender based violence that they observe, come to know about or experience. In this regard, the HEIs may invite the services of the legal counselors from State Legal Service Authority (SLSA), District Legal Service Authorities (DLSA), or the law department, legal advocacy groups and in-house legal counselors etc.

22. Similarly, the campus community should regularly invite eminent members of society such as professionals, and functionaries from the state, corporate and civil society who are known to promote gender equality in their respective fields.

23. The HEIs should regularly organise health awareness and health check-up camps to spread awareness about issues such as breast cancer, menstrual hygiene, use of contraceptive pills, unwanted pregnancy, depression, anxiety, eating disorders, stress induced disorders, hormonal imbalance, Polycystic Ovarian Disease (PCOD) etc.
24. The revised curriculum as per NEP 2022 should create ample space for vocational skill development and entrepreneurship for women to enable them to become economically independent.
25. The HEIs should try to motivate Women in general and more specifically women from socially disadvantaged groups, or women who are disabled to continue their education by offering scholarships and funding opportunities.
26. The administration machinery of the HEIs should ensure the use of gender-inclusive language for all official communications.
27. Annual reports of the HEIs should include the data about the number of complaints of sexual harassment received, successfully disposed of and pending, without revealing the identities of complainants.
28. The HEIs are supposed to submit a periodic report to UGC in regards to the measures taken for safety and security of women employees and students in the premises.
29. All the facilities in women cells should be specially abled (Divyangjan) friendly.



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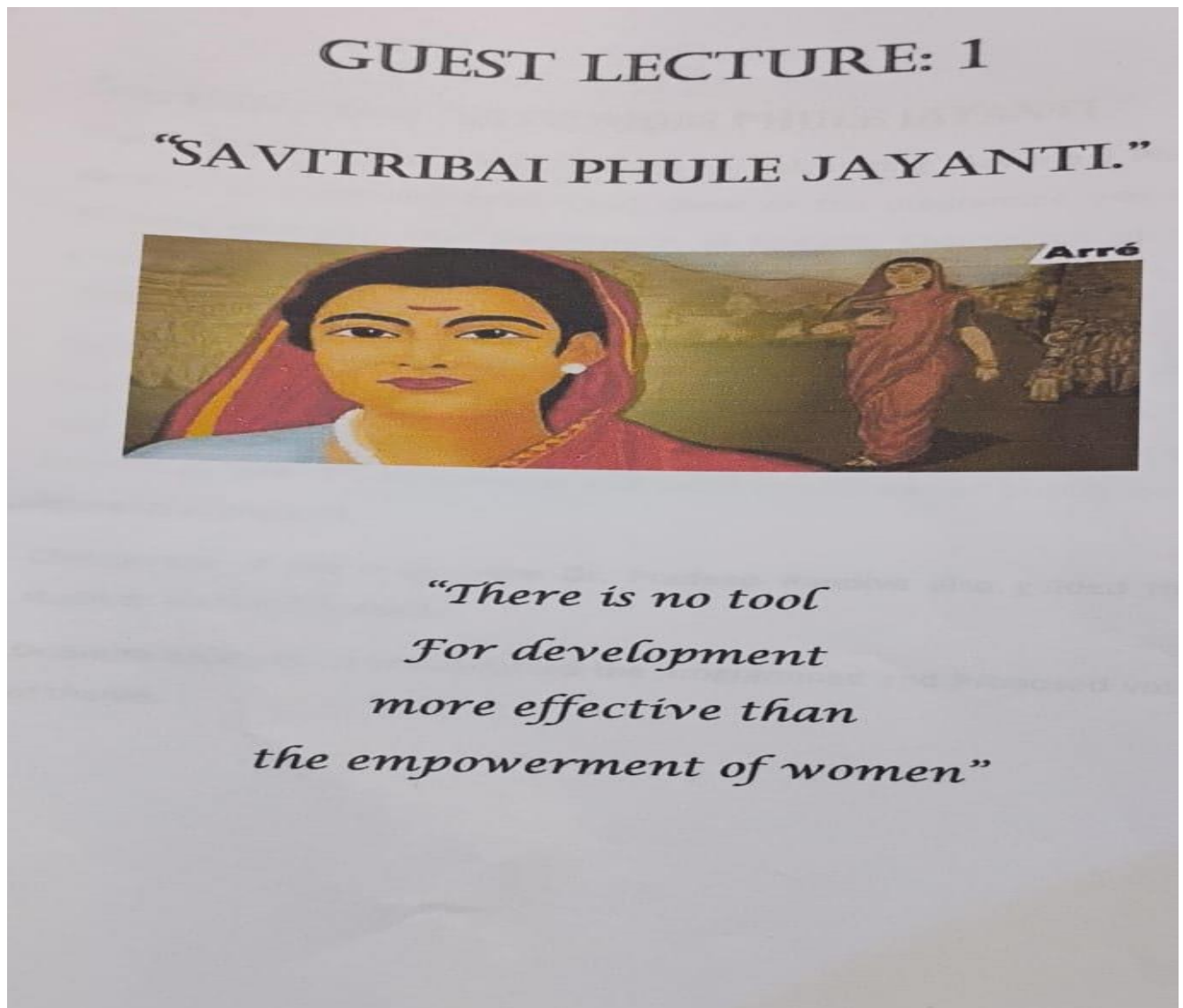


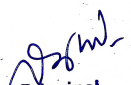
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Awareness mechanism for Women's Grievance Cell

The institute organized the various awareness programs and guest lectures at college level. For the benefits of women's under auspices of women's cell.




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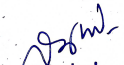


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Chief Guest of the programme Dr. Tirtharaj Kapgade delivered the speech Infront of the students.


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GUEST LECTURE: 2

“International women’s day”



*“There is no tool
For development
more effective than
the empowerment of women”*


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Mechanism for Submission of Women's Grievance



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- Grievance Cell The institute has established a fair, confidential, and transparent mechanism for addressing student grievances and concerns, ensuring a supportive and inclusive college environment through the grievance cell.
- The student concern or complaint may be related to academic, non-academic, or personal issues.
- This policy applies to all students, faculty, and staff of Shri Lemdeo Patil Mahavidyalaya of Arts, Science

Objectives

- 1. Provide a platform for students to express grievances and concerns.
- 2. Ensure prompt, fair, and confidential resolution of grievances.
- 3. Foster a positive and supportive college environment.

Grievance Cell Composition:

The cell comprises members as below:

1. Chairperson (Principal)
2. Student representatives
3. Faculty representatives (from various departments)
4. Administrative staff representative


Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Internal Complaints Committee

ACADEMIC YEAR
2023-24



Shri Chaitenyeshwar Shikshan Mandal, Nagpur
SHRI LEMDEO PATIL MAHAVIDYALAYA

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Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-228368

(07100)-220120 (off)

OFFICE ORDER

Internal Complaint Committee [ICC]

Academic Year-2023-24

In pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the College is constituted as under to deal with complaints relating to Sexual harassment at the work place.

The ICC of the College comprises of the following members:

Sr. No.	Name of Member	Designation	Mobile No.	Signature
1	Dr. Smita Kharkale	Presiding Officer & Asstt. Professor	9021960391	
2	Prof. Shubhangi Juwar	Member & Asstt. Professor	8208394681	
3	Dr. Navneetkumar Lamba	Member & Asstt. Professor	9834629693	
4	Mrs. Pravina Gaidhani	Non-Teaching Member	9764442691	
5	Mr. Vijay Raghorte	Non-Teaching Member & System Analyst	8928918961	
6	Mrs. Namita Sharma	NGO Member,	9075029173	
7	Ku. Shahina A. Sheikh	Students Representative		
8	Ku. Vaishnavi Kadukar	Students Representative		
9	Ku. Sweta Talware	Students Representative		

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur





भारत का राजपत्र

The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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No. 171]

NEW DELHI, MONDAY, MAY 2, 2016/ VAISAKHA 12, 1938

मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम 2015

मि. सं. 91-1/2013 (टी. एफ. जी. एस.—विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) जिसे उक्त अधिनियम के अनुच्छेद 20 के उप-अनुच्छेद (1) से संयुक्त रूप से पढ़ा जाए उस अधिनियम 26 के अनुच्छेद (1) की धारा (जी) द्वारा प्रदत्त अधिकारों के क्रियान्वयन अनुसार विश्वविद्यालय अनुदान आयोग एतद्वारा निम्न विनियम निर्मित कर रहा है, नामतः :-

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) विनियम, 2015 कहलाएंगे।
 - (2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।
 - (3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएँगे।
2. परिभाषाएँ:- इन विनियमों में-बशर्ते विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-
 - (अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला—चाहे वह रोजगार में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
 - (ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समाधान) अधिनियम, 2013 (2013 का 14);
 - (स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावास, भोजन कक्षों, स्टेडियम, वाहन पड़ाव स्थल, उपवनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दौरा किया जाता हो—जिस में वह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु

संस्थान पर, अध्ययनों, अध्ययन भ्रमण, सैर-सपाटे के लिए, लघु-अवधि वाली नियुक्तियों के लिए, शिविरों के लिए उपयोग किए जा रहे स्थानों, सांस्कृतिक समारोहों, खेलकूद आयोजनों एवं ऐसी ही अन्य गतिविधियों जिनमें कोई व्यक्ति एक कर्मचारी अथवा उच्चतर शैक्षिक संस्थान के एक छात्र के रूप में भाग ले रहा है—यह समस्त उस परिसर में सम्मिलित हैं;

(डी) "आयोग" का अर्थ है विश्वविद्यालय अनुदान आयोग जो विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 4 के अन्तर्गत स्थापित है;

(ई) "आवृत्त व्यक्तियों" से अर्थ उन व्यक्तियों से है जो एक सुरक्षित गतिविधि में कार्यरत हैं जैसे कि किसी लैंगिक उत्पीड़न की शिकायत को दायर करना—अथवा वे ऐसे किसी व्यक्ति से घनिष्ठ रूप से सम्बद्ध हैं जो सुरक्षित गतिविधि में कार्यरत है तथा ऐसा व्यक्ति एक कर्मचारी हो सकता है अथवा उस पीड़ित व्यक्ति का एक कर्मचारी हो सकता है अथवा एक साथी छात्र अथवा अभिभावक हो सकता है;

(एफ) "कर्मचारी" का अर्थ, उस व्यक्ति से है जिसे अधिनियम में परिभाषित किया गया है तथा इसमें इन विनियमों की दृष्टि से प्रशिक्षार्थी, शिक्षार्थी अथवा वे अन्य जिस नाम से भी जाने जाते हैं। आन्तरिक अध्ययन में लगे छात्र, स्वयंसेवक, अध्यापन-सहायक शोध-सहायक चाहे वे रोजगार में हैं अथवा नहीं, तथा क्षेत्रीय अध्ययन में, परियोजनाओं लघु-स्तर के भ्रमण अथवा शिविरों में कार्यरत व्यक्तियों से है;

(जी) "कार्यकारी प्राधिकारी" से अर्थ है उच्चतर शैक्षिक संस्थान के प्रमुख कार्यकारी प्राधिकारी, चाहे जिस नाम से वे जाने जाते हों— तथा जिस संस्थान में उच्चतर शैक्षिक संस्थान का सामान्य प्रशासन सम्मिलित है। सार्वजनिक रूप से निधि प्राप्त संस्थानों के लिए, कार्यकारी प्राधिकारी से अर्थ है अनुशासनात्मक प्राधिकारी जैसा कि केन्द्रीय नागरिक सेवायें (वर्गीकरण, नियन्त्रण एवं अपील) नियम तथा इसके समतुल्य नियमों में दर्शाया गया है;

(एच) "उच्चतर शैक्षिक संस्थान" (एचई.आई.) से अर्थ है—एक विश्वविद्यालय जो अनुच्छेद 2 की धारा (जे) के अन्तर्गत अर्थों के अनुसार है, ऐसा एक महाविद्यालय जो अनुच्छेद 12 (ए) के उप-अनुच्छेद (1) की धारा (बी) के अर्थ के अनुसार है तथा एक ऐसा संस्थान जो मानित विश्वविद्यालय के रूप में विश्वविद्यालय अनुदान आयोग अधिनियम 1956 (1956 का 3) के अनुच्छेद 3 के अन्तर्गत है;

(आई) "आन्तरिक शिकायत समिति" (आई.सी.सी.) (इन्टरनल कम्प्लेन्ट्स कमिटी) से अर्थ है इन विनियमों के विनियम 4 के उप-विनियम (1) के अर्थ के अनुसार उच्चतर शैक्षिक संस्थान द्वारा गठित की जाने वाली आन्तरिक शिकायत समिति से है। यदि पहले से ही समान उद्देश्य वाला कोई निकाय सक्रिय है, (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न संबंधी विवाद देखेगी (जी.एस.सी.ए.एस.एच.) ऐसे निकाय को आन्तरिक शिकायत समिति (आईसीसी) के रूप में पुनर्गठित किया जाना चाहिए;

बशर्ते, बाद वाले मामले में उच्चतर शैक्षिक संस्थान ऐसा सुनिश्चित करेगा कि इन विनियमों के अन्तर्गत आन्तरिक शिकायत केन्द्र के लिए ऐसे एक निकाय का गठन आवश्यक है। बशर्ते कि ऐसा निकाय इन विनियमों के प्रावधानों द्वारा बाध्य होगा;

(जे) "संरक्षित गतिविधि" में ऐसी एक परम्परा, के प्रति तर्कपूर्ण विरोध शामिल है, जिसके बारे में ऐसा माना जाता है कि अपनी तरफ से अथवा कुछ दूसरे लोगों की तरफ से लैंगिक उत्पीड़न संबंधी कानूनों का उल्लंघन उस परम्परा के माध्यम से किया जा रहा है— जैसे कि लैंगिक उत्पीड़न मामलों की कार्रवाई में भागीदारी करना, किसी भी आन्तरिक जांच पड़ताल में अथवा कथित लैंगिक उत्पीड़न कामों में सहयोग करना अथवा किसी बाहरी एजेन्सी द्वारा की जा रही जांच पड़ताल में अथवा किसी मुकदमे में बतौर गवाह मौजूद रहना;

(के) "लैंगिक उत्पीड़न" का अर्थ है—

(i) ऐसा एक अनचाहा आचरण जिसमें छिपे रूप में लैंगिक भावनाएँ जो प्रत्यक्ष भी हो जाती हैं अथवा जो भावनाएँ अत्यन्त मजबूत होती, नीचतायुक्त होती हैं, अपमानजनक होती हैं अथवा एक प्रतिकूल और धमकी भरा वातावरण पैदा करती हैं अथवा वास्तविक अथवा धमकी भरे परिणामों द्वारा अधीनता की ओर प्रेरित करने वाली होती हैं तथा ऐसी भावनाओं में निम्नलिखित अवांछित काम या व्यवहारों में कोई भी एक या उससे अधिक या ये समस्त व्यवहार शामिल हैं (चाहे सीधे तौर से या छिपे तौर से) नामतः—

(अ) लैंगिक भावना से युक्त कोई भी अप्रिय शारीरिक, मौखिक अथवा गैर मौखिक के अतिरिक्त कोई आचरण

(ब) लैंगिक अनुग्रह या अनुरोध करना

(स) लैंगिकतायुक्त टिप्पणी करना

- (ड़) शारीरिक रूप से संबंध बनाना अथवा पास बने रहने की कोशिश करना
- (ई) अश्लील साहित्य दिखाना
- (ii) निम्न परिस्थितियों में से किसी एक में (अथवा इससे अधिक एक या सभी में) यदि ऐसा पाया जाता है अथवा वह ऐसे किसी बर्ताव के बारे में है या उससे संबंधित है जिसमें व्यापक रूप से या छिपे रूप में लैंगिक संकेत छिपे हैं—
- (अ) छिपे तौर से या प्रत्यक्ष रूप से अधिमान्य व्यवहार देने का वायदा जो लैंगिक समर्थन के एवज में हैं;
- (ब) कार्य के निष्पादन में छिपे रूप से या सीधे तौर से रुकावट डालने की धमकी;
- (स) संबद्ध व्यक्ति के वर्तमान अथवा उसके भविष्य के प्रति छिपे तौर से या सीधे तौर से धमकी देकर;
- (द) एक दहशत भरा हिंसात्मक या द्वेषपूर्ण वातावरण पैदा करके;
- (ई) ऐसा व्यवहार करना जो कि संबद्ध व्यक्ति के स्वास्थ्य उसकी सुरक्षा, प्रतिष्ठा अथवा उसकी शारीरिक दृढ़ता को दुष्प्रभावित करने वाला है;
- (एल) “छात्र” शब्द का अर्थ उस व्यक्ति के लिए है जिसे विधिवत प्रवेश मिला हुआ है, जो नियमित रूप से या दूर शिक्षा विधि से एक उच्च शिक्षा संस्थान में, एक अध्ययन पाठ्यक्रम का अनुसरण कर रहा है जिसमें लघु अवधि प्रशिक्षण पाठ्यक्रम भी शामिल हः
- बशर्ते, ऐसे किसी छात्र के साथ यदि कोई लैंगिक उत्पीड़न की घटना होती है जो उच्च शिक्षा संस्थान परिसर में प्रवेश पाने की प्रक्रिया में है— यद्यपि वह प्रवेश प्राप्त नहीं हुआ है तो इन विनियमों के आधार पर उस छात्र को उच्च शिक्षा संस्थान का छात्र माना जाएगा:
- बशर्ते एक ऐसा छात्र जो किसी उच्चतर शैक्षिक संस्थान में प्रवेश प्राप्त है तथा उस संस्थान में भागीदार है और उस छात्र के प्रति कोई लैंगिक उत्पीड़न होता है तो उसे उस उच्च संस्थान का छात्र माना जाएगा;
- (एम) “किसी तीसरे व्यक्ति द्वारा उत्पीड़न” उस स्थिति को दर्शाता है जब लैंगिक उत्पीड़न की घटना किसी तीसरे व्यक्ति द्वारा या किसी बाहर के आदमी द्वारा की गई हो जो ना तो उस उच्च शैक्षिक संस्थान का कर्मचारी अथवा उसका छात्र है—बल्कि उस संस्थान में एक आगन्तुक है जो अपने अन्य किसी काम या उद्देश्य से आया हुआ है;
- (एन) “उत्पीड़न” का अर्थ है किसी व्यक्ति से नकारात्मक व्यवहार जिसमें छिपे तौर से या सीधे तौर से लैंगिक दुर्भावना की नीयत छिपी होती है;
- (ओ) “कार्यस्थल” का अर्थ है उच्चतर शैक्षिक संस्थान का परिसर जिसमें शामिल हैं:
- (अ) कोई विभाग, संगठन, उपक्रम, प्रतिष्ठान, उद्योग, संस्थान, कार्यालय, शाखा अथवा एकांश जो उपयुक्त उच्चतर शैक्षिक संस्थान द्वारा पूरी तरह अथवा पर्याप्त रूप से उपलब्ध निधि द्वारा सीधे तौर से अथवा अप्रत्यक्ष रूप से स्थापित, स्वामित्व वाले या उससे नियन्त्रित हैं;
- (ब) ऐसा कोई खेलकूद संस्थान, स्टेडियम, खेल परिसर या प्रतियोगिता या खेलकूद क्षेत्र चाहे वह आवासीय है या नहीं या उसे उच्चतर शैक्षिक संस्थान की प्रशिक्षण, खेलकूद अथवा अन्य गतिविधियों के लिए उपयोग नहीं किया जा रहा है;
- (स) ऐसा कोई स्थान जिसमें कर्मचारी अथवा छात्र अपने रोजगार के दौरान या अध्ययन के दौरान आते रहते हैं तथा जिस गतिविधि में यातायात शामिल है जिसे कार्यकारी प्राधिकारी ने ऐसे भ्रमण के लिए उपलब्ध कराया है जो उस उच्च शैक्षिक संस्थान में अध्ययन के लिए हैं।
3. उच्चतर शैक्षिक संस्थानों के दायित्व—(1) प्रत्येक उच्चतर शैक्षिक संस्थान)
- (अ) कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण एवं निषेध संबंधी अपनी नीति एवं विनियमों में उपरोक्त परिभाषाओं की भावना को यथा आवश्यक उपयुक्त रूप में सम्मिलित करें तथा इन विनियमों की आवश्यकता अनुसार अपने अध्यादेशों एवं नियमों को संशोधित करना;
- (ब) लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को अधिसूचित करना तथा उनके विस्तृत प्रचार—प्रसार को सुनिश्चित करना;

- (स) जैसा कि आयोग की "सक्षम" (परिसरों में महिलाओं की सुरक्षा एवं लैंगिक संवेदीकरण कार्यक्रम) रिपोर्ट में दर्शाया गया है, प्रशिक्षण कार्यक्रम अथवा कार्यशाला, अधिकारियों, कार्यपालकों, संकाय सदस्यों एवं छात्रों के लिए उन्हें सभी को सुग्राही बनाना तथा इस अधिनियम एवं इन विनियमों में स्थापित अधिकारों, पात्रताओं एवं दायित्वों की जानकारी उन्हें सुनिश्चित कराना तथा उनके प्रति उन्हें जागरूक बनाना;
- (द) इस बात को पहचानते हुए कि प्राथमिक रूप से महिला कर्मचारी तथा छात्राओं एवं कुछ छात्र तथा तीसरे लिंग वाले छात्र कई प्रकार के लैंगिक उत्पीड़न, अपमान एवं शोषण के अन्तर्गत संवेदनशील हैं, तदनुसार सभी लिंगों के कर्मचारियों एवं छात्रों के प्रति सुनियोजित समस्त लिंग आधारित हिंसा के विरुद्ध निर्णयात्मक रूप से सक्रिय बनना ;
- (ई) लैंगिक उत्पीड़न के प्रति शून्य स्तर सहन संबंधी नीति की सार्वजनिक प्रतिबद्धता रखना;
- (एफ) सभी स्तरों पर अपने परिसर को, भेदभाव, उत्पीड़न, प्रतिशोध अथवा लैंगिक आक्रमणों से मुक्त बनाने की प्रतिबद्धता की पुनः पुष्टि करना;
- (जी) इस विषय में जागरूकता पैदा करना कि लैंगिक उत्पीड़न में क्या शामिल है— तथा इसके साथ ही हिंसापूर्ण वातावरण उत्पीड़न एवं प्रतिकर उत्पीड़न इन विषयों में जागरूकता पैदा करना;
- (एच) अपनी विवरणिका में सम्मिलित करना और महत्वपूर्ण स्थलों पर, विशिष्ट स्थानों पर या नोटिस बोर्ड पर लैंगिक उत्पीड़न के दण्ड एवं परिणामों को दर्शाया जाना तथा संस्थान के सभी समुदायों के वर्गों को इस तन्त्र की सूचना के प्रति जागरूक करना जो तन्त्र लैंगिक उत्पीड़न संबंधी शिकायतों के समाधान के लिए बनाया गया है तथा इसके बारे में आन्तरिक शिकायत समिति के सदस्यों का विवरण, उनसे संपर्क साधना, शिकायत के बारे में विधि आदि के बारे में बताना यदि कोई मौजूदा निकाय पहले से ही उसी लक्ष्य के साथ सक्रिय है (जैसे कि लैंगिक संवेदीकरण समिति जो लैंगिक उत्पीड़न के विरुद्ध है, ऐसे जेन्डर सेन्सीटाइजेशन कमिटी अगेंस्ट सैक्सुअल ह्यासमेंट—जी.एस.सी. ए.एस.एच निकाय को आन्तरिक शिकायत समिति) (इण्टरनल कम्प्लेन्ट्स कमिटी—आई.सी.सी) के समान ही पुनर्गठित करना :
- बशर्ते, बाद में दर्शाये गए मामले में उच्चतर शैक्षिक संस्थान सुनिश्चित करेंगे कि इस प्रकार के निकाय का गठन आई.सी.सी. के लिए आवश्यक सिद्धान्तों के आधार पर इन विनियमों के अन्तर्गत किया गया है। ऐसा कोई भी निकाय इन विनियमों के प्रावधानों के द्वारा बाध्य होगा;
- (आई) कर्मचारियों एवं छात्रों को उपलब्ध आश्रय के बारे में बताना, यदि वे लैंगिक उत्पीड़न के शिकार हुए हैं;
- (जे) आन्तरिक शिकायत समिति के सदस्यों द्वारा शिकायतों के निपटान, समाधान अथवा समझौते आदि की प्रक्रिया का संचालन संवेदनशील रूप से करने के लिए, नियमित अभिमुखी अथवा प्रशिक्षण कार्यक्रम संचालित करना;
- (के) कर्मचारियों एवं छात्रों के सभी प्रकार के उत्पीड़न के निराकरण हेतु सक्रिय रूप से गतिशील बनाना चाहे वह उत्पीड़न किसी प्रबल अधिकारी अथवा उच्चतर शैक्षिक संस्थान में स्थित पदानुक्रम संबंधों के आधार पर है। अथवा किसी घनिष्ठ भागीदार की हिंसा संबंधी हो अथवा समकक्षों से अथवा उस उच्चतर शैक्षिक संस्थान की भौगोलिक सीमाओं से बाहर किन्हीं तत्वों के कारण हो;
- (एल) उसके कर्मचारियों एवं छात्रों के प्रति किए गए लैंगिक उत्पीड़न के लिए दोषी जो लोग हैं उन्हें दण्डित करना तथा विधि द्वारा मान्य कानून के अनुसार समस्त कार्यवाही करना तथा परिसर में लैंगिक उत्पीड़न के निराकरण एवं अवरोध हेतु तन्त्रों एवं समाधान प्रणाली को यथार्थिती बनाना;
- (एम) यदि उस दुराचार का षडयंत्रकारी वहाँ का कर्मचारी है तो सेवा नियमों के अन्तर्गत लैंगिक उत्पीड़न को एक दुराचार के रूप में मानना;
- (एन) यदि अपराधकर्ता कोई छात्र है तो लैंगिक उत्पीड़न को अनुशासनात्मक नियमों (जो बहिष्कार एवं बहिष्करण तक हो सकता है) के उल्लंघन के रूप में देखना;
- (ओ) इन विनियमों के प्रकाशन की तिथि से लेकर 60 दिनों की अवधि में इन विनियमों के प्रावधानों का अनुपालन सुनिश्चित किया जाना, जिनमें आन्तरिक शिकायत समिति की नियुक्ति शामिल है;
- (पी) आन्तरिक शिकायत समिति द्वारा की गई रिपोर्टों का समयबद्ध रूप से प्रस्तुतीकरण;
- (क्यू) एक वार्षिक स्थिति रिपोर्ट जिसमें दायर मामलों का, उनके निपटान का विवरण हो, वह तैयार करना तथा इसे आयोग को प्रस्तुत करना;

3.2 समर्थन करने वाली गतिविधियाँ—

- (1) जिन नियमों, विनियमों अथवा अन्य इसी प्रकार के माध्यम जिनके द्वारा आन्तरिक शिकायत केन्द्र (आई.सी.सी.) प्रकाश करेगा, उन्हें अद्यतन किया जाएगा तथा उन्हें समय-समय पर संशोधित किया

जाएगा—क्योंकि न्यायालय के निर्णय एवं अन्य कानून तथा नियमों द्वारा उस कानूनी ढाँचे में लगातार संशोधन होता रहेगा जिनके अनुसार अधिनियम लागू किया जाना है;

- (2) उच्चतर शैक्षिक संस्थानों का कार्यकारी प्राधिकारी द्वारा अधिदेशात्मक रूप से पूरा समर्थन किया जाना चाहिए तथा यह देखा जाना चाहिए कि आई.सी.सी. की सिफारिशों का क्रियान्वयन समयबद्ध रूप से किया जा रहा है कि नहीं। आई.सी.सी. के प्रकार्य के लिए समस्त संभावित संसाधन उपलब्ध कराए जाने चाहिए— जिनमें कार्यालय और भवन अवसंरचना सहित (कम्प्यूटर, फोटो कॉपियर, श्रव्य दृश्य उपकरणों आदि) स्टाफ (टाइपिस्ट, सलाह एवं कानूनी सेवाओं) सहित पर्याप्त रूप में वित्तीय संसाधन का आबंटन भी हो;
- (3) असुरक्षित/दुर्बल वर्ग विशेष रूप से प्रताड़ना के शिकार बन जाते हैं और उनके द्वारा शिकायत करना और भी ज्यादा कठिन होता है। क्षेत्र, वर्ग, जाति, लैंगिक प्रवृत्ति, अल्पसंख्यक पहचान, एवं पृथक रूप से सामर्थ्य से असुरक्षा सामाजिक रूप से संयोजित हो सकती है। समर्थकारी समितियों को इस प्रकार की असुरक्षितताओं के प्रति अति संवेदनशीलता एवं विशेष जरूरतों के प्रति संवेदनशील होने की आवश्यकता है;
- (4) क्योंकि शोध छात्र और डॉक्टरल छात्र विशेष रूप से आक्रान्त होते हैं, अतः उच्चतर शैक्षिक संस्थानों द्वारा यह सुनिश्चित कराया जाए कि शोध सर्वेक्षण की नैतिकता संबंधी दिशा निर्देश उचित रूप से लागू हो रहे हैं;
- (5) समस्त उच्चतर शैक्षिक संस्थानों द्वारा उनकी लैंगिक उत्पीड़न विरोधी नीति की क्षमता का नियमित रूप से अर्ध वार्षिक पुनरीक्षण किया जाना चाहिए;
- (6) सभी अकादमिक स्टाफ कॉलेजों (जिन्हें अब मानव संसाधन विकास केन्द्रों के रूप में पाया जाता है) (एचआरडीसी) और क्षमता निर्माण के क्षेत्रीय केन्द्रों द्वारा लिंग संबंधी सत्रों को अपने अभिमुखी एवं पुनश्चर्या पाठ्यक्रमों में निगमित करना चाहिए। अन्य सब विषयों से भी इसे प्राथमिकता दी जाए तथा इसे मुख्य धारा के रूप में विशेष रूप से बनाया जाए तथा इसके लिए "यूजीसी सक्षम" रिपोर्ट का उपयोग करें जिसमें, इस बारे में, प्रविधियाँ उपलब्ध कराई जाती हैं;
- (7) उच्चतर शैक्षिक संस्थानों में प्रशासकों के लिए संचालित अभिमुखी पाठ्यक्रमों में आवश्यक रूप से लैंगिक संवेदीकरण तथा लैंगिक उत्पीड़न की समस्याओं पर एक मापदण्ड होना चाहिए। उच्चतर शैक्षिक संस्थान के समस्त विभागों में मौजूद सदस्यों के लिए कार्यशालाएँ नियमित रूप से संचालित की जानी चाहिए;
- (8) समस्त उच्चतर शैक्षिक संस्थानों में परामर्श सेवाओं को संस्थानों के अन्तर्गत रखा जाना चाहिए और इसके लिए सुप्रशिक्षित पूर्णकालिक परामर्शदाता होने चाहिए;
- (9) कई उच्चतर शैक्षिक संस्थान जिनके विशाल परिसर हैं जिनमें प्रकाश संबंधी व्यवस्था बहुत अधूरी है तथा अन्य संस्थानों के लोगों के अनुभव अनुसार वे स्थान असुरक्षित समझे जाते हैं, वहाँ पर्याप्त प्रकाश व्यवस्था अवसंरचना एवं रख-रखाव का एक अनिवार्य अंग है;
- (10) पर्याप्त एवं अच्छी तरह से प्रशिक्षित सुरक्षा स्टाफ आवश्यक रूप से होना चाहिए जिसमें महिला सुरक्षा स्टाफ सदस्य अच्छी संख्या में हों, जिससे संतुलन बना रहे। सुरक्षा स्टाफ नियुक्ति के मामले में लैंगिक संवेदनशीलता प्रशिक्षण को एक शर्त के रूप में माना जाना चाहिए;
- (11) उच्चतर शैक्षिक संस्थान आवश्यक रूप से विश्वसनीय जन यातायात को सुनिश्चित करें— विशेष रूप से उच्चतर शैक्षिक संस्थानों के विस्तृत परिसरों के अन्दर विभिन्न विभागों के मध्य जैसे— छात्रावासों, पुस्तकालयों, प्रयोगशालाओं तथा मुख्यालय और विशेष रूप से वे स्थान जिन तक पहुँच पाना दैनिक शोधकर्ताओं के लिए कठिन है। सुरक्षा की कमी तथा उत्पीड़न बहुत बढ़ जाता है जब कर्मचारी और छात्र सुरक्षित जन यातायात पर निर्भर नहीं रहते हैं। कर्मचारी एवं छात्रों द्वारा पुस्तकालयों और प्रयोगशालाओं में देर रात तक काम करने और शाम के समय अन्य कार्यक्रमों में भाग लेने के लिए उच्चतर शैक्षिक संस्थानों द्वारा भरोसेमंद यातायात का प्रबन्ध किया जाना चाहिए;
- (12) आवासीय उच्चतर शैक्षिक संस्थानों द्वारा महिला छात्रावासों की संरचना को प्राथमिकता दी जाए। महिला छात्रावास, जो सभी प्रकार के उत्पीड़न से थोड़ी बहुत सुरक्षा प्रदान करते हैं, उस उच्च शिक्षा के सभी स्तरों पर, शहरी एवं ग्रामीण क्षेत्रों में बड़ी संख्या में उच्च शिक्षा इच्छुक युवा महिलाओं के लिए अत्यन्त जरूरी है;

- (13) युवा छात्रों की तुलना में छात्रावास में स्थित छात्राओं की सुरक्षा के मामले को भेदभाव पूर्ण नियमों का आधार नहीं बनाया जाना चाहिए। परिसर की सुरक्षा संबंधी नीतियों को महिला कर्मचारी एवं छात्राओं की सुरक्षात्मकता के रूप में नहीं बन जाना चाहिए, जैसे कि आवश्यकता से अधिक सर्वेक्षण या पुलिसिया निगरानी अथवा आने जाने की स्वतंत्रता में कटौती करना— विशेषकर महिला कर्मचारी एवं छात्राओं के लिए;
- (14) सभी उच्चतर शैक्षिक संस्थानों के लिए पर्याप्त स्वास्थ्य सुविधायें होनी अधिदेशात्मक हैं। महिलाओं के विषय में इस प्रक्रिया में लिंग संवेदी डाक्टर और नर्सों तथा इसके साथ ही एक स्त्री रोग विशेषज्ञ की सेवाएँ उपलब्ध होनी चाहिए;
- (15) महाविद्यालयों में महिला विकास प्रकोष्ठ पुनः चालू किये जाने चाहिए एवं उन्हें धन दिया जाना चाहिए और इन्हें लैंगिक उत्पीड़न विरोधी समितियों तथा आन्तरिक शिकायत समिति के प्रकार्यों से पृथक करके स्वशासी रखा जाना चाहिए। उसके साथ ही वे आन्तरिक शिकायत केन्द्रों के परामर्श से अपनी गतिविधियाँ विस्तारित करेंगे जिनमें लैंगिक संवेदीकरण कार्यक्रम शामिल हैं तथा नियमित आधार पर लैंगिक उत्पीड़न विरोधी नीतियाँ परिसरों में प्रचारित प्रसारित करेंगे। "सांस्कृतिक पृष्ठभूमि" एवं "औपचारिक अकादमिक स्थल" इन्हें परस्पर सहभागिता करनी चाहिए ताकि ये कार्यशालाएँ नवोन्मेषी, आकर्षक बनें एवं मशीनी न हों;
- (16) छात्रावासों के वार्डन, अध्यक्ष, प्राचार्यों, कुलपतियों, विधि अधिकारियों एवं अन्य कार्यकारी सदस्यों को नियमों के अथवा अध्यादेशों में संशोधनों द्वारा जबाबदेही के दायरे में यथाआवश्यक रूप से लाना चाहिए;

4. शिकायत समाधान तन्त्रः—

- (1) लैंगिक उत्पीड़न के विरुद्ध प्रत्येक कार्यकारी प्राधिकारी लैंगिक संवेदीकरण के लिए एक आन्तरिक तन्त्र सहित एक आन्तरिक शिकायत समिति (आई.सी.सी.) का गठन करेंगे। आई.सी.सी. की निम्न संरचना होगी:—
 - (अ) एक पीठासीन अधिकारी जो एक महिला संकाय सदस्य हो और जो एक वरिष्ठ पद पर (एक विश्वविद्यालय की स्थिति में प्रोफेसर से निम्न न हो तथा किसी महाविद्यालय की स्थिति में सह-प्रोफेसर अथवा रीडर से निम्न न हो) शैक्षिक संस्थान में नियुक्त हो तथा कार्यकारी प्राधिकारी द्वारा नामित हो:

बशर्ते यदि किसी स्थिति में कोई वरिष्ठ स्तर की महिला कर्मचारी उपलब्ध नहीं है तो पीठासीन अधिकारी को उप-अनुभाग 2(ओ) में दर्शाये कार्यस्थल के अन्य कार्यालय अथवा प्रशासनिक एकांश से उन्हें नामित किया जाएगा:

"बशर्ते यदि उस कार्यस्थल के अन्य कार्यालयों अथवा प्रशासनिक एकांशों में कोई वरिष्ठ स्तर की महिला कर्मचारी नहीं है तो अध्यक्ष अधिकारी को उसी नियुक्ता के कार्यस्थल से अथवा किसी अन्य विभाग या संगठन में से नामित किया जा सकता है"
 - (ब) दो संकाय सदस्य एवं दो गैर-अध्यापनरत कर्मचारी जो अधिमानतः महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं तथा जिन्हें सामाजिक कार्य अथवा कानूनी जानकारी है, उन्हें कार्यकारी प्राधिकारी द्वारा नामित किया जाना चाहिए;
 - (स) यदि किसी मामले में छात्र शामिल हैं तो उसमें तीन छात्र हों जिन्हें स्नातक पूर्व, स्नातकोत्तर एवं शोधस्तर पर क्रमशः भर्ती किया जायेगा जिन छात्रों को पारदर्शी लोकतांत्रिक प्रणाली द्वारा चुना गया है;
 - (द) गैर सरकारी संगठनों में से किसी एक में से अथवा किसी ऐसी सभा में से जो महिलाओं की समस्याओं के लिए प्रतिबद्ध हैं या एक ऐसा व्यक्ति हो जो लैंगिक उत्पीड़न से जुड़े मामलों का जानकार हो, जो कार्यकारी प्राधिकारी द्वारा नामित हो;
- (2) आन्तरिक शिकायत समिति के कुल सदस्यों में न्यूनतम आधे सदस्य महिलायें होनी चाहिए;
- (3) उच्चतर शैक्षिक संस्थानों में वरिष्ठ प्रशासनिक पदों पर नियुक्त व्यक्ति जैसे कुलपति, पदेन कुलपति, रेक्टर, कुलसचिव, डीन, विभागों के अध्यक्ष आदि आन्तरिक समिति के सदस्य नहीं होंगे ताकि ऐसे केन्द्र के प्रकार्यों की स्वायत्तता सुनिश्चित रहे;

- (4) आन्तरिक शिकायत समिति के सदस्यों की सदस्यता अवधि तीन वर्ष की होगी। उच्चतर शैक्षिक संस्थान ऐसी एक प्रणाली का उपयोग करें जिसके द्वारा आन्तरिक शिकायत केन्द्र के सदस्यों का एक तिहाई भाग प्रतिवर्ष परिवर्तित होता रहे;
- (5) आन्तरिक समिति की बैठक आयोजित करने के लिए जो सदस्य गैर सरकारी संगठनों अथवा सभाओं से संबद्ध हैं उन्हें कार्यकारी प्राधिकारी द्वारा ऐसे शुल्क अथवा भत्ते का भुगतान किया जाए, जैसा निर्धारित किया गया है;
- (6) जिस स्थिति में आन्तरिक समिति का अध्यक्ष अधिकारी अथवा इसका कोई सदस्य, यदि:—
- (अ) अधिनियम की धारा 16 के प्रावधानों का उल्लंघन करता है, अथवा
- (ब) वह किसी अपराध के लिए दोषी सिद्ध हुआ है अथवा उसके विरुद्ध वर्तमान में लागू किसी कानून के अन्तर्गत किसी अपराध के बारे में कोई पड़ताल लम्बित है, अथवा
- (स) किसी अनुशासनात्मक कार्यवाही के तहत वह दोषी पाया गया है अथवा उसके विरुद्ध कोई अनुशासनात्मक कार्यवाही लम्बित है, अथवा
- (द) उसने अपने पद का दुरुपयोग इस सीमा तक किया है कि कार्यालय में उसकी सेवा में निरन्तरता को जनहित के प्रतिकूल माना जाएगा;
- तो ऐसा अध्यक्ष अधिकारी अथवा सदस्य, यथास्थिति, इस समिति से हटा दिया जाएगा तथा इस प्रकार से होने वाली रिक्ति अथवा ऐसी कोई नैमित्तिक (कैजुअल) रिक्ति को नये नामांकन द्वारा इस धारा के प्रावधानों के अनुसार भरा जाएगा;”

5. आन्तरिक शिकायत समिति (आई.सी.सी.) :- आन्तरिक शिकायत समिति करेगी :-

- (अ) यदि कोई कर्मचारी अथवा छात्र पुलिस के पास कोई शिकायत दर्ज करना चाहता है तो उसे सहायता उपलब्ध कराएगी;
- (ब) विवाद समाधान के हेतु बातचीत संबंधी तन्त्र उपलब्ध कराना ताकि विवादित बातों पर पूर्वानुमान को समीचीन एवं उचित मैत्रीपूर्ण क्रिया द्वारा देखा जा सका जिससे उस शिकायतकर्ता के अधिकारों की हानि न हो तथा जिससे पूरी तरह से दण्डात्मक दृष्टिकोणों की न्यूनतम जरूरत हो जिनसे और अधिक जानकारी, विमुखता अथवा हिंसा न बढ़े;
- (स) उस व्यक्ति की पहचान उजागर किये बिना उस शिकायतकर्ता की सुरक्षा बनाए रखना तथा स्वीकृत अवकाश अथवा उपस्थिति संबंधी अनिवार्यताओं में छूट द्वारा अथवा अन्य किसी विभाग में अथवा किसी सर्वेक्षणकर्ता के पास स्थानान्तरण द्वारा, यथा आवश्यक रूप से उस शिकायत के लम्बित होने की अवधि में अथवा उस अपराधकर्ता के स्थानान्तरण का भी प्रावधान किया जाएगा;
- (द) लैंगिक उत्पीड़न संबंधी शिकायतों के निपटान करते समय सुनिश्चित करें कि पीड़ित व्यक्ति या गवाहों का शोषण ना किया जाए अथवा उनके साथ भेदभाव न किया जाए, तथा
- (ई) किसी भी आवृत्त व्यक्ति के विरुद्ध अथवा प्रतिकूल कार्रवाई पर प्रतिबन्ध को सुनिश्चित करना क्योंकि वह कर्मचारी अथवा छात्र एक संरक्षित गतिविधि में व्यस्त है;
6. शिकायत करने एवं जाँच पड़ताल की प्रक्रिया:- आन्तरिक शिकायत समिति किसी भी शिकायत को दायर करने और उस शिकायत की जाँच करने के लिए इन विनियमों और अधिनियम में निर्धारित प्रणाली का अनुपालन करेगी ताकि वह समयबद्ध रूप से पूरी हो सके। उच्चतर शैक्षिक संस्थान, आन्तरिक शिकायत समिति को सभी आवश्यक सुविधाएँ उपलब्ध कराएगा ताकि जाँच पड़ताल शीघ्रता से संचालित हो सके तथा आवश्यक गोपनीयता भी बनी रहे;
7. लैंगिक उत्पीड़न की शिकायत दायर करने की प्रक्रिया :- किसी भी असन्तुष्ट व्यक्ति के लिए आवश्यक है कि वह घटना होने की तिथि से तीन माह के भीतर लिखित शिकायत आन्तरिक शिकायत समिति को प्रस्तुत करे और यदि लगातार कई घटनाएँ हुई हो तो सबसे बाद की घटना से तीन माह के भीतर उसे प्रस्तुत करें;
- बशर्ते जहाँ ऐसी शिकायत लिखित रूप में नहीं दी जा सकती है, वहाँ अध्यक्ष अधिकारी अथवा आन्तरिक समिति का कोई भी सदस्य, उस व्यक्ति के द्वारा लिखित शिकायत प्रस्तुत करने के लिए समस्त सम्भव सहायता प्रदान करेगा;
- बशर्ते, इसके साथ ही आई.सी.सी. लिखित रूप से प्रस्तुत तर्कों के आधार पर समय सीमा विस्तारित कर सकती है, परन्तु वह तीन माह से अधिक की नहीं होगी, यदि इस बात को आश्वस्त किया गया हो कि परिस्थितियाँ ऐसी थी कि जिनके कारण वह व्यक्ति इस कथित अवधि के दौरान शिकायत दायर करने से वंचित रह गया था;

8. जाँच पड़ताल की प्रक्रिया:-

- (1) शिकायत मिलने पर आन्तरिक शिकायत समिति इसकी एक प्रति को प्रतिवादी को इसके प्राप्त होने से सात दिनों के भीतर भेजेगी;
 - (2) शिकायत की प्रति मिलने के बाद प्रतिवादी अपना उत्तर इस शिकायत के बारे में, समस्त दस्तावेजों की सूची, गवाहों के नामों एवं पतों के नामों एवं उनके पतों सहित दस दिन की अवधि में दाखिल करेगा;
 - (3) शिकायत प्राप्त होने के 90 दिनों के भीतर ही जाँच पड़ताल पूरी की जानी चाहिए। अनुशंसाओं सहित, यदि वे हों, तो, जाँच पड़ताल रिपोर्ट उस जाँच के पूरा होने के 10 दिनों के भीतर उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी को प्रस्तुत की जानी चाहिए। इस शिकायत से जुड़े दोनों पक्षों के समक्ष इस जाँच के तथ्यों या सिफारिशों की प्रति दी जाएगी;
 - (4) जाँच रिपोर्ट प्राप्त होने के 30 दिनों के भीतर इस समिति की सिफारिशों पर उच्चतर शैक्षिक संस्थान के अध्यक्ष प्राधिकारी कार्यवाही करेंगे, यदि किसी भी पक्ष द्वारा उस अवधि में जाँच के विरुद्ध कोई अपील दायर न की गई हो;
 - (5) दोनों में से किसी भी पक्ष द्वारा आन्तरिक शिकायत समिति द्वारा प्रदान तथ्यों/अनुशंसाओं के विरुद्ध उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी के समक्ष की गई अनुशंसाओं की तिथि से तीस दिन की अवधि में अपील दायर की जा सकती है;
 - (6) उच्चतर शैक्षिक संस्थान का कार्यकारी प्राधिकारी यदि आन्तरिक शिकायत समिति की सिफारिशों के अनुसार कार्य नहीं करने का निर्णय लेता है तो वह इसके बारे में लिखित रूप से कारण स्पष्ट करेगा जिन्हें आन्तरिक शिकायत समिति को तथा उस कार्यवाही से जुड़े दोनों पक्षों को भेजा जाएगा। यदि दूसरी ओर वह आन्तरिक शिकायत समिति द्वारा की गई सिफारिशों के अनुसार कार्य करने का निर्णय लेता है तो एक कारण बताओ नोटिस जिसका 10 दिनों के भीतर उत्तर भेजा जाना है— उसे उस पक्ष को भेजा जाएगा जिसके विरुद्ध कार्यवाही की जानी है। उच्चतर शैक्षिक संस्थान के कार्यकारी प्राधिकारी उस असन्तुष्ट व्यक्ति का पक्ष सुनने के पश्चात ही आगे की कार्यवाही करेंगे;
 - (7) मामले को निपटाने के उद्देश्य से पीड़ित पक्ष एक सुलह का आग्रह कर सकता है। सुलह का आधार कोई आर्थिक समझौता नहीं होना चाहिए। यदि कोई सुलह का प्रस्ताव रखा जाता है तो यथास्थिति उच्चतर शैक्षिक संस्थान सुलह की प्रक्रिया को आन्तरिक शिकायत समिति के माध्यम से सुलभ कराएगा। किसी भी दण्डात्मक हस्तक्षेप की तुलना में, जहाँ तक संभव होता है, उस पीड़ित पक्ष की पूरी संतुष्टि के लिए उस पारस्परिक विरोध के समाधान को अधिमानता दी जाती है;
 - (8) पीड़ित पक्ष अथवा पीड़ित व्यक्ति अथवा गवाह अथवा अपराधकर्ता की पहचान सार्वजनिक नहीं की जाएगी या विशेष रूप से उस जाँच प्रक्रिया के दौरान इसे सार्वजनिक क्षेत्र में रखा जाएगा;
- 9. अन्तरिम समाधान:— उच्चतर शैक्षिक संस्थान,**
- (अ) यदि आन्तरिक शिकायत केन्द्र सिफारिश करता है तो शिकायतकर्ता अथवा प्रतिवादी को अन्य किसी अनुभाग अथवा विभाग में स्थानान्तरित किया जा सकता है ताकि सम्पर्क अथवा अन्योन्य क्रिया में शामिल जोखिम कम से कम बना रहे;
 - (ब) पीड़ित पक्ष को, सम्पूर्ण स्तर संबंधी एवं अन्य हित लाभों के संरक्षण सहित तीन माह तक का अवकाश स्वीकृत कर दे;
 - (स) शिकायतकर्ता के किसी भी काम अथवा निष्पादन अथवा परीक्षण अथवा परीक्षाओं के संबन्ध में कोई बात प्रकट न करने के लिए प्रतिवादी को बाध्य कर दें;
 - (द) सुनिश्चित करें कि अपराधकर्ताओं को पीड़ित व्यक्तियों से दूरी बना कर रखनी चाहिए तथा यथा आवश्यक, यदि कोई प्रत्यक्ष धमकी है तो उनका परिसर में प्रवेश प्रतिबंधित कर दे;
 - (ई) लैंगिक उत्पीड़न की किसी शिकायत के परिणाम स्वरूप, शिकायतकर्ता को प्रतिशोध एवं उत्पीड़न से सुरक्षा प्रदान करने के लिए तथा एक अनुकूल वातावरण उपलब्ध कराने के लिए सख्त उपाय किये जाने चाहिए;
- 10. दण्ड एवं हरजाना:—**
- (1) अपराधकर्ता यदि उच्चतर शैक्षिक संस्थान का कर्मचारी है तथा लैंगिक उत्पीड़न का दोषी पाया जाता है तो उसे संस्थान के सेवा नियमों के अनुसार दण्डित किया जाएगा;
 - (2) अपराध की गंभीरता को देखते हुए— यदि प्रतिवादी कोई छात्र है, तो उच्चतर शैक्षिक संस्थान:—
 - (अ) ऐसे छात्र के विशेषाधिकारों को रोक सकता है तो, जैसे—पुस्तकालय, सभागार, आवासीय आगारों, यातायात, छात्रवृत्ति, भत्तों एवं पहचान पत्र आदि तक पहुँच बनाना;

- (ब) एक विशेष समय तक परिसर में उसका प्रवेश स्थगित अथवा बाधित करना;
- (स) यदि उस अपराध की ऐसी गंभीरता है तो उस छात्र को संस्थान से निष्कासित किया जा सकता है तथा उसका नाम उस संस्थान की नामावलि से हटाया जा सकता है, इसके साथ ही पुनः प्रवेश की अनुमति उसे नहीं होगी;
- (द) अधिदेशात्मक परामर्श अथवा सामुदायिक सेवाओं जैसे सुधारवादी दण्ड प्रदान करना;
- (3) पीड़ित व्यक्ति मुआवजे का अधिकारी है। आन्तरिक शिकायत समिति द्वारा अनुशंसित तथा कार्यकारी प्राधिकारी द्वारा स्वीकृत मुआवजे के भुगतान के लिए उच्चतर शैक्षिक संस्थान निर्देश जारी करेगा, जिसकी वसूली अपराधकर्ता से की जाएगी। देय मुआवजे का निर्धारण निम्न आधार पर होगा:—
- (अ) पीड़ित व्यक्ति को जितना मानसिक तनाव, कष्ट, व्यथा एवं दुख पहुँचा है;
- (ब) उस लैंगिक उत्पीड़न की घटना के कारण उन्हें अपनी जीविका के सुअवसर की हानि उठानी पड़ी;
- (स) पीड़ित व्यक्ति द्वारा अपने शारीरिक एवं मनोरोग संबंधी आधार के लिए खर्च किए गए चिकित्सा व्यय;
- (द) कथित अपराधकर्ता एवं उस पीड़ित व्यक्ति की आय एवं जीवन स्तर, और
- (ई) ऐसे समस्त भुगतान का एकमुश्त रूप से या किस्तों में किए जाने का औचित्य;

11. झूठी शिकायत के विरुद्ध कार्यवाई:—

इस बात को सुनिश्चित करने के लिए कि लैंगिक उत्पीड़न मामलों में कर्मचारियों एवं छात्रों की सुरक्षा के प्रावधानों का दुरुपयोग न हो, असत्य एवं द्वेष भावना पूर्ण शिकायतों के विरुद्ध प्रावधान किये जाने की आवश्यकता है तथा इन्हें उच्चतर शैक्षिक संस्थानों में प्रचारित प्रसारित किया जाना चाहिए। आन्तरिक शिकायत समिति यदि यह निष्कर्ष निकालती है कि लगाए गए अभियोग असत्य, थे, विद्वेषपूर्ण थे अथवा यह जानते हुए भी कि वह शिकायत असत्य अथवा जाली है अथवा भ्रामक सूचना को उस पड़ताल के दौरान उपलब्ध कराया गया है तो शिकायतकर्ता विनियम (10) के उप विनियम (1) के तहत दण्डित किये जाने के लिए बाध्य होगा यदि शिकायतकर्ता एक कर्मचारी है, तथा यदि वह अपराधकर्ता एक छात्र है तो वह इस विनियम की उप-विनियम (2) के प्रावधानों के अनुसार सजा के लिए बाध्य होगा तथापि किसी भी शिकायत को प्रमाणित करने अथवा उसके लिए पर्याप्त सबूत उपलब्ध न कर पाने का आधार, शिकायतकर्ता के विरुद्ध कार्यवाई करने का कारण नहीं माना जा सकता है। शिकायतकर्ता द्वारा द्वेषपूर्ण उद्देश्य से दायर शिकायत की जाँच पड़ताल द्वारा तय किया जाना चाहिए तथा इस बारे में किसी कार्यवाई की सिफारिश किए जाने से पूर्व इस विषय में निर्धारित प्रणाली के अनुसार जाँच की जानी चाहिए;

12. गैर अनुपालन के परिणाम:—

- (1) ऐसे संस्थान जो जानबूझकर अथवा बारंबार उन दायित्वों तथा कर्तव्यों के अनुपालन में असमर्थ बना रहता है जिन्हें कर्मचारियों एवं छात्रों के प्रति लैंगिक उत्पीड़न के निराकरण, निषेध एवं समाधान हेतु निर्धारित किया गया है, तो इस स्थिति में आयोग विधिवत नोटिस देकर निम्न में से किसी एक अथवा इससे अधिक बिन्दुओं पर कार्यवाई करेगा:—
- (अ) विश्वविद्यालय अनुदान आयोग अधिनियम 1956 की धारा 12(बी) के अन्तर्गत की गई घोषणा जो पात्रता दिये जाने के विषय में है, उसका आहरण किया जाना;
- (ब) आयोग द्वारा अधिनियम 1956 की धारा 2 (एफ) के अन्तर्गत अनुरक्षित सूची में से उस विश्वविद्यालय अथवा महाविद्यालय का नाम हटाना;
- (स) संस्थान को आबंटित किसी भी अनुदान को रोक देना;
- (द) आयोग को किसी भी सामान्य अथवा विशेष सहायता कार्यक्रमों के अन्तर्गत किसी भी सहायता को प्राप्त करने के लिए उस संस्थान को अपात्र घोषित किया जाना;
- (ई) जन साधारण को, एवं रोजगार अथवा प्रवेश के इच्छुक भावी प्रत्याशियों को एक ऐसे नोटिस द्वारा सूचित करना जो समाचार पत्रों में प्रमुख रूप से दर्शाया गया है अथवा उपयुक्त मीडिया में दर्शाया गया है तथा आयोग की वेबसाइट पर प्रदर्शित किया गया है तथा जिस नोटिस में घोषणा की गई है कि वह संस्थान लैंगिक उत्पीड़न के विरुद्ध शून्य सहनशीलता नीति, मतव जवसमतंदबम चवसपबलद्ध का समर्थन नहीं करता है;
- (एफ) यदि वह एक महाविद्यालय है तो उसके सम्बद्ध विश्वविद्यालय द्वारा उसकी सहसम्बद्धता को आहरित करने की अनुशंसा के लिये कहें;

- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुशंसा करना;
- (एच) यदि वह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके इस स्तर को आहरित करने के लिए उपयुक्त राज्य सरकार को सिफारिश करना;
- (आई) जैसे कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाना हो तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समयावधि के लिए दण्ड प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पक्ष प्रस्तुत करने के लिए प्रदत्त सुअवसर के आधार पर उनकी सुनवाई कर ली गई हो;

[विज्ञापन—III/4/असा./53]

जसपाल एस. संधु, सचिव, यूजीसी

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

NOTIFICATION

New Delhi, the 2nd May, 2016

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

No. F. 91-1/2013(TFGS).—In exercise of the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956 (3 of 1956), read with sub-section (1) of Section 20 of the said Act, the University Grants Commission hereby makes the following regulations, namely:-

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
 - (2) They shall apply to all higher educational institutions in India.
 - (3) They shall come into force on the date of their publication in the Official Gazette.
2. **Definitions.**—In these regulations, unless the context otherwise requires,-
 - (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
 - (b) 'Act' means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
 - (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;

- (d) Commission” means the University Grants Commission established under section 4 of the University Grants Commission Act, 1956 (3 of 1956);
- (e) “covered individuals” are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
- (f) “employee” means a person as defined in the Act and also includes, for the purposes of these Regulations trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
- (g) “Executive Authority” means the chief executive authority of the HEI, by whatever name called, in which the general administration of the HEI is vested. For public funded institutions the Executive Authority means the Disciplinary Authority as indicated in Central Civil Services (Classification, Control and Appeal) Rules, 1965 or its equivalent rules;
- (h) “Higher Educational Institution” (HEI) means a university within the meaning of clause (j) of section 2, a college within the meaning of clause(b) of sub-section (1) of section 12A and an institution deemed to be a University under section 3 of the University Grants Commission Act, 1956 (3 of 1956);
- (i) “Internal Complaints Committee” (ICC) means Internal Complaints Committee to be constituted by an HEI under sub regulation (1) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;
- Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;
- (j) “protected activity” includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) “sexual harassment” means-
- (i) “An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography”
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

- (l) “student” means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI;
 Provided that a student who is in the process of taking admission in HEIs campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student;
- (m) “third Party Harassment” refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) “victimisation” means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) “workplace” means the campus of a HEI including-
- (a) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
 - (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
 - (c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

3. Responsibilities of the Higher Educational Institution- (1) Every HEI shall,-

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
- (b) publicly notify the provisions against sexual harassment and ensure their wide dissemination;
- (c) organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- (d) act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- (e) publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- (h) include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual

harassment, contact details of members of Internal Complaints Committee , complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC;

Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) organise regular orientation or training programmes for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the HEI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus;
- (m) treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) monitor the timely submission of reports by the ICC;
- (q) prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Commission.

3.2 **Supportive measures.**—(1) The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

(2) The Executive Authority of the HEIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.

(3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.

(4) Since research students and doctoral candidates are particularly vulnerable the HEIs must ensure that the guidelines for ethics for Research Supervision are put in place.

(5) All HEIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.

(6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.

(7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.

(8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.

(9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.

(10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.

(11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.

(12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.

(13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.

(14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.

(15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.

(16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

4. Grievance redressal mechanism.—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o);

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;"

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, **if the matter involves students**, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section."

5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;

- (b) 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;
- (c) 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 pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

6. The process for making complaint and conducting Inquiry – The ICC shall comply with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint in a time bound manner. The HEI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy

7. Process of making complaint of sexual harassment - An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period.”

Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

8. Process of conducting Inquiry- (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

(2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations shall also be served on both parties to the complaint.

(4) The Executive Authority of the HEI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.

(5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the HEI within a period of thirty days from the date of the recommendations.

(6) If the Executive Authority of the HEI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the HEI shall proceed only after considering the reply or hearing the aggrieved person.

(7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The HEI shall facilitate a conciliation process through ICC, as the

case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.

(8) The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

9. Interim redressal-The HEI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

10. Punishment and compensation- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
 - (b) suspend or restrict entry into the campus for a specific period;
 - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
 - (d) award reformatory punishments like mandatory counselling and, or, performance of community services.
- (3) The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-
- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
 - (b) the loss of career opportunity due to the incident of sexual harassment;
 - (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
 - (d) the income and status of the alleged perpetrator and victim; and
 - (e) the feasibility of such payment in lump sum or in instalments.

11. Action against frivolous complaint.—To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all HEIs. If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2)

of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

12. Consequences of non-compliance.—(1) The Commission shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956.
 - (b) removing the name of the university or college from the list maintained by the Commission under clause (f) of section 2 of said Act, 1956;
 - (c) withholding any grant allocated to the institution;
 - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission;
 - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
 - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
 - (g) recommending the Central Government for withdrawal of declaration as an institution deemed to be university, in case of an institution deemed to be university;
 - (h) recommending the appropriate State Government for withdrawal of status as university in case of a university established or incorporated under a State Act.
 - (i) taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the University Grants Commission Act, 1956 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Commission under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

[Advt.-III/4/Exty./53]

JASPAL S. SANDHU, Secy. UGC



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA


Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-228388

 (07100)-220120 (off)



MECHANISM OF INTERNAL COMPLIANCE CELL



INTERNAL COMPLIANCE COMMITTEE

The Internal Complaints Committee under the provisions of 'The Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013' is constituted in the college.

Internal Complaint Committee (ICC)			
Sr. No.	Name of Member	Designation	Mobile No.
1	Dr. Smita Kharkale	Presiding Officer & Asst. Professor	9021960391
2	Prof. Shubhangi Juwar	Member & Asst. Professor	8208394681
3	Dr. Navneetkumar Lamba	Member & Asst. Professor	9834629693
4	Mrs. Pravina Gaidhani	Non- Teaching Member	9764442691
5	Mr. Vijay Raghorte	Non-Teaching Member & System Analyst	8928918961
6	Mrs. Namita Sharma	NGO Member	9075029173
7		Student Representative	
8		Student Representative	
9		Student Representative	

The College has established the Sexual Harassment Redressal Cell. The Cell intends to take care of complaints from women and solve the problems according to UGC guidelines and Supreme Court orders. The Cell creates awareness on sexual harassment redressal mechanisms. The Cell organizes seminars/special talks and speeches about sexual harassment in the campus. The Cell has formulated a committee called Internal Complaint Committee on Sexual Harassment.

Informal methods would be first adopted to resolve the problems amicably. If necessary, the Committee will conduct detailed enquiry. Humanistic approach will be adopted while dealing with the complaint. Safe and fearless environment will be created to speak openly about the harassment.

Sexual Harassment

Sexual harassment is about any unwelcome sexually determined behavior (whether directly or by implication) such as physical contact and advances, demand or request for

sexual favors, sexually colored remarks, showing pornography, or any other unwelcome physical verbal or non-verbal conduct of a sexual nature.



Sexual harassment is a form of violence against women and a human rights violation. It is a violation of fundamental rights as laid down in the Indian Constitution. Such behavior transgresses common dignity and gender equality and denies equal opportunity.

According to The Supreme Court definition, sexual harassment is any unwelcome sexually determined behavior, such as:-

- Physical contact
- A demand or request for sexual favors
- Sexually colored remarks
- Showing pornography
- Any other physical, verbal or non-verbal conduct of a sexual nature.
- Combating sexual harassment can be best achieved by building women's confidence (including conducting self-defense classes on campuses). Students should be enabled to protest against incidents as and when they happen. A sporadic incident can possibly be tackled right away, but all forms of abuse of power or sources of ongoing discomfort and fear based on unwanted sexual attention must be reported to the complaints committee.

Redressal Methods

1. Use a standard format for the recording of complaints --if there has been a series of incidents, seek information about all previous incidents; collect evidence like messages, emails and any other relevant documents, including itemised call records.
2. Reduce oral complaints to writing using the standard format--ensure that the complaint is as far as possible in the words of the complainant. Ensure that all documents submitted by the complainant are authenticated on every page, countersigned by the member of the ICC who has recorded/received the complaint.
3. Granting interim relief to complainants: addressing requests for transfer, leave, medical care/leave, protections against victimization.
4. Implementation of guarantees of confidentiality and principles of natural justice, including serving restraint orders, and interim disciplinary action.



Procedures to be followed in formal enquiry:

- a. Order and manner of inquiry: the necessity of adopting a mode of inquiry whereby the respondent has a full opportunity to understand the case being made out against him before he presents his defense.
 - b. Dealing with depositions: verbatim vs. sense-based reduction of oral depositions. Use of questions and answers. Administration of an oath of confidentiality, and signatures on attendance sheets. The necessity of the deposition being explained to the witness in a language she/he can understand, and the use of translation/interpretation. Also, the need for the authentication of depositions (preferably on the same day) by all witnesses, particularly the respondent.
 - c. Procedures for the cross-examination of the parties and their witnesses, modulated by the guiding principles of gender-sensitivity and non-coercion. Supply of authenticated and anonymized depositions to both parties.
 - d. How to summon and interview official witnesses and access official records.
1. How to write an enquiry report: The need to address all the aspects of evidence, and depositions with regard to the complaint as well as procedural objections.
 2. Protocols for submitting an enquiry report.

Activities of the Cell

1. Displays the information about the programmed of the Cell on notice boards of the offices, hostels and departments in the College
2. Creates awareness on forms of harassments and redressal through the articles, press notes etc.,
3. Conducts Seminars, Special Talks and Speech Competition



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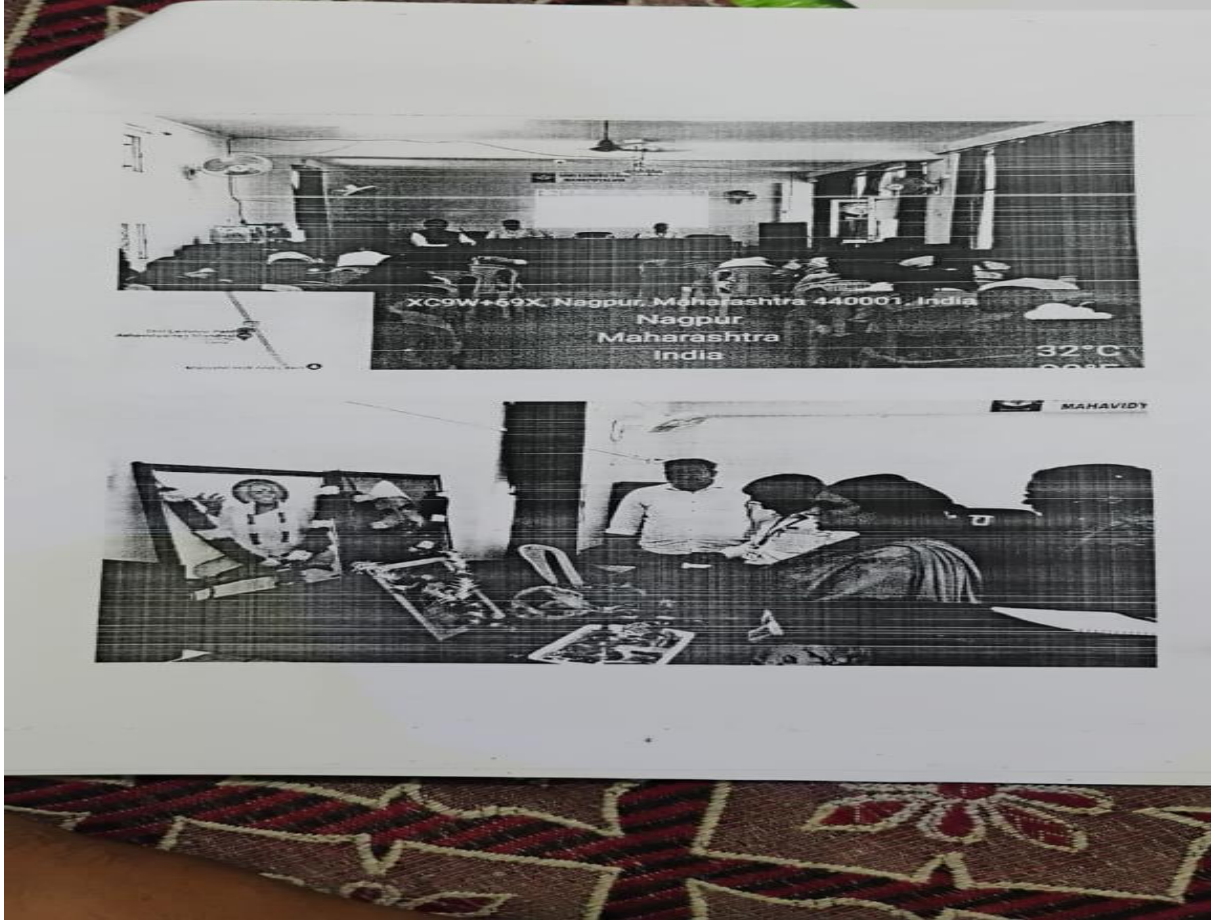
Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

MECHANISM OF SUBMISSION OF COMPLAINTS



महिला तक्रार निवारण समिती आणि
अंतर्गत तक्रार निवारण समिती
(ICC)


Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(**NAAC Accredited Institution**)

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Grievance Redressal Cell

ACADEMIC YEAR
2019-20



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Ref.:

Date:

OFFICE ORDER

Student Grievance Redressal cell (2019-2020)

The Student Grievance Redressal Cell was formed with the goal of resolving students' grievances. Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation	Signature
1.	Dr. Pradeep Randive	Chairman	
2.	Dr. Tirthraj Kapgate	Convenor	
3.	Dr. Mahesh Gaidhane	Jt. Convenor	
4.	Dr. Smita Kharkale	Member	



Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2020-21



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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Date:

OFFICE ORDER

Student Grievance Redressal cell : 2020-21

The Student Grievance Redressal Cell was formed with the goal of resolving students' grievances. Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation	Signature
1	Dr. Pradeep Randive	Chairman	
2	Dr. Tirthraj Kapgate	Convenor	
3	Dr. Mahesh Gaidhane	Jt. Convenor	
4	Dr. Smita Kharkale	Member	



Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2021-22



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

OFFICE ORDER

Student Grievance Redressal cell

Session: 2021-2022

The Student Grievance Redressal Cell was formed with the goal of resolving students' grievances. Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation	Signature
1	Dr. Pradeep Randive	Chairman	
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3	Dr. Mahesh Gaidhane	Jt. Convenor	
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Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2022-23



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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OFFICE ORDER

Student Grievance Redressal cell (Year: 2022-23)

The Student Grievance Redressal Cell was formed with the goal of resolving students' grievances. Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation	Signature
1.	Dr. Pradeep Randive	Chairman	
2.	Dr. Tirthraj Kapgate	Convenor	
3.	Dr. Mahesh Gaidhane	Jt. Convenor	
4.	Dr. Smita Kharkale	Member	



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2023-24



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

OFFICE ORDER

Student Grievance Redressal cell

Session: 2023-2024

The Student Grievance Redressal Cell was formed with the goal of resolving students' grievances. Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation	Signature
1	Dr. Pradeep Randive	Chairman	
2	Dr. Tirthraj Kapgate	Convenor	
3	Dr. Mahesh Gaidhane	Jt. Convenor	
4	Dr. Smita Kharkale	Member	



Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

F.No. 14-4/2012(CPP-II)

7th December, 2018

PUBLIC NOTICE

ON

UGC (GRIEVANCE REDRESSAL) REGULATIONS, 2018

UGC had notified UGC (Grievance Redressal) Regulations, 2012 in official Gazette of India on **23rd March, 2013**. These regulations were aimed at addressing and effectively resolving grievances of students related to Higher Educational Institutions.

The UGC had received a number of responses on these regulations and hence constituted an Expert Committee to revisit UGC (Grievance Redressal) Regulations, 2012. The draft University Grants Commission (Grievance Redressal of Students) Regulations, 2018 prepared by the Committee is attached herewith for observations and suggestions of stakeholders. The feedback and comments on the above draft may be sent to UGC via email grmhei.2018@gmail.com on or before **31st December, 2018**.

(Prof. Rajnish Jain)

**UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI – 110 002**

NOTIFICATION

F.No.14-4/2012 (CPP-II)

New Delhi, the __ October, 2018

In exercise of the power conferred under clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Grievance Redressal) Regulations, 2012, the University Grants Commission hereby makes the following regulations:

1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

- a) These regulations shall be called as the University Grants Commission (Grievance Redressal of Students) Regulations, 2018.
- b) They shall apply to all HEIs, whether established or incorporated by or under a Central Act or a State Act, and every institution recognised by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a university declared as such under Section 3 of the said Act.
- c) They shall come into force from the date of their publication in the Official Gazette.

2. DEFINITION: IN THESE REGULATIONS, UNLESS THE CONTEXT OTHERWISE REQUIRES:

- (a) "Act" means the University Grants Commission Act, 1956 (3 of 1956);
- (b) "aggrieved student" means a student who has any complaint in the matters concerned with the grievances defined under these regulations, and includes a person seeking admission to any institution of higher education;
- (c) "college" means any institution, whether known as such or by any other name, which provides for a course of study for obtaining any

qualification from a university and which, in accordance with the rules and regulations of such university, is recognised as competent to provide for such course of study and present students undergoing such course of study for the examination for the award of such qualification;

(d) "Commission" means the University Grants Commission established under section 4 of the UGC Act, 1956.

(e) "declared admission policy" means such policy for admission to a course or program of study as may be offered by the institution and published in the prospectus referred to in sub-regulation (1) of regulation 3;

(f) "grievances" include the following complaints of the aggrieved students, namely:

- i. making admission contrary to merit determined in accordance with the declared admission policy of the institution;
- ii. irregularity in the admission process adopted by the institution;
- iii. refusing admission in accordance with the declared admission policy of the institution;
- iv. non publication of prospectus, (either hard copy / online) as specified in these regulations;
- v. publishing any information in the prospectus, which is false or misleading, and not based on facts;
- vi. withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a students for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
- vii. demand of money in excess of that specified in the declared admission policy to be charged by such institution;

- viii. breach in reservation policy in admission as may be applicable;
 - ix. nonpayment or delay in payment of scholarships to any student that such institution is committed, under the conditions imposed by University Grants Commission, or by any other authority;
 - x. delay in conduct of examinations or declaration of results beyond the specified schedule in the academic calendar;
 - xi. on provision of student amenities as may have been promised or required to be provided by the institution;
 - xii. non transparent or unfair evaluation practices;
 - xiii. Refund of fees, in case a student withdraws the admission within the stipulated time as mentioned in the prospectus, as notified by the Commission from time to time.
- (g) "Department Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a Department.
- (h) "Institutional Grievance Redressal Committee" means a committee constituted under these regulations, at the level of an Institution.
- (i) "College Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a college.
- (j) "University Grievance Redressal Committee" means a committee constituted under these regulations, at the level of a University.
- (k) "Higher Educational Institution" means a University within the meaning of clause (f) of Section 2, a college within the meaning of clause (b) of sub-section (1) of Section 12A, and an institution deemed to be a University declared under Section 3, of the University Grants Commission Act, 1956;
- (l) "Institution" for the purposes of these regulations, means any university, college or such other institutions, as the case may be;
- (m) "Office of profit" means an office which is capable of yielding a profit or pecuniary gain, and to which some pay, salary, emolument, remuneration or non-compensatory allowance is attached;

(n) "Ombudsperson" means the Ombudsperson appointed under these regulations;

(o) "University" means a university established or incorporated by or under a Central Act or a State Act and includes an institution deemed to be university declared as such under Section 3 of the Act.

3. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS AND PRICING:

i. Every higher educational institution, shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:

(a) the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;

(b) the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;

(c) the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution;

(d) the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;

- (e) each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
- (f) rules / regulations for imposition and collection of any fines specified heads or categories, minimum and maximum fine may be imposed.
- (g) the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
- (h) details of the teaching faculty, including their educational qualifications, alongwith the category they belong to Regular / visiting ---- and teaching experience of every member of its teaching faculty.
- (i) information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital or industry wherein the practical training to be imparted to the students and in particular the facilities accessible by students on being admitted to the institution;
- (j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution.
- (k) any other information as may be specified by the Commission:

Provided that an institution shall publish / upload information referred to in items (a) to (k) of this regulation, on its website, and the attention of prospective students and the general public shall be drawn to such publication on the website through advertisements displayed prominently in different newspapers and through other media:

- ii. Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its

publication and distribution and no profit be made out of the publication, distribution or sale of prospectus.

4. GRIEVANCE REDRESSAL COMMITTEES (GRC):

A. Department Grievance Redressal Committee (DGRC)

- (i) In case of universities, all complaints relating to a department shall first be addressed to Department Grievance Redressal Committee (DGRC) to be constituted at the level of departments/school/center whose composition shall be as follows:
 - a) Head of the Department / School / Center – Chairperson
 - b) a Professor from outside the department / school / center to be nominated by the Head of HEI – Member
 - c) A faculty member well-versed with grievance redressal mechanism to be nominated by the Head of the Department – Member.
- (ii) The Chairperson and members of the committee shall have a term of two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.
- (iv) The DGRC shall follow the principles of natural justice while deciding the grievances of the students.
- (v) The DGRC shall make efforts to resolve the grievance within the stipulated period and shall submit its report to the Head of the Institution within a period of 15 days from the date of receipt of complaint to the DGRC.
- (vi) The DGRC shall provide a copy of the report to the aggrieved person(s).

B. Institutional Grievance Redressal Committee (IGRC)

- (i) The complaints not related to departments/schools / center and the grievances not resolved at the DGRC shall be referred to the Institutional Grievance Redressal Committee (IGRC) to be constituted by Head of the HEI, whose composition shall be as follows:
 - (a) Pro-Vice Chancellor / Dean/ Senior academician of HEI – Chairperson.
 - (b) Dean of students/Dean, Students Welfare
 - (c) Two senior academicians other than Chairperson.
 - (d) Proctor / Senior academician
- (ii) The above Committee shall be approved by the statutory body of institution (Executive Council or its equivalent).
- (iii) The Chairperson of IGRC and DGRC shall not be the same. The tenure of the Committee members shall be two years.
- (iv) The quorum for the meetings shall be three, including Chairperson.
- (v) The IGRC shall consider the recommendation of DGRC while giving its recommendations. However, the IGRC shall have the power to review recommendations of the DGRC.
- (vi) The IGRC shall follow the principles of natural justice while deciding the grievances.
- (vii) The IGRC shall send the report and the recommendations to the Head of the HEI within in a period of 15 workings days from the date of receipt of grievance, or appeal or recommendations of the DGRC.
- (viii) The IGRC shall provide a copy of the report to the aggrieved person(s).

C. College Grievance Redressal Committee (CGRC)

- (i) In case of colleges, all complaints shall first be addressed to College Grievance Redressal Committee (CGRC) whose composition shall be as follows:
 - a) Principal of the college -Chairperson
 - b) Two senior faculty members nominated by the principal of the College.
- (ii) The tenure of the members shall be two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.
- (iv) The CGRC shall follow the principles of natural justice while considering the grievances of the students.
- (v) The CGRC shall send the report and recommendations to the Vice-Chancellor of the affiliating university within a period of 15 days of receiving the complaint.

D. University Grievance Redressal Committee (UGRC)

- (i) In case of grievances not resolved by CGRC, it shall be referred to University Grievance Redressal Committee (UGRC) for which the Vice-chancellor of the affiliating university shall constitute a University Grievance Redressal Committee (UGRC) consisting of five members for a individual colleges or a group of colleges keeping in view the location of the college(s). The UGRC shall be constituted by the Vice-chancellor of the affiliating university consisting of :
 - a) A senior Professor of the university – Chairperson
 - b) Dean, Student Welfare or its equivalent - Member
 - c) Three Principals drawn from the affiliating colleges, on rotation basis to be nominated by the Vice-Chancellor – Members
- (ii) The Chairperson and members of the committee shall have a term of two years.
- (iii) The quorum for the meeting shall be two, including Chairperson.

(iv) The CGRC shall follow the principle of normal justice while deciding the grievance of the students.

(v) The CGRC shall send the report and the recommendations to the principal of the college within a period of 15 days of receiving the complaint.

E. Any person aggrieved by the decision of the Institutional Grievance Redressal Committee or University Grievance Redressal Committee may within in a period of six days prefer an appeal to the Ombudsperson.

5. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:

(i) Each HEI shall appoint an Ombudsperson for redressal of grievances of students under these regulations.

(ii) The Ombudsperson shall be a person not related to the university and who is a retired Vice-Chancellor, Registrar or a faculty member who has at least ten years of experience as a Professor.

(iii) The Ombudsperson shall not be in any conflict of interest with the university, either before or after his appointment.

(iv) The Ombudsperson, or any member of his immediate family shall not -

(a) hold or have held at any point in the past, any post or, employment in any office of profit in the university;

(b) have any significant relationship, including personal, family, professional or financial, with the university;

(c) hold any position in university by whatever name called, in the administration or governance structure of the university.

(v) The Ombudsperson in a State University shall be appointed by the Executive council of the university on part-time basis from a panel of three names recommended by the search committee consisting of the following members, namely:-

- (a) Nominee of the Governor of the State or his nominee - Chairperson
 - (b) Vice-Chancellor of a University of State to be nominated by the State Government – Member
 - (c) Vice-Chancellor of the concerned State University – Member
 - (d) Registrar of the concerned State University – Secretary (non-voting)
- (vi) The Ombudsperson in a Central University and institution deemed to be university shall be appointed by the Executive Council of the Central University or the equivalent statutory body of the Deemed to be University, as the case may be, on part - time basis from a panel of three member recommended by the search committee consisting of the following members, namely:-
- (a) Nominee of University Grants Commission – Chairperson
 - (b) One Vice Chancellor from Central University to be nominated by UGC (for Central Universities) – Member

OR

- One Vice Chancellor from institution deemed to be university to be nominated by the UGC (for Deemed to be Universities) - Member
- (c) The Vice Chancellor of the university – Member
 - (d) The Registrar of the university – Secretary (Non-Voting)
- (vii) The Ombudsperson shall be a part time officer appointed for a period of three years from the date he/she assumes the office and may be reappointed for another one term in the same university.
- (viii) The Ombudsperson shall be paid the sitting fee per day as per the norms of the university for hearing the cases, in addition to the reimbursement of the conveyance.

- (ix) The Ombudsperson may be removed on charges of proven misconduct or misbehavior or as defined under these regulations, by the concerned appointing authority i.e. the Executive Council of the University.

6. FUNCTIONS OF OMBUDSPERSON:

- (i) The Ombudsperson shall hear any appeal of an applicant for admission as student or student of the university against the university or institution affiliated to it as the case may be, after the student has availed all remedies available in such institution for redressal of grievance such as IGRC / UGRC;
- (ii) No application for revaluation or remarking of answer sheets shall be entertained by the Ombudsperson. However, the issues of malpractices in the examination and evaluation processes may be referred to the Ombudsperson.
- (iii) Ombudsperson may seek the assistance of any person as amicus curiae, for hearing complaints of alleged discrimination.
- (iv) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the student(s).

7. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSON AND GRIEVANCE REDRESSAL COMMITTEE:

- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student of that institution may submit an application seeking grievance redressal.
- (ii) On receipt of any online complaint, the institution shall refer the complaint to the appropriate Grievance Redressal Committee, as the case may be, along with its comments within 15 days of receipt of complaint on online portal.
- (iii) The Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved person.

- (iv) An aggrieved person may appear either in person or be represented by such person as may be authorized to present his/her case.
- (v) The Grievances not resolved at the appropriate Grievance Redressal Committee(s) shall be referred to the Ombudsperson.
- (vi) The institution shall co-operate with the Ombudsperson or the Grievance Redressal Committee(s), as the case may be, in redressal of grievances and failure to do so may be reported by the Ombudsperson to the Vice Chancellor.
- (vii) On the conclusion of proceedings, the Ombudsperson shall pass such order, with reasons for such order, as may be deemed fit to redress the grievance and provide such relief as may be desirable to the affected party at issue, after giving due hearing to both the parties.
- (viii) Every order under the signature of the Ombudsperson shall be provided to the aggrieved person and the institution and shall be placed on the website of the institution.
- (ix) The institution shall comply with the recommendations of the Ombudsperson. Any recommendations of the Ombudsperson not complied with by the institution shall be reported by the Ombudsperson to the Commission.
- (x) In case of any false or frivolous complaint, the Ombudsperson may recommend appropriate action against the complainant.

8. INFORMATION REGARDING OMBUDSPERSON GRIEVANCE REDRESSAL COMMITTEE:

The institution shall provide detailed information regarding provisions of Grievance Redressal Committee(s) and Ombudsperson on their website and in their prospectus prominently.

9. CONSEQUENCES OF NON-COMPLIANCE:

The Commission shall in respect of any institution which willfully contravenes these regulations or repeatedly fails to comply with the recommendation of the Ombudsperson or the Grievance Redressal

Committee(s), as the case may be, may proceed to take one or more of the following actions, namely:

- (a) withdrawal of declaration of fitness to receive grants under section 12B of the Act;
- (b) withholding any grant allocated to the Institution;
- (c) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Commission;
- (d) informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (e) recommend to the affiliating university for withdrawal of affiliation, in case of a college;
- (f) The Commission may take necessary and appropriate action as it may deemed fit, in case of an institution deemed to be university;
- (g) recommend to the concerned State Government for necessary and appropriate action, in case of a university established or incorporated under a State Act;
- (h) The Commission may take necessary and appropriate actions against any institution for non-compliance.

Provided that no action shall be taken by the Commission under this regulation unless the institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

(Prof. Rajnish Jain)
Secretary



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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(**NAAC Accredited Institution**)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Antiragging Cell



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Ref.:

Date:

OFFICE ORDER


Antiragging Cell (2019-2020)

The Antiragging Cell was formed with the goal of resolving students' Grievance regarding ragging issues . Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation
1.	Dr.Mahesh Gaidhane	Co-ordinator
2.	Prof. Shubangi Juwar	Member
3.	Ms Pravina Gaidhani	Member




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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(07100)-220120 (off)

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Date:

OFFICE ORDER


Antiragging Cell (2020-21)

The Antiragging Cell was formed with the goal of resolving students' Grievance regarding ragging issues . Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation
1.	Dr.Mahesh Gaidhane	Co-ordinator
2.	Prof. Shubangi Juwar	Member
3.	Ms Pravina Gaidhani	Member




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

OFFICE ORDER


Antiragging Cell (2021-22)

The Antiragging Cell was formed with the goal of resolving students' Grievance regarding ragging issues . Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation
1.	Dr.Mahesh Gaidhane	Co-ordinator
2.	Prof. Shubangi Juwar	Member
3.	Ms Pravina Gaidhani	Member




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Date:

OFFICE ORDER


Antiragging Cell (2022-23)

The Antiragging Cell was formed with the goal of resolving students' Grievance regarding ragging issues . Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation
1.	Dr.Mahesh Gaidhane	Co-ordinator
2.	Prof. Shubangi Juwar	Member
3.	Ms Pravina Gaidhani	Member




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Ref.:

Date:

OFFICE ORDER


Antiragging Cell (2023-24)

The Antiragging Cell was formed with the goal of resolving students' Grievance regarding ragging issues . Students may submit their grievance in writing to principal.

Following are the committee members:

Sr. No.	Name	Designation
1.	Dr.Mahesh Gaidhane	Co-ordinator
2.	Prof. Shubangi Juwar	Member
3.	Ms Pravina Gaidhani	Member




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

DRAFT

**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI – 110 002**

NO. F 1-16/2007 (CPP-II)

April, 2009

**UGC REGULATION ON CURBING THE MENACE OF RAGGING IN HIGHER
EDUCATIONAL INSTITUTIONS, 2009**

In exercise of the powers conferred by Clause (g) of Sub-Section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely -

1. Title, commencement and applicability:-

- 1.1. These regulations shall be called the “UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009”.
- 1.2. They shall come into force with immediate effect.
- 1.3. They shall apply to all the universities established or incorporated by or under a Central Act, a Provincial Act or a State Act, to all institutions deemed to be university under Section 3 of the UGC Act, 1956, to all other higher educational institutions, including the departments, constituent units and all the premises (academic, residential, sports, canteen, etc) of such universities, deemed universities and other higher educational institutions, whether located within the campus or outside, and to all means of transportation of students whether public or private.

2. Objective:-

To root out ragging in all its forms from universities, colleges and other educational institutions in the country by prohibiting it by law, preventing its occurrence by following the provisions of these Regulations and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

3. Definitions:- For the purposes of these Regulations:-

- 3.1. “college” means any institution, whether known as such or by any other name, which provides for a programme of study beyond 12 years of schooling for obtaining qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such programme of study and present students undergoing such programme of study for the examination for the award of such qualification.

- 3.2. "Head of the institution" means the 'Vice-Chancellor' in case of a university/deemed to be university, 'Principal' in case of a college, 'Director' in case of an institute.
- 3.3. "institution" means a higher educational institution (HEI), like a university, a college, an institute, etc. imparting higher education beyond 12 years of schooling leading to a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.
- 3.4. "Ragging" means the following:
Any conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.
- 3.5. "Statutory/Regulatory body" means a body so constituted by a Central/ State Government legislation for setting and maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
- 3.6. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, an institution deemed to be university under Section 3 of the UGC Act, 1956, or an institution specially empowered by an Act of Parliament to confer or grant degrees.

4. Punishable ingredients of Ragging:-

- Abetment to ragging;
- Criminal conspiracy to rag;
- Unlawful assembly and rioting while ragging;
- Public nuisance created during ragging;
- Violation of decency and morals through ragging;
- Injury to body, causing hurt or grievous hurt;
- Wrongful restraint;
- Wrongful confinement;
- Use of criminal force;
- Assault as well as sexual offences or unnatural offences;
- Extortion;
- Criminal trespass;
- Offences against property;
- Criminal intimidation;

- Attempts to commit any or all of the above mentioned offences against the victim(s);
- Physical or psychological humiliation;
- All other offences following from the definition of “Ragging”.

5. Measures for prohibition of ragging at the institution level:-

- 5.1 The institution shall strictly observe the provisions of the Act of the Central Government and the State Governments, if any, or if enacted, considering ragging as a cognizable offence under the law on a par with rape and other atrocities against women and ill-treatment of persons belonging to the SC/ST, and prohibiting ragging in all its forms in all institutions.
- 5.2 Ragging in all its forms shall be totally banned in the entire institution, including its departments, constituent units, all its premises (academic, residential, sports, canteen, etc) whether located within the campus or outside and in all means of transportation of students whether public or private.
- 5.3 The institution shall take strict action against those found guilty of ragging and/or of abetting ragging.

6 Measures for prevention of ragging at the institution level:-

6.1 Before admissions:-

- 6.1.1 The advertisement for admissions shall clearly mention that ragging is totally banned in the institution, and anyone found guilty of ragging and/or abetting ragging is liable to be punished appropriately (for punishments, ref. section 8 below).
- 6.1.2 The brochure of admission/instruction booklet for candidates shall print in block letters these Regulations in full (including Annexures).
- 6.1.3 The ‘Prospectus’ and other admission related documents shall incorporate all directions of the Supreme Court and /or the Central or State Governments as applicable, so that the candidates and their parents/ guardians are sensitized in respect of the prohibition and consequences of ragging. If the institution is an affiliating university, it shall make it mandatory for the institutions under it to compulsorily incorporate such information in their ‘Prospectus’.
- 6.1.4 The application form for admission/ enrolment shall have a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the applicant (English version given in Annexure I, Part I), to be filled up and signed by the candidate to the effect that he/she is aware of the law regarding prohibition of ragging as well as the punishments, and to the effect that he/she has not been expelled and/or debarred from admission by any institution and that he/she, if found guilty of the offence of ragging and/or abetting ragging, is liable to be punished appropriately.

- 6.1.5 The application form shall also contain a printed undertaking, preferably both in English/Hindi and in one of the regional languages known to the institution and the parent/ guardian (English version given in Annexure I, Part II), to be signed by the parent/ guardian of the applicant to the effect that he/ she is also aware of the law in this regard and agrees to abide by the punishment meted out to his/ her ward in case the latter is found guilty of ragging and/or abetting ragging.
- 6.1.6 The application for admission shall be accompanied by a document in the form of the School Leaving Certificate/Transfer Certificate/ Migration Certificate/ Character Certificate which shall include a report on the behavioral pattern of the applicant, so that the institution can thereafter keep intense watch upon a student who has a negative entry in this regard.
- 6.1.7 A student seeking admission to the hostel shall have to submit additional undertaking in the form of Annexure I (both Parts) along with his/ her application for hostel accommodation.
- 6.1.8 At the commencement of the academic session the Head of the Institution shall convene and address a meeting of various functionaries/agencies, like Hostel Wardens, representatives of students, parents/ guardians, faculty, district administration including police, to discuss the measures to be taken to prevent ragging in the Institution and steps to be taken to identify the offenders and punish them suitably.
- 6.1.9 To make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, big posters (preferably multicolored with different colours for the provisions of law, punishments, etc.) shall be prominently displayed on all Notice Boards of all departments, hostels and other buildings as well as at vulnerable places. Some of such posters shall be of permanent nature in certain vulnerable places.
- 6.1.10 The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- 6.1.11 The institution shall identify, properly illuminate and man all vulnerable locations.
- 6.1.12 The institution shall tighten security in its premises, especially at the vulnerable places. If necessary, intense policing shall be resorted to at such points at odd hours during the early months of the academic session.
- 6.1.13 The institution shall utilize the vacation period before the start of the new academic year to launch wide publicity campaign against ragging through posters, leaflets, seminars, street plays, etc.
- 6.1.14 The faculties/ departments/ units of the institution shall have induction arrangements (including those which anticipate, identify

and plan to meet any special needs of any specific section of students) in place well in advance of the beginning of the academic year with a clear sense of the main aims and objectives of the induction process.

6.2 On admission:-

- 6.2.1 Every fresh student admitted to the institution shall be given a printed leaflet detailing when and to whom he/she has to turn to for help and guidance for various purposes (including Wardens, Head of the institution, members of the anti-ragging committees, relevant district and police authorities), addresses and telephone numbers of such persons/authorities, etc., so that the fresher need not look up to the seniors for help in such matters and get indebted to them and start doing things, right or wrong, at their behest. Such a step will reduce the freshers' dependence on their seniors.
- 6.2.2 The institution through the leaflet mentioned above shall explain to the new entrants the arrangements for their induction and orientation which promote efficient and effective means of integrating them fully as students.
- 6.2.3 The leaflet mentioned above shall also inform the freshers about their rights as bona fide students of the institution and clearly instructing them that they should desist from doing anything against their will even if ordered by the seniors, and that they have nothing to fear as the institution cares for them and shall not tolerate any atrocities against them.
- 6.2.4 The leaflet mentioned above shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the institution.
- 6.2.5 The institution shall also organize joint sensitization programmes of 'freshers' and seniors.
- 6.2.6 Freshers shall be encouraged to report incidents of ragging, either as victims, or even as witnesses.

6.3 At the end of the academic year:-

- 6.3.1 At the end of every academic year the Vice-Chancellor/ Dean of Students Welfare/ Director/ Principal shall send a letter to the parents/ guardians of the students who are completing the first year informing them about the law regarding ragging and the punishments, and appealing to them to impress upon their wards to desist from indulging in ragging when they come back at the beginning of the next academic session.
- 6.3.2 At the end of every academic year the institution shall form a 'Mentoring Cell' consisting of Mentors for the succeeding academic year. There shall be as many levels or tiers of Mentors as

the number of batches in the institution, at the rate of 1 Mentor for 6 freshers and 1 Mentor of a higher level for 6 Mentors of the lower level.

6.4 Setting up of Committees and their functions:-

- 6.4.1 The Anti-Ragging Committee:- The Anti-Ragging Committee shall be headed by the Head of the institution and shall consist of representatives of faculty members, parents, students belonging to the freshers' category as well as seniors and non-teaching staff. It shall monitor the anti-ragging activities in the institution, consider the recommendations of the Anti-Ragging Squad and take appropriate decisions, including spelling out suitable punishments to those found guilty.
- 6.4.2 The Anti-Ragging Squad:- The Anti-Ragging Squad shall be nominated by the Head of the institution with such representation as considered necessary and shall consist of members belonging to the various sections of the campus community. The Squad shall have vigil, oversight and patrolling functions. It shall be kept mobile, alert and active at all times and shall be empowered to inspect places of potential ragging and make surprise raids on hostels and other hot spots. The Squad shall investigate incidents of ragging and make recommendations to the Anti-Ragging Committee and shall work under the overall guidance of the said Committee.
- 6.4.3 Monitoring Cell on Ragging:- If the institution is an affiliating university, it shall have a Monitoring Cell on Ragging to coordinate with the institutions affiliated to it by calling for reports from the Heads of such institutions regarding the activities of the Anti-Ragging Committees, Squads, and Mentoring Cells, regarding compliance with the instructions on conducting orientation programmes, counseling sessions, etc., and regarding the incidents of ragging, the problems faced by wardens and other officials, etc. This Cell shall also review the efforts made by such institutions to publicize anti-ragging measures, cross-verify the receipt of undertakings from candidates/students and their parents/guardians every year, and shall be the prime mover for initiating action by the university authorities to suitably amend the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti ragging measures at the level of the institution.

6.5 Other measures:-

- 6.5.1 The Annexures mentioned in sub-clauses 6.1.4, 6.1.5 and 6.1.7 of these Regulations shall be furnished at the beginning of each academic year by every student, that is, by freshers as well as seniors.

- 6.5.2 The institution shall arrange for regular and periodic psychological counseling and orientation for students (for freshers separately, as well as jointly with seniors) by professional counselors during the first three months of the new academic year. This shall be done at the institution and department/ course levels. Parents and teachers shall also be involved in such sessions.
- 6.5.3 Apart from placing posters mentioned in sub-clause 6.1.9 above at strategic places, the institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, by holding counseling sessions, workshops, painting and design competitions among students and other methods as it deems fit.
- 6.5.4 If the institution has B.Ed. and other Teacher training programmes, these courses shall be mandated to provide for anti-ragging and the relevant human rights appreciation inputs, as well as topics on sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counseling approach.
- 6.5.5 Wardens shall be appointed as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline, as well as the softer skills of counseling and communicating with the youth outside the class-room situations. Wardens shall be accessible at all hours and shall be provided with mobile phones. The institution shall review and suitably enhance the powers and perquisites of Wardens and authorities involved in curbing the menace of ragging.
- 6.5.6 The security personnel posted in hostels shall be under the direct control of the Wardens and assessed by them.
- 6.5.7 Private commercially managed lodges and hostels shall be registered with the local police authorities, and this shall be done necessarily on the recommendation of the Head of the institution. Local police, local administration and the institutional authorities shall ensure vigil on incidents that may come within the definition of ragging and shall be responsible for action in the event of ragging in such premises, just as they would be for incidents within the campus. Managements of such private hostels shall be responsible for not reporting cases of ragging in their premises.
- 6.5.8 The Head of the institution shall take immediate action on receipt of the recommendations of the Anti-Ragging Squad. He/ She shall also take action suo motto if the circumstances so warrant.
- 6.5.9 Freshers who do not report the incidents of ragging either as victims or as witnesses shall also be punished suitably.
- 6.5.10 Anonymous random surveys shall be conducted across the 1st year batch of freshers every fortnight during the first three months of the academic year to verify and cross-check whether the campus is indeed free of ragging or not. The institution may design its own methodology of conducting such surveys.

- 6.5.11 The burden of proof shall lie on the perpetrator of ragging and not on the victim.
- 6.5.12 The institution shall file an FIR with the police / local authorities whenever a case of ragging is reported, but continue with its own enquiry and other measures without waiting for action on the part of the police/ local authorities. Remedial action shall be initiated and completed within the one week of the incident itself.
- 6.5.13 The Migration / Transfer Certificate issued to the student by the institution shall have an entry, apart from those relating to general conduct and behaviour, whether the student has been punished for the offence of committing or abetting ragging, or not, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others.
- 6.5.14 Preventing or acting against ragging shall be the collective responsibility of all levels and sections of authorities or functionaries in the institution, including faculty, and not merely that of the specific body/ committee constituted for prevention of ragging.
- 6.5.15 The Heads of institutions other than universities shall submit weekly reports to the Vice-chancellor of the university the institution is affiliated to or recognized by, during the first three months of new academic year and thereafter each month on the status of compliance with anti-ragging measures. The Vice Chancellor of each university shall submit fortnightly reports of the university, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the Chancellor.
- 6.5.16 Access to mobile phones and public phones shall be unrestricted in hostels and campuses, except in class-rooms, seminar halls, library etc. where jammers shall be installed to restrict the use of mobile phones.

6.6 Measures for encouraging healthy interaction between freshers and seniors:-

- 6.6.1 The institution shall set up appropriate committees including the course-in-charge, student advisor, Warden and some senior students to actively monitor, promote and regulate healthy interaction between the freshers and senior students.
- 6.6.2 Freshers' welcome parties shall be organized in each department by the senior students and the faculty together soon after admissions, preferably within the first two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the freshers are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.
- 6.6.3 The institution shall enhance the student-faculty interaction by involving the students in all matters of the institution, except those relating to the actual processes of evaluation and of faculty appointments, so that the students shall feel that they are responsible partners in managing the

affairs of the institution and consequently the credit due to the institution for good work/ performance is due to them as well.

7. Measures at the UGC/ Statutory/ Regulatory body level:-

7.1 Regulatory measures:-

- 7.1.1 The UGC and other Statutory /Regulatory bodies shall make it mandatory for the institutions to compulsorily incorporate in their 'Prospectus' the directions of the Supreme Court and/or the Central or State Governments with regard to prohibition and consequences of ragging, and that non-compliance with the directives against ragging in any manner whatsoever shall be considered as lowering of academic standards by the erring institution making it liable for appropriate action.
- 7.1.2 The UGC (including NAAC and UGC Expert Committees visiting institutions for various purposes) and similar Committees of other Statutory/Regulatory bodies shall cross-verify that the institutions strictly comply with the requirement of getting the undertakings from the students and their parents/ guardians as envisaged under these Regulations.
- 7.1.3 The UGC and other funding bodies shall make it one of the conditions in the Utilization Certificate for sanctioning any financial assistance or aid to the institution under any of the general or special schemes that the institution has strictly complied with the anti-ragging measures and has a blemish-less record in terms of there being no incidents of ragging during the period pertaining to the Utilization Certificate.
- 7.1.4 The NAAC and other accrediting bodies shall factor in any incident of ragging in the institution while assessing the institution in different grades.

7.2 Incentives for curbing ragging:-

- 7.2.1 The UGC shall consider providing special/ additional annual financial grants-in-aid to those eligible institutions which report a blemish-less record in terms of there being no incidents of ragging.
- 7.2.2 The UGC shall also consider instituting another category of financial awards or incentives for those eligible institutions which take stringent action against those responsible for incidents of ragging.
- 7.2.3 The UGC shall lay down the necessary incentive for the post of Warden in order to attract the right type of eligible candidates, and motivate the incumbents.

7.3 Monitoring mechanism to ensure compliance:-

Apart from the monitoring mechanism built in under different sub-clauses of these Regulations, there shall also be the following monitoring mechanism:

7.3.1 The UGC shall constitute an Inter-Council Committee for prevention of Ragging consisting of representatives of the AICTE, the IITs, the NITs, the IIMs, the MCI, the DCI, the NCI, the ICAR and such other bodies which have to deal with higher education to coordinate and monitor the anti-ragging movement across the country and to make certain policy decisions. The said Committee shall meet at least twice a year in the normal course.

7.3.2 The UGC shall also have an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State level and university level Committees for effective implementation of anti-ragging measures.

8 Punishments:-

8.1 At the institution level:-

Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the institution, the possible punishments for those found guilty of ragging at the institution level shall be any one or any combination of the following:

- 8.1.1 Suspension from attending classes and academic privileges
- 8.1.2 Withholding/ withdrawing scholarship/ fellowship and other benefits
- 8.1.3 Debarring from appearing in any test/ examination or other evaluation process
- 8.1.4 Withholding results
- 8.1.5 Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- 8.1.6 Suspension/ expulsion from the hostel
- 8.1.7 Cancellation of admission
- 8.1.8 Rustication from the institution for period ranging from 1 to 4 semesters
- 8.1.9 Expulsion from the institution and consequent debarring from admission to any other institution for a specified period
- 8.1.10 Fine ranging between Rupees 25,000/- and Rupees 1 lakh
- 8.1.11 Collective punishment: When the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment.

8.2 At the university level in respect of institutions under it:-

If an institution under a university (being constituent of, affiliated to or recognized by it) fails to comply with any of the provisions of these Regulations

and fails to curb ragging effectively, the university may impose any one or any combination of the following penalties on it:

- 8.2.1 Withdrawal of affiliation/ recognition or other privileges conferred on it
- 8.2.2 Prohibiting such institution from presenting any students then undergoing any programme of study therein for the award of any degree/diploma of the university
- 8.2.3 Withholding grants allocated to it by the university, if any
- 8.2.4 Withholding any grants channellised through the university to the institution
- 8.2.5 Any other appropriate penalty within the powers of the university.

8.3 At the appointing authority level:-

The authorities of the institution, particularly the Head of the institution, shall be responsible to ensure that no incident of ragging takes place in the institution. In case any incident of ragging takes place, the Head shall take prompt and appropriate action against the person(s) whose dereliction of duty lead to the incident. The authority designated to appoint the Head shall, in its turn, take prompt and appropriate action against the Head.

8.4 At the UGC/Statutory/Regulatory body level:-

If an institution fails to curb ragging, the UGC/Statutory/Regulatory body concerned may impose any one or any combination of the following penalties on it:

- 8.4.1 Delisting the institution from section 12B of the UGC Act or any similar provision in the Act of the Statutory/Regulatory body concerned
- 8.4.2 Withholding any grants allocated to it
- 8.4.3 Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the UGC/Statutory/ Regulatory body concerned
- 8.4.4 Declaring that the institution does not have the minimum academic standards and warning the potential candidates for admission accordingly through public notice and posting on the UGC Website/ Website of the Statutory/Regulatory body concerned.
- 8.4.5 Taking such other action within its powers as it may deem fit and impose such other penalties as provided till such time as the institution achieves the objective of curbing ragging.
- 8.4.6 Collaborating with one another to work out other possible deterrents.

-:0:-

ANNEXURE I, Part I

UNDERTAKING BY THE CANDIDATE/STUDENT

1. I, _____
S/o. D/o. of Mr./Mrs./Ms. _____
have carefully read and fully understood the law prohibiting ragging and the
directions of the Supreme Court and the Central/State Government in this regard.

2. I have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and have carefully gone through it.
3. I hereby undertake that
 - I will not indulge in any behavior or act that may come under the definition of ragging,
 - I will not participate in or abet or propagate ragging in any form,
 - I will not hurt anyone physically or psychologically or cause any other harm.
4. I hereby agree that if found guilty of any aspect of ragging, I may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.
5. I hereby affirm that I have not been expelled or debarred from admission by any institution.

Signed this _____ day of _____ month of _____ year

Signature

Name:

Address:

ANNEXURE I, Part II

UNDERTAKING BY PARENT/GUARDIAN

1. I, _____
F/o. M/o. G/o _____,
have carefully read and fully understood the law prohibiting ragging and the directions of the Supreme Court and the Central/State Government in this

regard as well as the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.

2. I assure you that my son/ daughter/ ward will not indulge in any act of ragging.
3. I hereby agree that if he/she is found guilty of any aspect of ragging, he/she may be punished as per the provisions of the UGC Regulations mentioned above and/or as per the law in force.

Signed this _____ day of _____ month of _____ Year

Signature

Name:

Address:



University Grants Commission

Decisions agreed upon in the Central Inter-Council/Statutory Bodies, State Councils of Higher Education and Education Secretary of State Government in the meeting held 13th April, 2009 in UGC, New Delhi.

The following were present:-

UGC:

Prof. Sukhadeo Thorat, Chairman
Dr. R.K. Chauhan, Secretary.
Dr. C.S. Meena, JS (CPP-II).
Shri V.K. Jaiswal, US (CPP-II).

In Chair .

Members of the UGC Committee for preparation of Regulations:-

Prof. K.P.S Unni
Dr. R.P. Gangurde
Prof. Virbala Aggarwal

Representatives of the Statutory Councils:

Medical Council Of India
National Council of Teacher Education
Indian Council of Agricultural Research
Distant Educational Council
Dental Council of India
Pharmacy Council of India
Bar Council of India

Representative of the State Governments:-

A.P. Council of Higher Education
H.P. Government,
Punjab Government ,
U.P. Government

Following decisions were taken:-

- a) The participants discussed the Draft Regulations for Prevention of Ragging and made various suggestions. Most of the suggestions were agreed and it was decided that these suggestions would be incorporated in the Regulations after taking into account the legal provisions. The UGC expert committee may do the same preferably by 20th April, 2009.
- b) The various Councils generally agreed with draft Regulations and decided that they would frame their Regulations taking the UGC Regulations as the base and only add some additional provisions to address the specific issues peculiar to each one of them.

13/4/09
DS (CPP-II)

13/04/09
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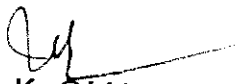
13/4/09
US (CPP-II)


13/4/09
JS (CPP-II)



- c) The Council agreed that they will make effort to finalize their Regulations latest by the end of May duly approved by their respective statutory bodies.
- d) The members agreed to constitute an Inter-Council Committee for prevention of Ragging to address the issue relating to ragging which are of national importance and to sort out the issue of overlapping and cross cutting issues. The Committee will meet at least twice a year.
- e) The UGC will finalize the Regulations by next week and send to various councils for follow up action at their end. These will also be placed on the UGC Website for the convenience of the Councils.
- f) The UGC would get the approval of the Commission by circulation, which is expected by the end of April, 2009.
- g) The participants discussed the Monitoring mechanism proposed by Edcil and the presentation made by Prof. Raj Kachroo. The Ed.Cil was requested to finalize the same duly approved by the Ministry of HRD urgently so that the mechanism could also be brought to the notice of Universities and colleges along with these Regulations. The Ed. Cil would sent the communication to all the statutory bodies/councils for the monitoring mechanism agreed by it.
- h) These Regulations would be in place before the commencement of the next academic year in June 2009.

The meeting ended with a vote of thanks to the Chair.


(R. K. CHAUHAN)
13.4.2009


(SUKHADEO THORAT)

**UNIVERSITY GRANTS COMMISSION
BAHADLURSHAH ZAFAR MARG
NEW DELHI-110002**

F.1-16/2007(CPP-II)

List of participants of meeting of UGC Expert Committee on Regulation to curb the menace of ragging in Higher Educational Institutions-2009 held in UGC Office, New Delhi on 13.4.2009 with State/UT Higher Education Secretary, Professional Councils, State Council of Higher Education

Members UGC Expert Committee

1. Prof. KPS Unny
Former Registrar, JNU, Brindawvan
Near DP office, West Yakkara Road
Palakkad-678014 (Kerala)
Phone 09895865526, kpsunny39@gmail.com
2. Prof. Virbala Aggarwal
H.P. Univ.
Shimla-171005
Phone 09418168234
3. Dr. R.P.Gangurde,
Former Addl. Secretary, UGC
C-13/26, Sector 38, Kendriya Vihar
Nerul, New Mumbai-400706
4. Prof. M.Z. Khan
UGC Consultant
B-59, City Apartments
Vasundhara Enclave
Delhi-110096

Special invitee

Special invitee

Mr.Raj Kachroo
Aman Movement

Present (UGC)

1. Prof. S.K.Thorat, Chairman, UGC
2. Dr. R.K.Chauhan, Secretary, UGC
3. Dr.C.S.Meena, Joint Secretary, UGC
4. Sh. A.N.Sharma, Deputy Secretary UGC
5. Sh. V.K.Jaiswal, Under Secretary, UGC
6. Smt. Lalitha Ganeshan, S.O., UGC

Professional Councils

1. Dr. Prem Kumar,
Additional Secretary
Medical Council of India
Pocket- 14, Sector-8
Dwarka Phase-1
New Delhi-110077
2. Prof. SVS Choudhary
Vice Chairman
National Council for Teacher Education
Hans Bhavan, Wing II,
1, Bahadursha Zafar Marg
New Delhi-110002
3. Shri C.L. Bhatia
Consultant
Dental Council of India, Aiwan E Galib Marg
Kotla Road
Temple Lane
New Delhi-110002
4. Shri Shiv Kumar
Section Officer
Dental Council of India, Aiwan E Galib Marg
Kotla Road
Temple Lane
New Delhi-110002
5. Ms. Archana Mudgal
Pharmacy Council of India
Kotla Road, Aiwan E Ghalib Marg
New Delhi-110002
Phone 23239184
6. Sh. J.R. Sharma
Joint Secretary
Bar Council of India
21, Rouse Avenue, Institutional Area
New Delhi-110002

7. Sh. S.K.Mitra
Deputy Secretary (Education)
Indian Council of Agricultural Research, Krishi Bhavan
Dr. Rajendra Prasad Road, New Delhi-110114
Phone 25848033, Sujitkmitra@gmail.com

8. Dr. S.S.Bisht
CSO
Indira Gandhi National Open University
New Delhi-110068
Phone: 9868106047, 29533237, 29572121 (O)

9. Sh. D .Singh
Director
Edcil , India Ltd., Noida
Phone- 0120-2512008, 9971409065

State Council of Higher Education

1. Prof. K.C.Reddy
Chairman
Andhra Pradesh State Council of Hr. Education
Opposite Mahavir Hospital
Masab Tank, Hyderabad-500028
Phone 9866726222, 040- 23417030

State Education Secretary

1. Dr. Narinder Dhillon
DPI College, Punjab
Phone- 0172-2703549, 9814085651

2. Shri P.C.Dhiman
Secretary (Education Dept)
Govt. of Himachal Pradesh
H.P. Secretariat, Shimla-171002

3. Sh. Prabhat Sinha
Spl. Secretary
Dept. of Higher Education
Govt. of U.P., Lucknow
Phone- 09415171471, 0522-2238601

College

4. Dr. Vijay Shanker
Principal
Govt. P.G.College, Badalpur
GB Nagar, U.P.
Phone: 9873885480
Shankerfiji@yahoo.co.in



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur
(**NAAC Accredited Institution**)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

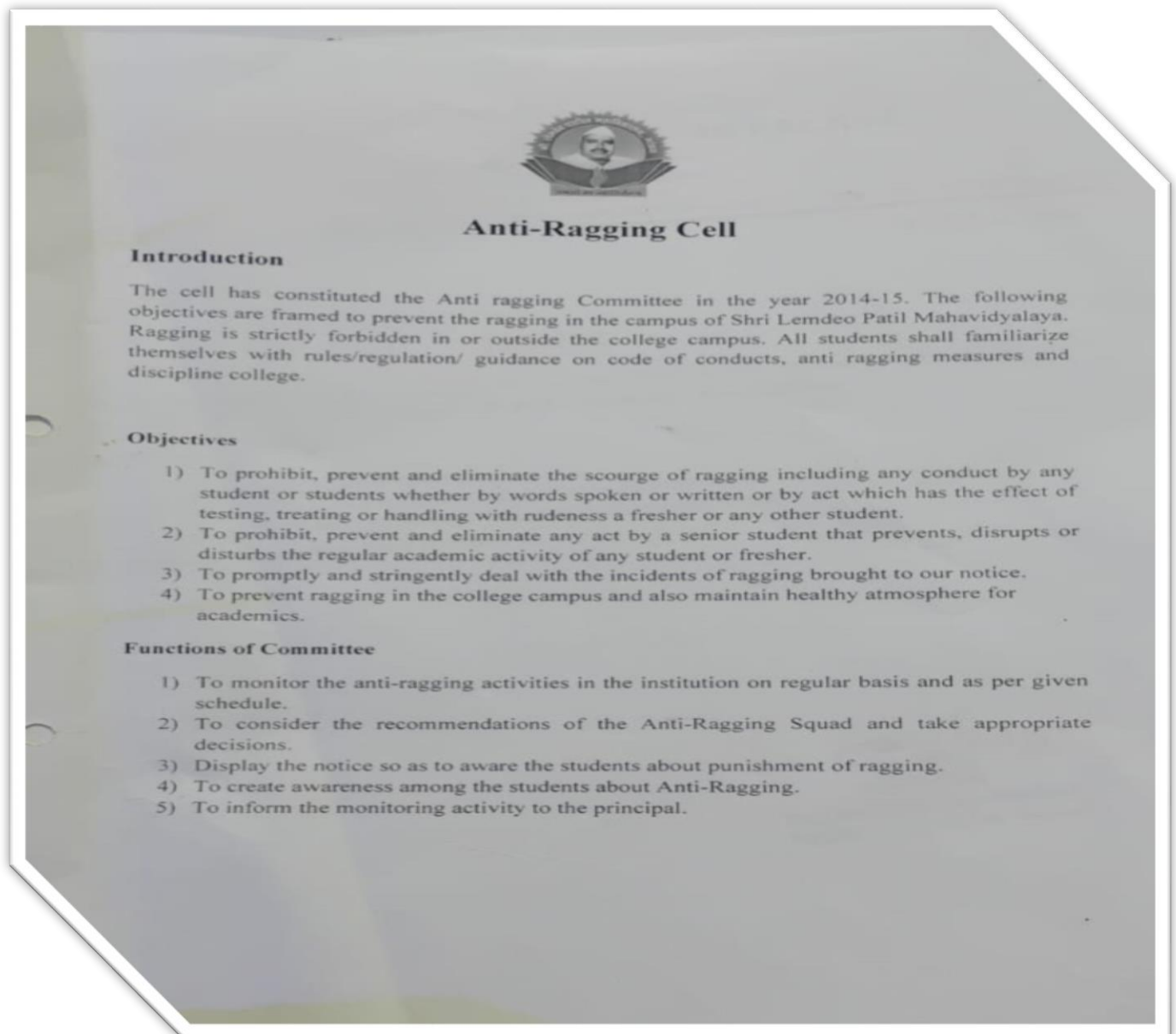


AWARENESS MECHANISM OF ANTI RAGGING CELL



ANTI RAGGING COMMITTEE:

The institute has constituted the Anti Ragging committee in the year 2014-15. The main objective of the committee is to prevent the ragging in the campus of Shri Lemdeo Patil Mahavidyalaya. The ragging is strictly prohibited in the institute or outside the campus. All students shall familiarize themselves with rules and regulation /guidelines on code of conducts, Anti ragging measures and necessary to discipline the college.





The committee include the following members

2023-24

Sr.no.	Name of the faculty	Designation
1	Dr. Mahesh Gaidhane	Co-ordinator
2	Pankaj R. Uikey	Member
3	Shubhangi Juwar	Member
4	Pravina Gaidhani	Member

2022-23

Sr.no.	Name of the faculty	Designation
1	Dr. Mahesh Gaidhane	Co-ordinator
2	Sanjay Bhagat	Member
3	Shubhangi Juwar	Member
4	Pravina Gaidhani	Member

2021-22

Sr.no.	Name of the faculty	Designation
1	Navneet kumar lamba	Co-ordinator
2	Sanjay Bhagat	Member
3	Shubhangi Juwar	Member
4	Pravina Gaidhani	Member



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

AWARENESS MECHANISM OF THE ANTI RAGGING CELL

महाराष्ट्र रॅगिंग प्रतिबंध कायदा १९९९

नियम व अटी

महाराष्ट्र रॅगिंग प्रतिबंध कायदा १९९९ नुसार
महाविद्यालय परिसरामध्ये किंवा महाविद्यालयाबाहेर
रॅगिंग करणे कायद्यानुसार दखलपात्र गुन्हा आहे.
या कायद्यातील नियम व तरतुदीचे उल्लंघन
करण्या विद्यार्थिनिस २ वर्षा पर्यंत कारावास
आणि रू. १० हजारा पर्यंत आर्थिक दंड होऊ शकतो
या कायद्या नुसार दोषी ठरण्या विद्यार्थिनिस
महाविद्यालयातुन निलंबित करण्यात येईल.
अशा विद्यार्थिनिस ५ वर्षा पर्यंत इतर शैक्षणिक
संस्थेत प्रवेश घेता येणार नाही.

PRINCIPAL

SHRI LEMDEO PATIL MAHAVIDYALAYA MANDHAL

- The ragging is an serious offense are spread among the students.
- Effects of the ragging are displayed on the notice board.


Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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MECHANISM OF SUBMISSION OF COMPLAINTS

- The institute has a complaint box for the students who is been facing the serious problem due to ragging.
- The students can place their complaint in the complaint box
- The complaint box is open periodically
- If the any complaint related to ragging is seen the Anti Ragging squad takes the instant action.




Principal
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Mandhal, Teh-Kuhi, Dist-Nagpur



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(07100)-220120 (off)

Fax : 07100-228388

Appendix-II



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Women's Grievance Cell

ACADEMIC YEAR
2019-20



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Teh.. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

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Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228388

Ref. No.:

Date:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 20/07/2019 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.


Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2019-20 held On 20/07/19 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.

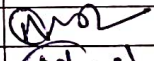
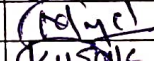
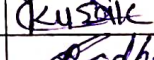
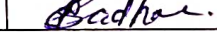
Agenda 3: Regarding monitor measures to prevent ragging in the college campus.

Resolution 3 : It was decided that the members of the Anti-ragging Committee will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any students found indulge in such cases many immediately brought into the notice of the authority.

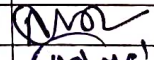
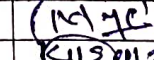
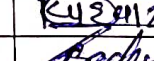
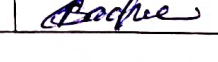
Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

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Principal

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Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Action taken Report

Session: 2019-20

Date:- 20/07/2019

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chalenyeshwar Shikshan Mandal, Nagpur
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(07100)-220120 (off)

Fax : 07100-228388

Date:

Ref. No.:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 14/02/2019 in the principal's office at 4.30 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETTING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2019-20 held On 14/02/2019 in the principal office at 4.30 pm

The following points were discussed in the meeting.


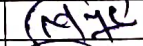
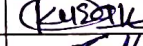

1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.

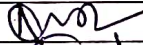

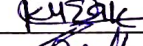

1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

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Principal

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Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2019-20

Date:- 14/02/2019

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2020-21



Shri Challenyeshwar Shikshan Mandal, Nagpur

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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228368

Ref. No.:

Date: 23/07/2020

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 23/07/2020 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2020-21 held On 23/07/20 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.

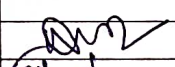
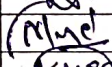
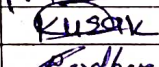
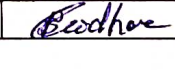
Agenda 3: Regarding monitor measures to prevent ragging in the college campus.

Resolution 3 : It was decided that the members of the Anti-ragging Committee will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any students found indulge in such cases many immediately brought into the notice of the authority.

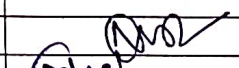

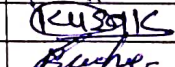

Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
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3	Ms. Shubhangi Juwar	Asst. Professor	
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Principal

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2020-21

Date:- 23/07/2020

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chalenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-228388

(07100)-220120 (off)

Ref. No.:

Date: 09/02/2021

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 09/02/2021 in the principal's office at 4.30 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2020-21 held On 09/02/2021 in the principal office at 4.30 pm
The following points were discussed in the meeting.


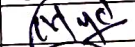

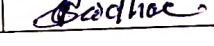
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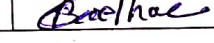
1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2020-21

Date:- 09/02/2021

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2021-22



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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(07100)-220120 (off)

Fax : 07100-228388

Date: 11/02/2022

Ref. No.:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 11/02/2022 in the principal's office at 4.30 pm to discuss the following points.

Agenda of meeting:

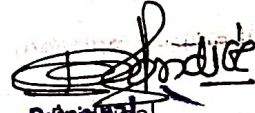
- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

Notice

members of Anti ragging committee are here by informed that meeting is scheduled on 11/02/2022 in the principal's office at 4.30 pm to discuss the following.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.


P. Prasad
Principal
Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhl, Dist. Nagpur.

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2021-22 held On 11/02/2022 In the principal office at 3.30 pm

The following points were discussed in the meeting.

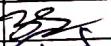
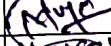


1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.

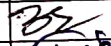



1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Name of members

Designation

Signature

Dr. Avinash Titarmare

Dr. Mahesh Gaidhane

Ms. Shubhangi Juwar

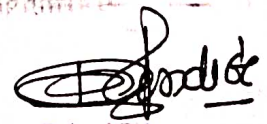
Ms. Pravina Gaidhani

Asst. Professor

Asst. Professor

Asst. Professor

Non-Teaching Staff



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Action taken Report

Session: 2021-22

Date:- 11/02/2022

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2022-23



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Tah.. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228368

Ref. No.:

Date: 30/7/22

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 30/07/2022 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.


Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2022-23 held On 30/07/22 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.


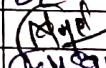
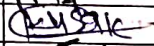

Agenda 3: Regarding monitor measures to prevent ragging in the college campus.

Resolution 3 : It was decided that the members of the Anti-ragging Committee will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any students found indulge in such cases many immediately brought into the notice of the authority.


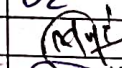
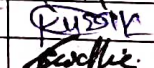

Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

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Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2022-23

Date:- 30/07/2022

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-228388

(07100)-220120 (off)

Ref. No.:

Date: 14/2/2023

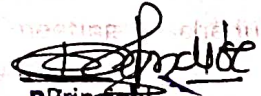
Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 14/02/2023 in the principal's office at 3.40 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

NOTICE


Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhl, Dist. Nagpur.

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2022-23 held On 14/02/2023 in the principal office at 3.40 pm

The following points were discussed in the meeting.





1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.




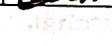
1) **Agenda 2:** To monitoring-measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
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Following members of anti-ragging squad were present for the meeting.

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4	Ms. Pravina Gaidhani	Non-Teaching Staff	



Principal

Shri Lemdeo Patil Mahavidyalaya
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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Action taken Report

Session: 2022-23

Date:- 14/02/2023

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2023-24



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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(NAAC Accredited Institution)

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Email: lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-226336

1071001-220120 (off)

Ref. No.:

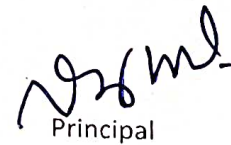
Date:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 30/08/2023 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.


Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2023-24 held On 30/08/23 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.





Agenda 3: Regarding monitor measures to prevent ragging in the college campus.

Resolution 3 : It was decided that the members of the Anti-ragging Committee will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any students found indulge in such cases many immediately brought into the notice of the authority.

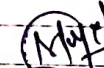
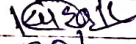


Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Mahesh Gaidhane	Asst. Professor	
2	Ms. Shubhangi Juwar	Asst. Professor	
3	Mr. Pankaj Uikey	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Mahesh Gaidhane	Asst. Professor	
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Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2023-24

Date:- 30/08/2023

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaltenyeshwar Shikshan Mandal, Nagpur
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Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-226366

☎ 07100-220120 (off)

Ref. No.:

Date:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 17/02/2024 in the principal's office at 3.40 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.


Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2023-24 held On 17/02/2024 in the principal office at 3.40 pm

The following points were discussed in the meeting.

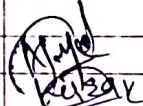


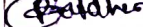
- 1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.

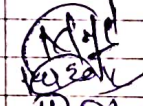



- 1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Mahesh Gaidhane	Asst. Professor	
2	Ms. Shubhangi Juwar	Asst. Professor	
3	Mr. Pankaj Uikey	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Sr. No.	Name of members	Designation	Signature
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Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Action taken Report

Session: 2023-24

Date:- 17/02/2024

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Internal Complaints Committee

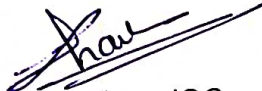
ACADEMIC YEAR
2023-24

CIRCULAR

All the members of Internal Complaints Committee (ICC) are requested to attend a meeting on 19th August, 2023 at 3.30pm in Principal's Office.

Agenda:

1. Report on cases relating Sexual harassment for the academic year 2023-24
2. Events and programs to be organized.
3. Any other point with the permission of the Principal


Presiding Officer, ICC
Dr. Smita S. Kharkale




Principal
Shri Lemdeo Patil Mahavidyalaya
Dr. Jitnaraj Kavgate
Mandhal, Ten-Kubi, Dist-Nadour

Prof. Shubhangi Juwar	Member & Asstt. Professor
Dr. Navneetkumar Lamba	Member & Asstt. Professor
Mrs. Pravina Gaidhani	Non-Teaching Member
Mr. Vijay Raghorte	Non-Teaching Member & System Analyst
Mrs. Namita Sharma	NGO Member,
Ku. Shahina A. Sheikh	Students Representative
Ku. Vaishnavi Kadukar	Students Representative
Ku. Sweta Talware	Students Representative

Minutes of meeting Internal Complaints Committee

The meeting of Internal Complaints Committee was held on 19/08/2023 at 3.30pm in Principal's office. The following members were present in the meeting Dr. Pradeep Randeewe – Principal. Dr. Smita Kharkale, Assistant Professor (Coordinator- ICC) Prof. Shubhangi Juwar, Assistant Professor- Member. Dr. Navneetkumar Lamba, Assistant Professor- Member. Mrs. Pravina Gaidhani, non teaching,-member welcomed all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC during the this academic year 2023- 24.

- 1] Dr. Smita Kharkale submitted a report stating that there were no cases relating to sexual harassment in the institute during the last academic year.
- 2] It was decided to conduct programs and activities about gender equity and gender sensitization.
- 3] As there were no other points for discussion, the meeting was concluded with a vote of thanks by Prof. Shubhangi Juwar

Prof. Shubhangi Juwar	Member & Asstt. Professor
Dr. Navneetkumar Lamba	Member & Asstt. Professor
Mrs. Pravina Gaidhani	Non-Teaching Member
Mr. Vijay Raghorte	Non-Teaching Member & System Analyst
Mrs. Namita Sharma	NGO Member,
Ku. Shahina A. Sheikh	Students Representative
Ku. Vaishnavi Kadukar	Students Representative
Ku. Sweta Talware	Students Representative



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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Email : lemdeopatilmahavidyalaya@hotmail.com

☎ (07100)-220120 (off)

Fax : 07100-228388

Action Taken Report of I.C.C. meeting on 19/08/2023

Sr.No.	Resolution in the Meeting	Action Taken for Implementation & outcomes
1.	Report on cases relating Sexual harassment	So far no complaints have been received of sexual harassment or any other type. Whenever complaints about grievances are received, effective and appropriate measures are taken after thorough deliberation.
2.	Events and programs to be organized	Women Grievance Cell were successfully organised programmes on The Workshop Organized On Sexual Harassment Prevention Posh Act-2013, Protection, Training And Enforcement and International Women's Day.
3.	Any other matter with the permission of the chairman	As there was no other matter to discuss

Shah



Principals
Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah-Kuhi, Dist Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

GRIEVANCE REDRESSAL CELL



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

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Academic Year 2019-20



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 07-08-2019

The meeting of student grievance and redressal cell will be held on 19-08-2019 at 3,30 pm.
All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints
- To discuss the submitting grievance
- To discuss the internet related issues
- To discuss the issue related to drinking water
- Any other matter with approval of chairman
- To provide email ID to students for grievance


Convenor






Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :19-08-2019

Time : 3.30 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- Internet related issue is discussed with network administrator
- Water related issues have also been discuss
- About Cleanliness of the classroom




Principal

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 16-09-2019

The meeting of student grievance and redressal cell will be held on 20-09-2019 at 3.00 pm. All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints of the students
- Any other matter with approval of chairman
- Review the issue related classes on regular basis


Convenor






Principal
Shri Lemdeo Patil Mahavidyalaya
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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date : 20-09-2019

Time : 3.00 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- The issue related fans in the classroom
- The committee members awareness about cell to the students
- Issue related lights in the classroom




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Student Grievance Redressal cell (2019-20)

Complaint lodged cell: 20-10-2019

Complaint received by class :- B.Sc. and B.A students

Issue :- Water Filter not clean
Bus problem
Classroom not clean

Action Taken:- 21-10-2019

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Action Taken Report of the Grievances received during Year 2019-20

Total 3 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Water Filter not clean	Appropriate actions for cleaning the water filter weakly were undertaken by the cleanliness committee.
2	Bus problem	Forwarded to Bus Depot Incharge to increase frequency of buses between two villages to college buses for necessary action
3	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee.



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Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228388

Following Points were discussed in the meeting:

1. Three complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.

Signature of Convenor and Members

No	Name	Designation	Signature
1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Employees Grievance Redressal cell (2019-20)

Complaint lodged cell: 20-10-2019

Complaint received from **Employees**

Issue : Classroom not clean
Internet Problem
Electricity problem

Action Taken:-21-10-2019

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Action Taken for the Grievances received during Year 2019-20

Total 3 grievances received from employees. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee.
2	Internet Problem	Appropriate actions for internet facility were taken. The Internet adaptor attached to the nearest departments
3	Electricity problem	Appropriate actions taken for electricity problem. The college has a Diesel Generator to counter electricity power cut problem



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Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

GRIEVANCE REDRESSAL CELL



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Academic Year 2020-21



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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 10-08-2020

The meeting of student grievance and redressal cell will be held on 17-08-2020 at 2.30 pm.
All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints
- To discuss the submitting grievance
- To discuss the internet related issues
- To discuss the issue related to drinking water
- Any other matter with approval of chairman
- To provide email ID to students for grievance


Convenor






Principal
Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :17-08-2020

Time : 2.30 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- Internet related issue is discussed with network administrator
- Water related issues have also been discuss
- About Cleanliness of the classroom




Principal

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Mandhal, Teh-Kuhi, Dist-Nagpur



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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 14-09-2020

The meeting of student grievance and redressal cell will be held on 23-09-2020 at 3.00 pm. All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints of the students
- Any other matter with approval of chairman
- Review the issue related classes on regular basis


Convenor






Principal
Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redressal committee

Meeting date :23-09-2021

Time : 3.00 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- The issue related fans in the classroom
- The committee members awareness about cell to the students
- Issue related lights in the classroom




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Student Grievance Redressal cell (2020-21)

Complaint lodged cell: 19-10-2020

Complaint received by class :- B.Sc. and B.A students

Issue :- Bus problem
Classroom not clean
Water filter not clean
Washroom not clean

Action Taken:-20-10-2020

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Action Taken of the grievances received during Year 2020-21

Total 4 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages (Dongargav & Vailtur) to college buses for necessary action.
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee.
3	Water filter not clean	Appropriate actions for cleaning the water filter weakly were undertaken by the cleanliness committee.
4	Washroom not clean	Appropriate actions for cleaning the washroom every day were undertaken by the cleanliness committee.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228388

Following Points were discussed in the meeting:

1. Four complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.

Signature of Convenor and Members

No	Name	Designation	Signature
1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Employees Grievance Redressal cell (2020-21)

Complaint lodged cell: 19-10-2020

Complaint received by **Employees**

Issue :- Washroom not clean
Printer Problem
Classroom not clean
Water filter not clean

Action Taken:- 20-10-2020

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Action Taken of the grievances received during Year 2020-21

Total 4 grievances received from employees. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Washroom not clean	Appropriate actions for cleaning the Washroom every day were undertaken by the cleanliness committee.
2	Printer Problem	The problem regarding the printing was identified and the problem was resolved with the help of a technician.
3	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee
4	Water Filter not clean	Appropriate actions for cleaning the water filter weakly were undertaken by the cleanliness committee.



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Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

GRIEVANCE REDRESSAL CELL



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Academic Year 2021-22



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Mandhal. Tah.. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)
WWW.lpmahavidyalaya.com

Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Circular

Date: 20-08-2021

The meeting of student grievance and redressal cell will be held on 25-08-2021 at 3.30 pm.
All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints
- To discuss the submitting grievance
- To discuss the internet related issues
- To discuss the issue related to drinking water
- Any other matter with approval of chairman
- To provide email ID to students for grievance


Convenor






Principal
Shri Lemdeo Patil Mahavidyalaya
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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :25-08-2021

Time : 3.30 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- Internet related issue is discussed with network administrator
- Water related issues have also been discuss
- About Cleanliness of the classroom




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 04-09-2021

The meeting of student grievance and redressal cell will be held on 08-09-2021 at 3.00 pm. All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints of the students
- Any other matter with approval of chairman
- Review the issue related classes on regular basis


Convenor






Principal
Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :08-09-2021

Time : 3.00 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- The issue related fans in the classroom
- The committee members awareness about cell to the students
- Issue related lights in the classroom




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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Mandhal. Tah.. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)
WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228388

Student Grievance Redressal cell (2021-22)

Complaint lodged cell: 20-10-2021

Complaint received by class:- B.Sc. and B.A students

Issue :- Bus problem
Classroom not clean

Action Taken:-21-10-2021

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Action Taken of the grievances received during Year 2021-22

Total 2 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages (Dongargav and vailtur) to college buses for necessary action.
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee



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Mandhal. Tah.. Kuhi, Dist. Nagpur

(**NAAC Accredited Institution**)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Following Points were discussed in the meeting:

1. Two complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.

Signature of Convenor and Members

No	Name	Designation	Signature
1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228388

Employees Grievance Redressal cell (2021-22)

Complaint lodged cell: 20-10-2021

Complaint received by **Employees**

Issue :- Internet Problem
Classroom not clean
Printer Problem

Action Taken :- 21-10-2021

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Action Taken of the Grievances received during Year 2021-22

Total 3 grievances received from employees. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Internet Problem	Appropriate actions for internet facility were taken. The Internet adaptor attached to the nearest departments
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee
3	Printer Problem	The problem regarding the printing was identified and the problem was resolved with the help of a technician.



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Mandhal. Tah.. Kuhi, Dist. Nagpur

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WWW.lpmahavidyalaya.com

Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

GRIEVANCE REDRESSAL CELL



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Academic Year 2022-23



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Mandhal. Tah.. Kuhi, Dist. Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 13-08-2022

The meeting of student grievance and redressal cell will be held on 18-08-2022 at 3.00 pm.
All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints
- To discuss the submitting grievance
- To discuss the internet related issues
- To discuss the issue related to drinking water
- Any other matter with approval of chairman
- To provide email ID to students for grievance


Convenor






Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :18-08-2022

Time : 3.00 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- Internet related issue is discussed with network administrator
- Water related issues have also been discuss
- About Cleanliness of the classroom




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 12-09-2022

The meeting of student grievance and redressal cell will be held on 17-09-2022 at 3.00 pm. All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints of the students
- Any other matter with approval of chairman
- Review the issue related classes on regular basis


Convenor






Principal
Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Mandhal. Tah.. Kuhi, Dist. Nagpur

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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :17-09-2022

Time : 3.00 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- The issue related fans in the classroom
- The committee members awareness about cell to the students
- Issue related lights in the classroom




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Student Grievance Redressal cell (2022-23)

Complaint lodged cell: 26-09-2022

Complaint received by class:- B.Sc. and B.A students

Issue :- Bus problem
Washroom not clean
Classroom not clean

Action Taken:-27-10-2022

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Action Taken of the grievances received during Year 2022-23

Total 3 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages to college buses for necessary action.
2	Washroom not clean	Appropriate actions for cleaning the washroom every day were undertaken by the cleanliness committee
3	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee



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Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228388

Following Points were discussed in the meeting:

1. Three complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.

Signature of Convenor and Members

No	Name	Designation	Signature
1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



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Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

GRIEVANCE REDRESSAL CELL



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Academic Year 2023-24



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WWW.lpmahavidyalaya.com

Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Circular

Date: 12-08-2023

The meeting of student grievance and redressal cell will be held on 18-08-2023 at 4.00 pm. All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints
- To discuss the submitting grievance
- To discuss the internet related issues
- To discuss the issue related to drinking water
- Any other matter with approval of chairman
- To provide email ID to students for grievance


Convenor






Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :18-08-2023

Time : 4.00 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- Internet related issue is discussed with network administrator
- Water related issues have also been discuss
- About Cleanliness of the classroom




Principal

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(07100)-220120 (off)

Fax : 07100-228388

Circular

Date: 09-09-2023

The meeting of student grievance and redressal cell will be held on 11-09-2023 at 3.30 pm. All committee members requested to attend the same to discuss about the functioning of the committee.

Agenda

- To discuss the complaints of the students
- Any other matter with approval of chairman
- Review the issue related classes on regular basis


Convenor






Principal
Principal
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(07100)-220120 (off)

Fax : 07100-228388

Minutes of meeting of the students grievance and redrassal committee

Meeting date :11-09-2023

Time : 3.30 pm

Minutes of meeting (MOM)

- The minutes of the previous meeting are read and confirmed
- The issue related fans in the classroom
- The committee members awareness about cell to the students
- Issue related lights in the classroom




Principal

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Student Grievance Redressal cell (2023-24)

Complaint lodged cell: 25-10-2023

Complaint received by class:- B.Sc. and B.A students

Issue :- Bus problem
Classroom not clean

Action Taken:- 26-10-2023

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Summary of grievances received during Year 2023-24

Total 2 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages (Dongargav and vailtur) to college buses for necessary action.
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee



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Following Points were discussed in the meeting:

1. Two complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal),
Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.

Signature of Convenor and Members

No	Name	Designation	Signature
1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Employees Grievance Redressal cell (2023-24)

Complaint lodged cell: 20-10-2024

Complaint received by **Employees**

Issue :- Internet Problem
Classroom not clean
Electricity Problem

Action Taken: -21-10-2024

The issue was discussed with the principal and appropriate measures regarding the issues was taken




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Summary of Grievances received during Year 2023-24

Total 3 grievances received from employees. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Internet Problem	Appropriate actions for internet facility were taken. The Internet adaptor attached to the nearest departments
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee
3	Electricity Problem	The problem regarding the printing was identified and the problem was resolved with the help of a technician.



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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Antiragging Cell

ACADEMIC YEAR
2019-20



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Ref. No.:

Date:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 20/07/2019 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.


Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2019-20 held On 20/07/19 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.

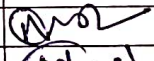
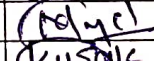
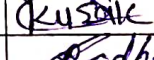
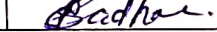
Agenda 3: Regarding monitor measures to prevent ragging in the college campus.

Resolution 3 : It was decided that the members of the Anti-ragging Committee will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any students found indulge in such cases many immediately brought into the notice of the authority.

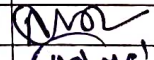
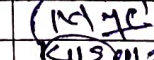
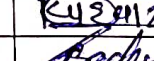
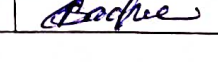
Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

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Principal

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2019-20

Date:- 20/07/2019

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



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(07100)-220120 (off)

Fax : 07100-228388

Date:

Ref. No.:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 14/02/2019 in the principal's office at 4.30 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2019-20 held On 14/02/2019 in the principal office at 4.30 pm

The following points were discussed in the meeting.


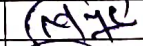


1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.

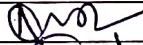



1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2019-20

Date:- 14/02/2019

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2020-21



Shri Challenyeshwar Shikshan Mandal, Nagpur

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Mandhal, Tah.. Kuhi, Dist. Nagpur
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WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228368

Ref. No.:

Date: 23/07/2020

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 23/07/2020 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2020-21 held On 23/07/20 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.

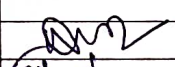
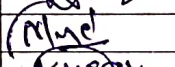
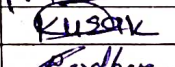
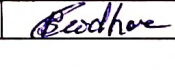
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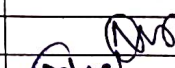
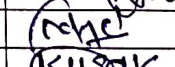
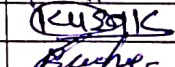
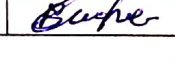
Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

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Principal

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2020-21

Date:- 23/07/2020

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
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(07100)-220120 (off)

Ref. No.:

Date: 09/02/2021

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 09/02/2021 in the principal's office at 4.30 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2020-21 held On 09/02/2021 in the principal office at 4.30 pm
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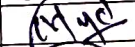

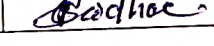
1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.




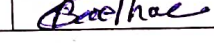
1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

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Principal

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2020-21

Date:- 09/02/2021

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2021-22



Shri Chalenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Date: 11/02/2022

Ref. No.:

Notice

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Agenda of meeting:

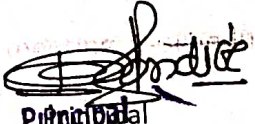
- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

Notice

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Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.


P. Prasad
Principal
Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhl, Dist. Nagpur.

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2021-22 held On 11/02/2022 In the principal office at 3.30 pm

The following points were discussed in the meeting.

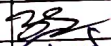
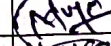


1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.

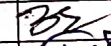



1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Name of members

Designation

Signature

Dr. Avinash Titarmare

Dr. Mahesh Gaidhane

Ms. Shubhangi Juwar

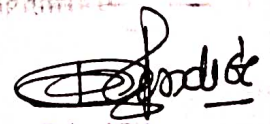
Ms. Pravina Gaidhani

Asst. Professor

Asst. Professor

Asst. Professor

Non-Teaching Staff



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2021-22

Date:- 11/02/2022

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2022-23



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-228368

Ref. No.:

Date: 30/7/22

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 30/07/2022 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.


Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2022-23 held On 30/07/22 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.

Agenda 3: Regarding monitor measures to prevent ragging in the college campus.

Resolution 3 : It was decided that the members of the Anti-ragging Committee will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any students found indulge in such cases many immediately brought into the notice of the authority.

Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	BZ
2	Dr. Mahesh Gaidhane	Asst. Professor	(M.H.G.)
3	Ms. Shubhangi Juwar	Asst. Professor	(S.J.)
4	Ms. Pravina Gaidhani	Non-Teaching Staff	(P.G.)

Following members of anti-ragging squad were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	BZ
2	Dr. Mahesh Gaidhane	Asst. Professor	(M.H.G.)
3	Ms. Shubhangi Juwar	Asst. Professor	(S.J.)
4	Ms. Pravina Gaidhani	Non-Teaching Staff	(P.G.)



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2022-23

Date:- 30/07/2022

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhl, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-228388

(07100)-220120 (off)

Ref. No.:

Date: 14/2/2023

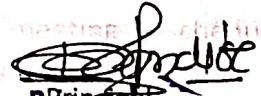
Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 14/02/2023 in the principal's office at 3.40 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.

NOTICE


Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhl, Dist. Nagpur.

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2022-23 held On 14/02/2023 in the principal office at 3.40 pm

The following points were discussed in the meeting.





1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.




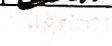
1) **Agenda 2:** To monitoring-measures to prevent ragging in the college campus.

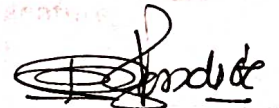
Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Avinash Titarmare	Asst. Professor	
2	Dr. Mahesh Gaidhane	Asst. Professor	
3	Ms. Shubhangi Juwar	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

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Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:


Action taken Report

Session: 2022-23

Date:- 14/02/2023

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2023-24



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Teh. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email: lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-226336

1071001-220120 (off)

Ref. No.:

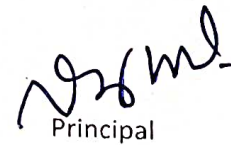
Date:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 30/08/2023 in the principal's office at 3.30 pm to discuss the following points.

Agenda of meeting:

- 1) Function and Duties of committee.
- 2) Regarding matters relating to any complaints from students.
- 3) To monitor measures to prevent ragging in the college campus.
- 4) Formation of Anti-ragging squad.


Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

MINUTES OF MEETING-01

Minutes of 1st meeting of the college Anti-Ragging committee for the academic year 2023-24 held On 30/08/23 in the principal office at 3.30 pm

The following points were discussed in the meeting.

Agenda 1: function and duties of committee.

Resolution 1 : The committee members ensure that everyone understands the policies and procedures for dealing with ragging. Actions should be taken to eliminate discriminatory jokes, poster and grafting at work site.

Agenda 2: Regarding matters relating to any complaints from students.

Resolution 2 : Regarding matters relating to any complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.





Agenda 3: Regarding monitor measures to prevent ragging in the college campus.

Resolution 3 : It was decided that the members of the Anti-ragging Committee will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any students found indulge in such cases many immediately brought into the notice of the authority.

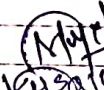
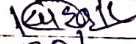
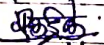
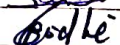
Agenda 4: Formation of Anti-ragging squad.

Resolution 4 : It was decided to form Anti-Ragging Squad so a monitor the ragging.

Following members of anti-ragging committee were present for the meeting.

Sr. No.	Name of members	Designation	Signature
1	Dr. Mahesh Gaidhane	Asst. Professor	
2	Ms. Shubhangi Juwar	Asst. Professor	
3	Mr. Pankaj Uikey	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Sr. No.	Name of members	Designation	Signature
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3	Mr. Pankaj Uikey	Asst. Professor	
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Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Action taken Report

Session: 2023-24

Date:- 30/08/2023

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaltenyeshwar Shikshan Mandal, Nagpur
SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Teh. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-226366

☎ 07100-220120 (off)

Ref. No.:

Date:

Notice

All members of Anti ragging committee are here by informed that meeting is scheduled on 17/02/2024 in the principal's office at 3.40 pm to discuss the following points.

Agenda of meeting:

- 1) Regarding matter related to any complaint from students.
- 2) To monitoring measures to prevent ragging in the college campus.


Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

MINUTES OF MEETING-02

Minutes of 2nd meeting of the college Anti-Ragging committee for the academic year 2023-24 held On 17/02/2024 in the principal office at 3.40 pm

The following points were discussed in the meeting.

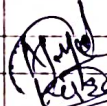



- 1) **Agenda 1:** Regarding matter related to any complaint from students.

Resolution 1 : Regarding matter related to any complaint, no such cases have been recorded as matter of fact: the campus is ragging free zone.

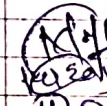


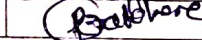
- 1) **Agenda 2:** To monitoring measures to prevent ragging in the college campus.

Resolution 2 : It was decided that the members of anti-ragging squad will monitor and supervise the classrooms in the campus. Any students found indulge in such cases may immediate brought into the notice of the authority.

Following members of anti-ragging committee were present for the meeting.

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3	Mr. Pankaj Uikey	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	

Following members of anti-ragging squad were present for the meeting.

Sr. No.	Name of members	Designation	Signature
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2	Ms. Shubhangi Juwar	Asst. Professor	
3	Mr. Pankaj Uikey	Asst. Professor	
4	Ms. Pravina Gaidhani	Non-Teaching Staff	



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Action taken Report

Session: 2023-24

Date:- 17/02/2024

Sr .No	Particular	Number of cases
1	Number of complaints of antiragging	Nil
2	Number of cases pending	Nil
3	Action taken	Nil




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(**NAAC Accredited Institution**)

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Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Appendix-III



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(**NAAC Accredited Institution**)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

Women's Grievance Cell

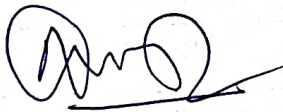
ACADEMIC YEAR
2019-20

**Annual Report on sexual Harassment
2019-20**

Name of the College: Shri Lemdeo Patil Mahavidyalaya, Mandhal

Name of the University: Rashtrasant Tukadoji Maharaj Nagpur University,
Nagpur

Sr. No.	Particular	Name of classes
1	Number of complaints of sexual harassment	Nil
2	Number of complaints disposed off during the year	NIL
3	Number of cases pending	Nil
4	Action taken	Nil



Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(**NAAC Accredited Institution**)

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Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Ref.:

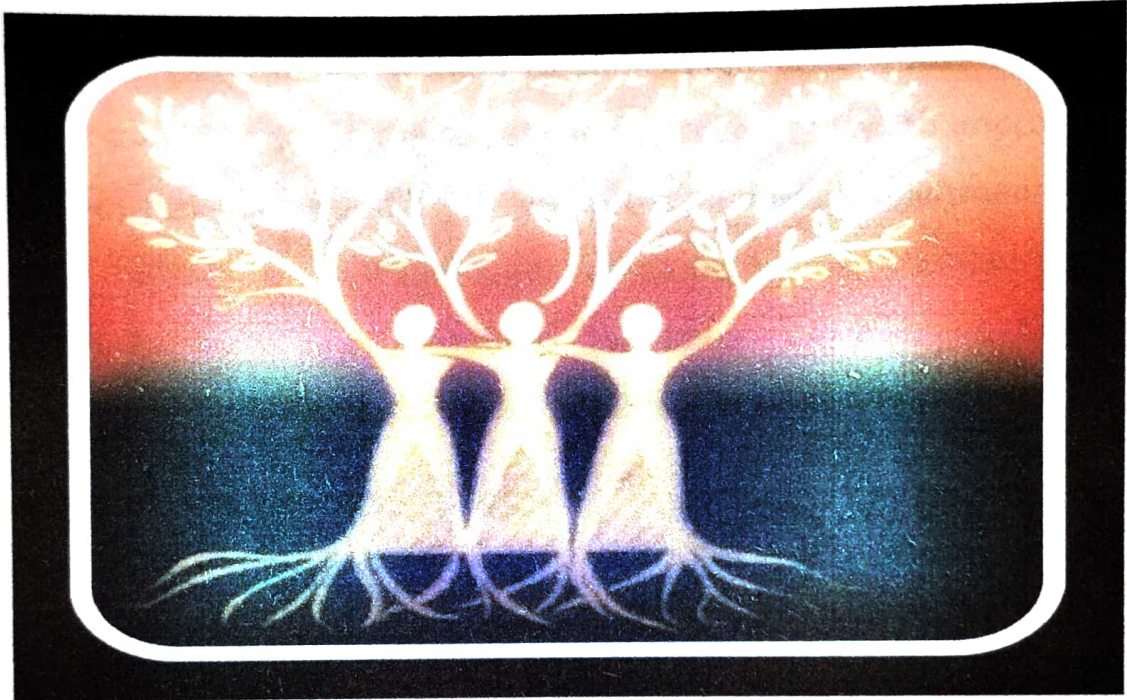
Date:

PROGRAMS OF WOMEN GRIEVANCE CELL

Shri Chaitanyashwar Shikshan Mandal's
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Dist. Nagpur

WOMEN'S GRIEVANCE CELL
ANNUAL REPORT

2019- 2020



-: Submitted By

Dr. Avinash Titarmare

Co-ordinator Women's Grievance Cell

Assist. Prof. Dept of Physical Education & Sports

Women's Grievance Cell Annual Report

Shri Lemdeo Patil Mahavidyalaya, Mandhal has established a Women Grievance Cell in the college campus for the women faculty, staff and girl students, to enhance understanding of issues related to women and to make the college campus a safe place for them. With an aim of creating awareness of their rights and duties the cell organizes and participates in seminars, talks and also takes up women's issues and problems. It also provides a platform for women to share their experiences and views regarding their status in the society and to suggest ways to improve and empower themselves. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women's empowerment through guest lectures, seminars, awareness programmes life skill training programmes, entrepreneur training and other welfare activities.

Objectives of women's Grievance cell:

- To organize lectures/ seminars/ Workshop etc. on women related problems (health, women empowerment, legal aid etc.)
- To arrange deputation of women employees and students to learn self-defence techniques.
- To provide and sort out their problems.
- To aid in empowerment of women and to promote the concept of self-help group.

- To provide them training by organizing workshops to become self-independent.

Constitution of Women's Grievance cell (2019-20)

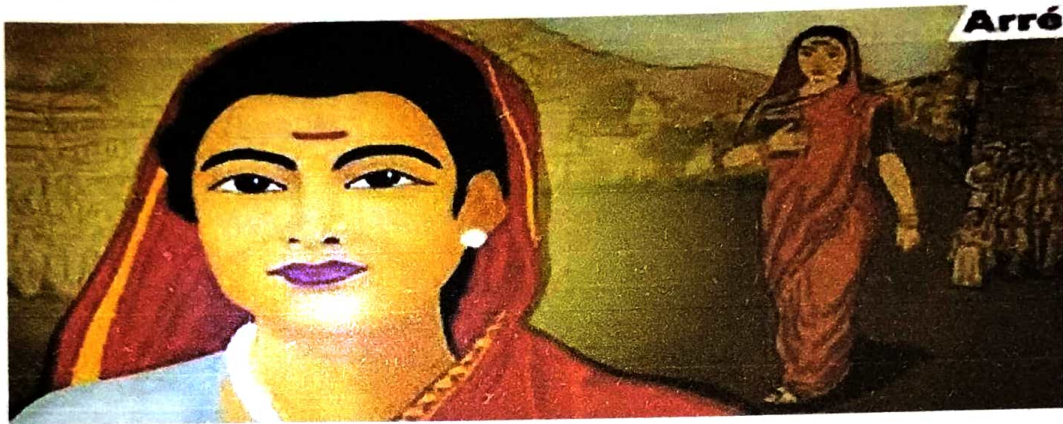
Women's Grievance cell for the session 2019-20 has the committee members as follows.

- Dr. Avinash Titarmare (Co-ordinator)
- Mr. Prakash Katmusare (Member)
- Dr. Smita Sureshrao Kharkale (Member)
- Mrs. Pravina Gaidhani (Member)
- Mrs. Shubhangi Juwar (Member)

Various Guest lectures, workshops and visits were organized for the benefit of women under the auspices of Women cell. We provided the students the current information regarding the various laws, safety and gender equality and self-employment. One guest lecturer had been organized by Women's Grievance cell in the session 2019-20.

GUEST LECTURE: 1

“SAVITRIBAI PHULE JAYANTI.”



*“There is no tool
For development
more effective than
the empowerment of women”*

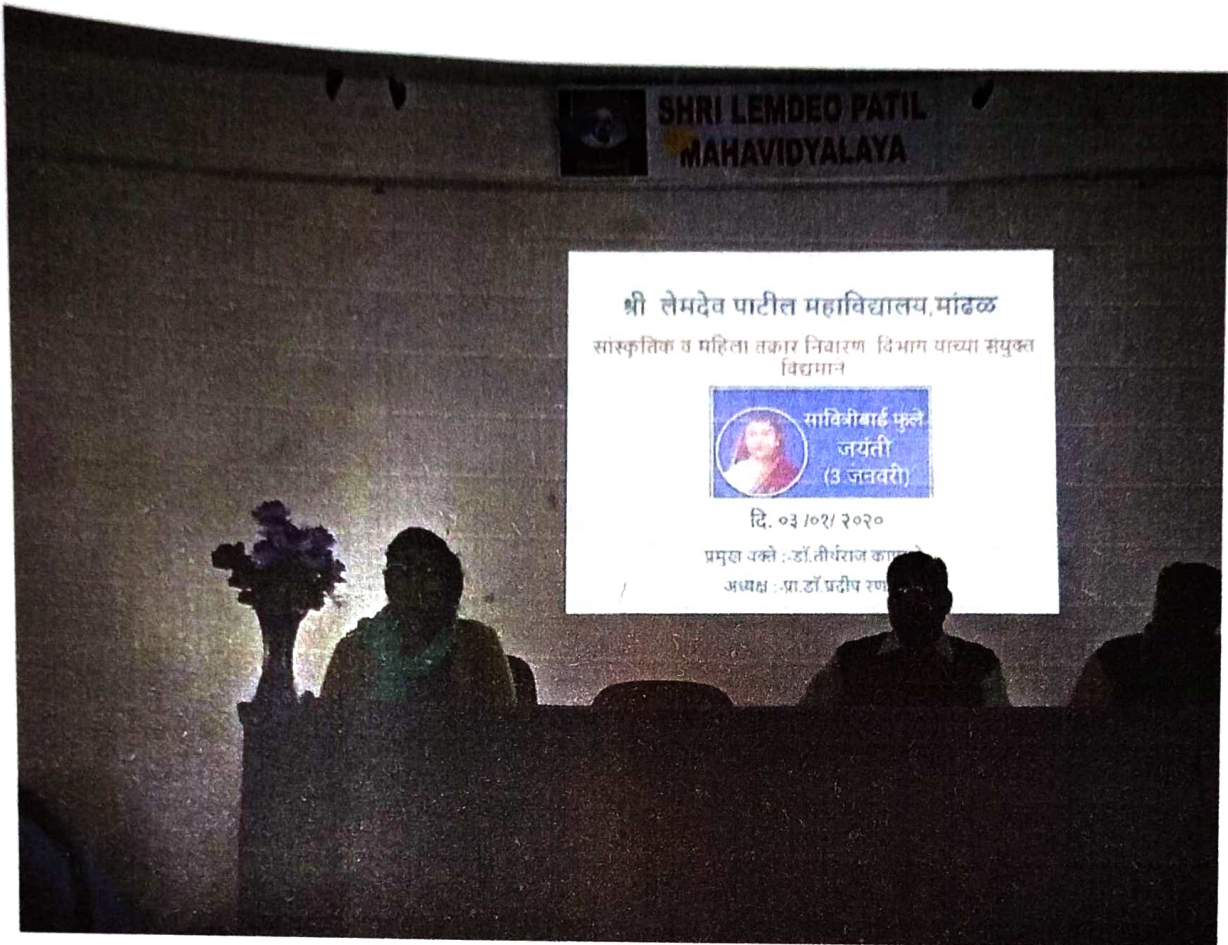
Guest Lecture: "SAVITRIBAI PHULE JAYANTI."

The First guest lecture was organized for celebrating "Savitribai Phule Jayanti" on **3 January 2020**. Chief Guest of the programme was **Dr. Tirtharaj Kapgate** , HOD Department of Marathi. Chairperson of the programme was **Dr. Pradeep Randive**. The topic of the talk was "Savitribai Phule Jayanti."

Coordinator **Dr. Avinash Titarmare** delivered introductory speech and also share a brief outline of the program. Guest **Dr. Tirtharaj Kapgate**, he told the important role in fighting for women's rights in India during British rule and the educationist and social activist was an inspirational figure to young girls.

Chairperson of the programme **Dr. Pradeep Randive** also guided the students on this occassion.

Dr.Smita Kharkale was Conducted the programmed and Proposed vote of thanks.



Chief Guest of the programme Dr. Tirtharaj Kapgate delivered the speech Infront of the students.

श्री लेमदेव पाटील महाविद्यालय, मांडळ
सांस्कृतिक व महिला तक्रार निवारण विभाग
यांच्या संयुक्त विद्यमान
सावित्रीबाई फुले जयंती (3 जनवरी)
दि. ०३/०१/२०२०
प्रमुख अक्षे :- डॉ. तीर्थराज कापगे
अध्यक्ष :- प्रा. डॉ. प्रदीप रण...

GUEST LECTURE: 2

“International women’s day”



*“There is no tool
For development
more effective than
the empowerment of women”*

Guest Lecture 2

“International women’s day”

The Second guest lecture was organized for celebrating “International women’s day” on **08 March 2020**. Chief Guest of the programmed was Respected **Dr. Suryabhanji Gaidhani**, president of chayataneswar sikshan mandhal, shri lemdeo patil mahavidyalaya. The topic of the talk was “**I am Generation Equality: Realizing Women’s Rights**”. He gave the **valuable information about Women’s Right and equal opportunity for us.**

Dr. Avinash Titarmare, Coordinator of Women’s Grievance cell and delivered the introductory remarks.

Chairperson of the programme, **Dr. Pradeep Randive**, Principal of Lemdeo patil Mahavidyalya, Mandhal also guided the students on this occasion. **Dr. Smita Kharkale** Conducted the programme and **prof. Shubhangi Juwar** Proposed vote of thanks.



Dr. Avinash Titramare, Coordinator of Women's Grievance Cell, addressing the gathering. Dr. S. B. Gaidhani, President, Mrs. Gaidhani Mam, and Principal Dr. Pradeep Randive and others were present on the stage.



Dr. S. B. Gaidhani, President, Shri Chaitanyeshwar Shikshan Mandal, Nagpur. Mrs. Ashatai Gaidhani was the Guest of Honour. Dr. Pradeep Randiwe, Principal, in his address, spoke about the role of women in shaping the fortunes of the entire family

Regarding matter of grievance complaint, it was found by the members that not a single grievance has been brought to the notice of the Committee during the session, thus **Redressed is nil.**

Shri Chaitanyashwar Shikshan Mandal's
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Dist. Nagpur

WOMEN'S GRIEVANCE CELL
ANNUAL REPORT

2020– 2021



-: Submitted By

Dr. Avinash Titarmare

Co-ordinator Women's Grievance Cell

Assist. Prof. Dept of Physical Education & Sports



Shri Chaltenyeshwar Shikshan Mandal, Nagpur
SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Tah.. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Fax : 07100-228368

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

TITLE OF ACTIVITY:	International Women's Day
Objective:	To promote peace and Awareness about women's Rights
Date:	8 th March 2021
Venue:	Zoom App [Online Mode]
Name of Coordinator:	Dr. Avinash Titarmare (NSS & Women's grievance cell)
Chief Guest:	Prof. Sunil Alone
President	Dr. Pradeep Randiwe, Principal LPM
No. of Participants:	55

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The Chief Guest of the programme was Prof. Sunil Alone, who interacted with students that the tremendous efforts by girls and women around the Society in shaping a more equal future and recovery from the Covid-19 pandamic.

President of programme, Dr. Pradeep Randiwe, (Principal) he appreciated to women's Grievance Cell as well as NSS cell for arranging such type of programme for encouraging students, especially girl's students.

The programme was hosted by NSS Programme Officer Dr. Smita S. Kharkale and Programme end vote of thanks by Dr. Mahesh Gaidhane.

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur



Shri Chaltenyeshwar Shikshan Mandal, Nagpur
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**श्री लेमदेव पाटील महाविद्यालय,
मांडळ**

**महिला तक्रार निवारण विभाग व
राष्ट्रीय सेवा योजना विभा**

यांच्या संयुक्त विध्यमाने आयोजित

International Women's Day

दि. ८ मार्च २०२१

अध्यक्ष :- डॉ. प्रदिप रणदिवे (प्राचार्य)

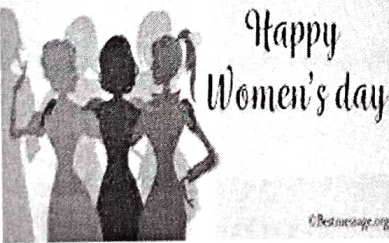
प्रमुख अतिथी :- प्रो. सुनील अल्लोणे

संयोजक :- डॉ. अविनाश तितरमारे आणि डॉ. नरेश जाधव



**श्री लेमदेव पाटील महाविद्यालय,
मांडळ**

A beautiful soul is always better than a beautiful body. Happy International Women's day



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यांच्या संयुक्त विध्यमाने आयोजित

International Women's Day

दि. ८ मार्च २०२१

अध्यक्ष :- डॉ. प्रदिप रणदिवे (प्राचार्य)

प्रमुख अतिथी :- प्रो. सुनील अल्लोणे

संयोजक :- डॉ. अविनाश तितरमारे आणि डॉ. नरेश जाधव

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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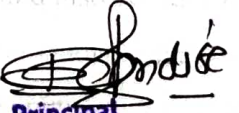
TITLE OF ACTIVITY: Women's Hygiene during Covid-19
Objective: To increase awareness among adolescent girls on total hygiene.
Date: 21th Dec 2020
Venue: Zoom App [Online Mode]
Name of Coordinator: Dr. Avinash Titarmare (Women's grievance cell)
Chief Guest: Dr. Smita Kharkale
President Dr. Pradeep Randiwe, Principal LPM
No. of Participants: 35

Women's Hygiene during Covid-19 was celebrated on 21th Dec 2020 by Women's Grievance Cell of the Institute. Coordinator of Programme describe his views about Erection good personal hygiene habits is one of the best ways to protect you and your family from many diseases and also covid-19. The Chief Guest of the programme interacted online with the students and in detail explain how Cleanliness is vital because of the various cycles women go through, including menstruation during pandemic situation. Poor intimate hygiene can affect your sex drive, fertility issues and any other serious issues.

President of programme appreciated the activity conducted by women's Grievance Cell and encourage students, especially girl's students during covid -19 situations.

The programme end with vote of thanks.




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.



SHRI LEMDEO PATIL MAHAVIDYALAYA

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श्री लेमदेव पाटील महाविद्यालय, मांडहल

Women's Grievance C

Organized

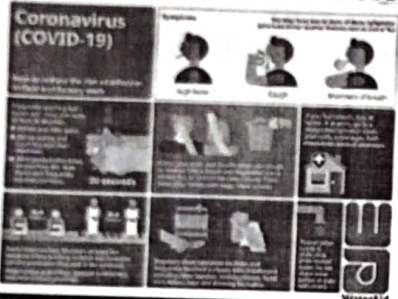
Guest Lecture: Women's Hygiene of covid-19

Date: 21 Dec. 2023

President :- Dr. Pradip R

Chief Guest :- Dr. Smita Kh

Coordinator :- Dr. Avinash



Participants (4)

- Waiting Room (1)
- Shradha Dighore
- Joined (3)
- smita kharkale (Host, me)
- Pratiksha sonkusare
- Pradeep Randive

Buttons: Invite, Mute All

5 Basic Rules for Women Personal Hygiene

Participants: Pratiksha sonkusare, smita kharkale, Pradeep Randive, Mrunali Bandbuche



[Signature]
Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhu, Dist. Nagpur

ACADEMIC YEAR
2020-21



Shri Chalenyeshwar Shikshan Mandal, Nagpur
SHRI LEMDEO PATIL MAHAVIDYALAYA

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**Annual Report on sexual Harassment
2020-21**

Name of the College: Shri Lemdeo Patil Mahavidyalaya, Mandhal

Name of the University: Rastrasant Tukdoji Maharaj Nagpur University,
Nagpur

Sr. No.	Particular	Name of classes
1	Number of complaints of sexual harassment	Nil
2	Number of complaints disposed off during the year	NIL
3	Number of cases pending	Nil
4	Action taken	Nil


Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Ref.:

Date:

PROGRAMS OF WOMEN GRIEVANCE CELL

Shri Chaitanyashwar Shikshan Mandal's
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Dist. Nagpur

WOMEN'S GRIEVANCE CELL
ANNUAL REPORT

2020– 2021



-: Submitted By

Dr. Avinash Titarmare

Co-ordinator Women's Grievance Cell

Assist. Prof. Dept of Physical Education & Sports



Shri Challenyeshwar Shikshan Mandal, Nagpur
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यांच्या संयुक्त विध्यमाने आयोजित

International Women's Day

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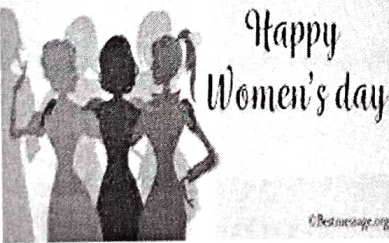
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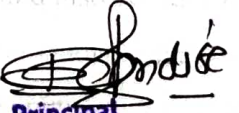
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The programme end with vote of thanks.




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur.



SHRI LEMDEO PATIL MAHAVIDYALAYA

Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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श्री लेमदेव पाटील महाविद्यालय, मांडहल

Women's Grievance C

Organized

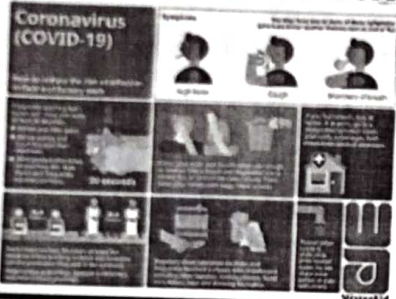
Guest Lecture: Women's Hygiene of covid-19

Date: 21 Dec. 2023

President :- Dr. Pradip R

Chief Guest :- Dr. Smita Kh

Coordinator :- Dr. Avinash



Participants (3)

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- Shradha Dighore
- Joined (3)
- smita kharkale (Host, me)
- Pratiksha sonkusare
- Pradeep Randive

Buttons: Invite, Mute All

5 Basic Rules for Women Personal Hygiene

Participants: Pratiksha sonkusare, Smita kharkale, Pradeep Randive, Mrunali Bandbuche

System tray: 33°C Haze, ENG, 2:52 PM, IN, 3/21/2023



[Signature]
Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhi, Dist. Nagpur

ACADEMIC YEAR
2021-22



Shri Chaitenyeshwar Shikshan Mandal, Nagpur
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2021-22

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Name of the University: Rastrasant Tukdoji Maharaj Nagpur University,
Nagpur

Sr. No.	Particular	Name of classes
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2	Number of complaints disposed off during the year	NIL
3	Number of cases pending	Nil
4	Action taken	Nil



Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah., Kuhi, Dist. Nagpur.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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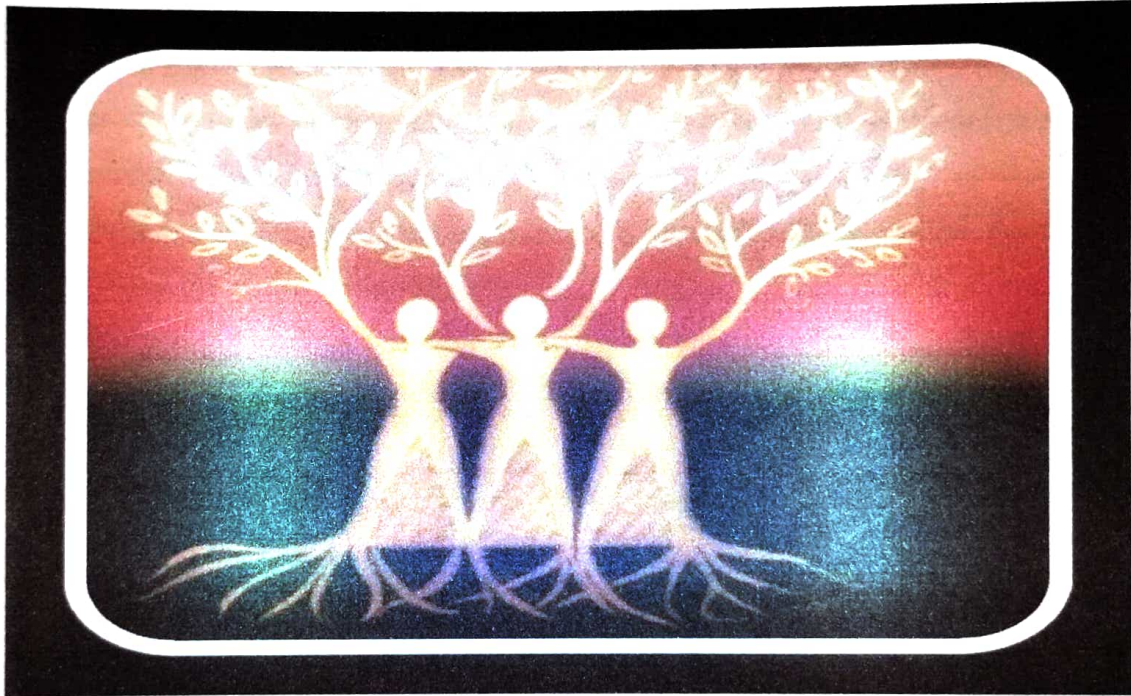
Date:

PROGRAMS OF WOMEN GRIEVANCE CELL

Shri Chaitanyashwar Shikshan Mandal's
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Dist. Nagpur

WOMEN'S GRIEVANCE CELL
ANNUAL REPORT

2021- 2022



-: Submitted By

Dr. Avinash Titarmare

Co-ordinator Women's Grievance Cell

Assist. Prof. Dept of Physical Education & Sports

Women's Grievance Cell Annual Report

Shri Lemdeo Patil Mahavidyalaya, Mandhal has established a Women Grievance Cell in the college campus for the women faculty, staff and girl students, to enhance understanding of issues related to women and to make the college campus a safe place for them. With an aim of creating awareness of their rights and duties the cell organizes and participates in seminars, talks and also takes up women's issues and problems. It also provides a platform for women to share their experiences and views regarding their status in the society and to suggest ways to improve and empower themselves. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women's empowerment through guest lectures, seminars, awareness programmes life skill training programmes, entrepreneur training and other welfare activities.

Objectives of women's Grievance cell:

- To organize lectures/ seminars/ Workshop etc. on women related problems (health, women empowerment, legal aid etc.)
- To arrange deputation of women employees and students to learn self-defence techniques.
- To provide and sort out their problems.
- To aid in empowerment of women and to promote the concept of self-help group.
- To provide them training by organizing workshops to become self-independent.

Constitution of Women's Grievance cell (2021-22)

Women's Grievance cell for the session 2021-22 has the committee members as follows.

- Dr. Avinash Titarmare (Co-ordinator) 
- Mr. Prakash Katmusare (Member) 
- Dr. Smita S. Kharkale (Member) 
- Mrs. Pravina Gaidhani (Member) 
- Mrs. Shubhangi Juwar (Member) 

Various Guest lectures, workshops and visits were organized for the benefit of women under the auspices of Women cell. We provided the students the current information regarding the various laws, safety and gender equality and self-employment. One guest lecturer had been organized by Women's Grievance cell in the session 2021-22.

Guest Lecture: women's Impowerment."



श्री लेमदेव पाटील महाविद्यालय, मांडळ

Women's Grievance Cell

Organized

Guest Lecture: Importance of Menstrual Hygiene and Awareness about Sickle Cell and Testing

Date: 20 Dec. 2021

President :- Dr. Pradip Randive [Principal LPM]
Chief Guest:- Dr. Rachana Nagdeve
[Medical Officer, PHC, Mandhal]
Coordinator :- Dr. Avinash Titarmare
Anchor: Dr. Smita Kharkale



*"There is no tool
For development
more effective than
the empowerment of women"*

Guest Lecture: Importance of Menstrual Hygiene and Awareness about Sickle Cell and Testing

The First guest lecture was organized by women's Grievance Cell, on topic Importance of Menstrual Hygiene and Awareness about Sickle Cell and Testing on dated 20 Dec. 2021. Chief Guest of the programme was **Dr. Rachana Nagdeve**, Medical Officer, PHC, Mandhal, **Dr. Nitin Rathod**, Officiating M.O., Mandhal, and **Dr. Harsha Barapatre**, Assistance M.O., Mandhal. Coordinator of the programme, **Dr. Avinash Titarmare** and Chairperson of the programme was **Dr. Pradeep Randive**.

Coordinator **Dr. Avinash Titarmare** delivered introductory speech and also share a brief outline of the program. Chief Guest, **Dr. Harsha Barapatre**, Assistance M.O., Mandhal, sharing a lot of valuable information about menstrual cycle, which age should be started and end of M.C. periods. Importance of M.C. periods in our life.

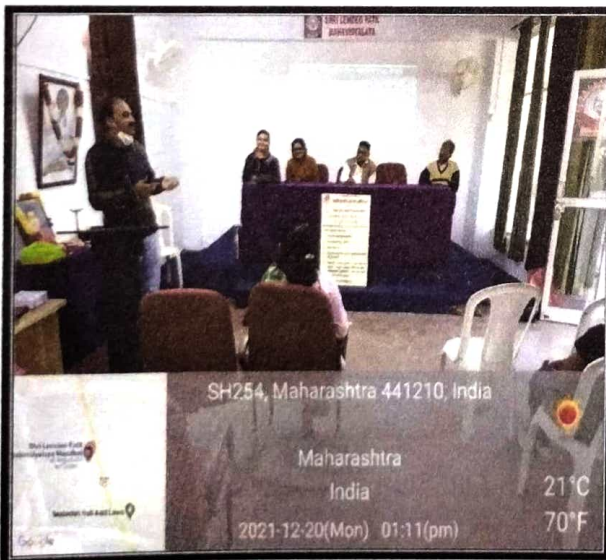
Dr. Rachana Nagdeve, Medical Officer, PHC, Mandhal, gave the ten steps Hygiene during the menstrual cycle as well as below 7 pH maintained for avoiding lot of dieses.

Dr. Nitin Rathod, Officiating M.O., Mandhal, also gave the valuable information about sickle cell, covid-19 and Omicron as well as testing of sickle cell in college premises.

The programme was conducted by **Dr.Smita Kharkale** and also Proposed the vote of thanks.



Lamp –Lightening ceremony as a honour to Rastrasant Tukdoji Maharah and savitribai phule.



Chief guest of the programme was Dr. Rachana Nagdeve, Medical Officer, PHC, Mandhal, Dr. Nitin Rathod, Officiating M.O., Mandhal, and Dr. Harsha Barapatre, Assistance M.O., Mandhal. Coordinator of the programme, Dr. Avinash Titarmare were sharing information in front of the students



Sickel cell testing of students as well as staff of L. P. M. Mandhal

GUEST LECTURE: 2

“International women’s day”



*“Gender Equality today
For a Sustainable Tomorrow”*

Guest Lecture 2

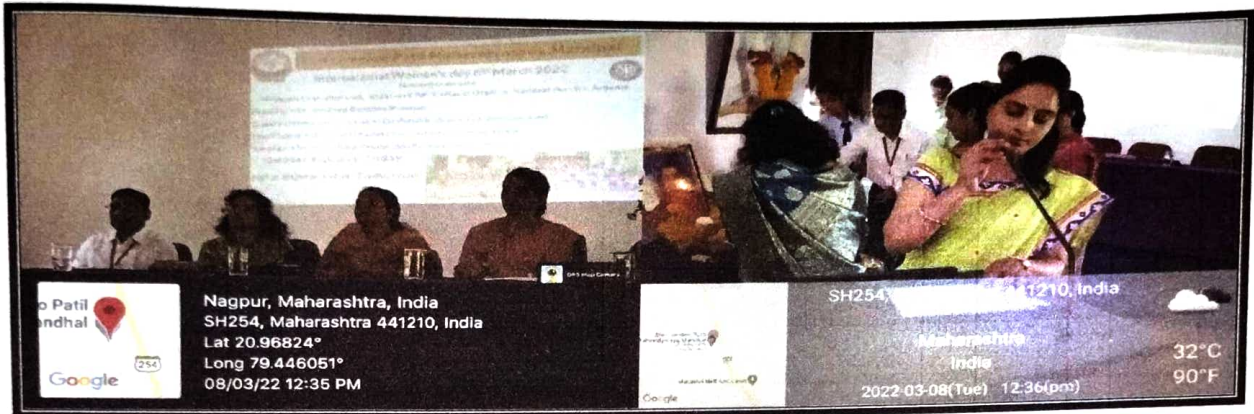
“International women’s day”

The second guest lecture was organized on the occasion of “International women’s day” on **08 March 2022**. All the respected guests of the programme are as follows:-Keynote speaker was **Prof. Vaishali Deshmukh** (Gram Vikas Vidhyalaya, Kuhi) , Guest of Honors was **Mrs. Jayashri Kadhav** (Panchayat samiti Member, Satara), and **Mrs. Manishatai Fender** (Zilla Parishad, Member, Mandhal) . **Introductory remark was delivered by Prof. Shubhangi Juwar.**

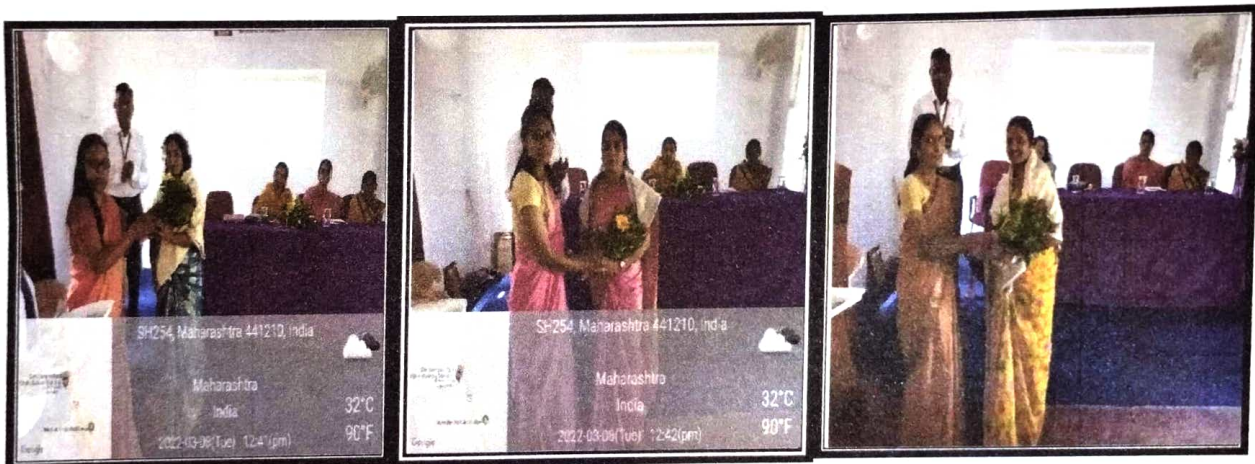
Keynote speaker focused on the point that women respect not a matter of their gender, but due to their own identity. We have to accept that both men and women contribute equally to the betterment of the home and society.

Respected **Mrs. Jayashri Kadhav** shared her view that the protection against harassment of women at workplace for providing peaceful and secure workplace to women. Also **Mrs. Manisha Tai Fender** discussed her view regarding who womens contribute in the pandemic situation as a doctor, police, nurse, teacher and many others. Also womens play important role in all phase of life even at workplace and at home with full responsibility. Chairperson of the programme, **Dr. Pradeep Randive**, Principal of Lemdeo patil Mahavidyalya, Mandhal also gives the best wishes of the students as well as teachers and congratulate the organizer for conducting wonderful programme. Also on this occasion. **Dr. Smita Kharkale** member of Women’s

Grievance cell conducted the programme successfully and motivate the students to stand together and work for the welfare of womens. At last **prof. Pragati Juwar** proposed vote of thanks.



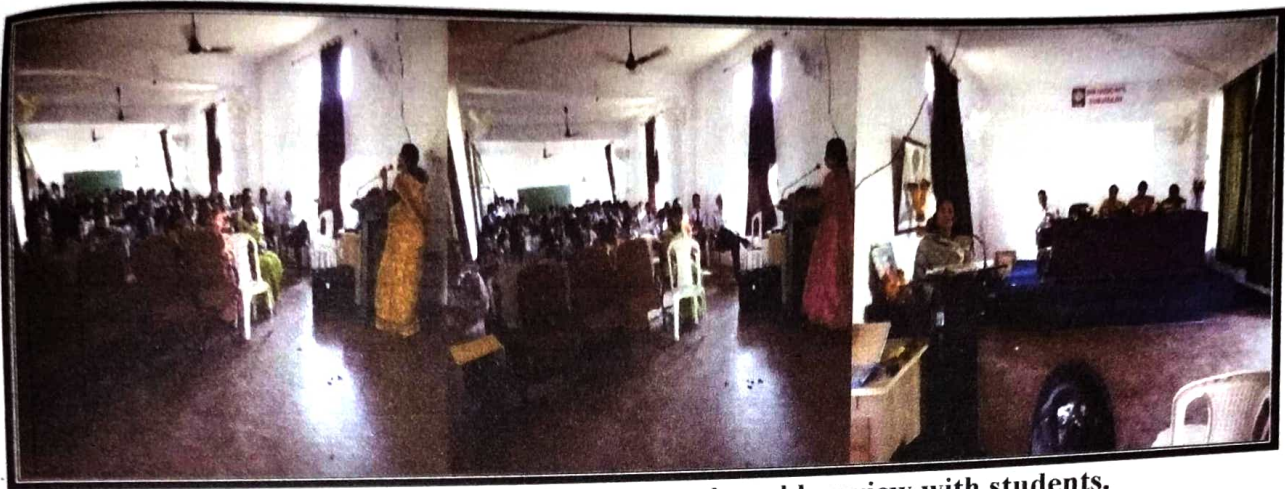
Lamp –Lightening ceremony as a honour to Rastrasant Tukdoji Maharah and savitribai phule.



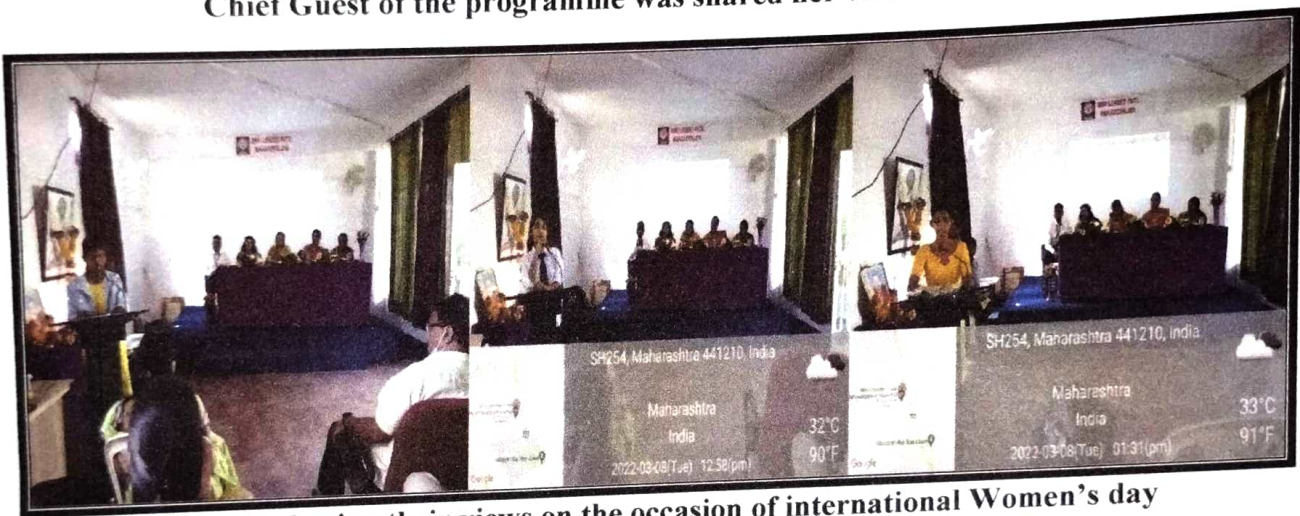
Felicitation of the respected guests by the womens grivence cell



Dr. Smita S. Kharkale delivered Introductory Speech and also a brief outline of the programme.



Chief Guest of the programme was shared her view with students.



Students sharing their views on the occasion of international Women's day



Principal Dr. Pradeep Randeve gave floral bouquet ku. Swati Bawanker B.Sc. final year for best speech

Regarding matter of grievance complaint, it was found by the members that not a single grievance has been brought to the notice of the Committee during the session, thus Redressed is nil.




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

ACADEMIC YEAR
2022-23



Shri Chalenyeshwar Shikshan Mandal, Nagpur
SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Teh. Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com

☎ (07100-220120 (off))

Annual Report on sexual Harassment

2022-23

Name of the College: Shri Lemdeo Patil Mahavidyalaya, Mandhal

Name of the University: Rastrasant Tukdoji Maharaj Nagpur University,
Nagpur

Sr. No.	Particular	Name of classes
1	Number of complaints of sexual harassment	Nil
2	Number of complaints disposed off during the year	NIL
3	Number of cases pending	Nil
4	Action taken	Nil



Principal

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Ref.:

Date:

PROGRAMS OF WOMEN GRIEVANCE CELL

NOTICE

Date: 29-Aug-2022

All the staff members and the students of the institution are hereby informed that a programme on “**Empowered Women - Empowered Society**” is going to organize by Women’s Grievances Cell on 30-Aug-2022 at 3.30 PM at auditorium hall of Shri Lemdeo Patil Mahavidyalaya. All the staff members and students need to present on above said programme.


Co-ordinator


Dr. Pradip Randeve
Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com

Fax : 07100-228388

☎ (07100)-220120 (off)

TITLE OF ACTIVITY:

Empowered Women - Empowered Society

Objective:

Empowering women is essential to the health and social development of families, communities and countries.

Date:

30th Aug 2022

Venue:

APJ Conference Holl, LPC Mandhal

Name of Coordinator:

Dr. Smita Kharkale (Women's grievance cell)

Chief Guest:

Prof. Nupoor Bhurle, (Sarpanch, Gatgrampanchayat, Kini, Ta. Kuhi.)

President

Prof. Prakash Katmusre

No. of Participants:

101

Programme Coordinator **Dr. Smita S. Kharkale** delivered introductory speech and also share a brief outline of the program. Chief Guest, **Prof. Nupur Bhurle**, Sarpanch, Gatgrampanchayat, Kini, Ta. Kuhi. sharing a lot of valuable information that in our country, men and women are still social inequality and traditional some express regret the confusion of ideas is seen in a large scale. If the women in the society is literate, competent, then all the family, society and country. Students also share her views on the theme of Empowered Women - Empowered Society.

President of this programme, **Prof. Prakash Katmusare**, said that women have their place in the society to convince them. And appreciate the women's grievance cell. At last proposed the vote of thanks by **Prof. Pragati Juwar**.



Shri Chaltenyeshwar Shikshan Mandal, Nagpur
SHRI LEMDEO PATIL MAHAVIDYALAYA

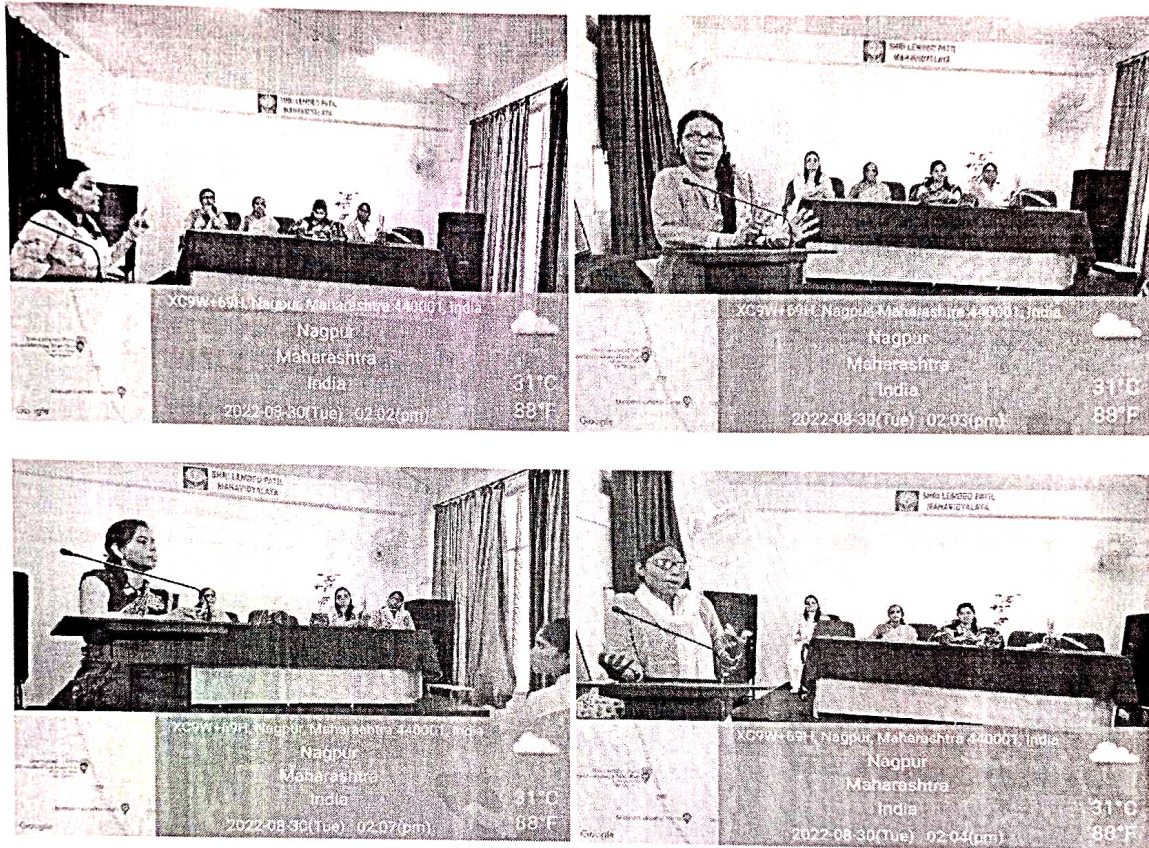
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(07100)-220120 (off)



Chief guest of the programme was Prof. Nupur Bhurle, (Sarpanch, Gatgrampanchayat, Kini, Ta. Kuhi) Dr. Smita S. Kharkale, Prof. Shubhangi Juwar , Prof. Pravina Gaidhani and Prof. Pragati Juwar were sharing information in front of the students.



Shri Chaltenyeshwar Shikshan Mandal, Nagpur
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Students also share her views on the occasion of Empowered Women - Empowered Society



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Ten-Kuhi, Dist-Nagpur

NOTICE

Date: 02-Oct-2022

All the staff members and the students of the institution are hereby informed that a programme on “**Health and Hygiene Awareness and Blood testing for communicable diseases and sickle cell**” is going to organize by Women’s Grievances Cell on 04-Oct-2022at 3.30 PM at auditorium hall of Shri Lemdeo Patil Mahavidyalaya. All the staff members and students need to present on above said programme.


Co-ordinator

Dr. Pradip Randeve
Principal




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Tah., Kuhi, Dist. Nagpur
(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Fax : 07100-226366

Email : lemdeopatiimahavidyalaya@hotmail.com

(07100)-220120 (off)

TITLE OF ACTIVITY: **“Health and Hygiene Awareness and Blood testing for Communicable diseases and sickle cell”**

Objective: Avoiding consequences related to overmedication, overdiagnosis or Incidental findings,

Date: 04 Oct. 2022

Venue: APJ Conference Holl, LPC Mandhal

Name of Coordinator: Dr. Smita Kharkale (Women’s grievance cell)

Chief Guest: Dr. Prajakta Kadalkar, Indian Medical Association, Nagpur.

President Prof. Prakash Katmusre

No. of Participants: 115

Programme Coordinator **Dr. Smita S. Kharkale** delivered introductory speech and also share a brief outline of the program. Chief Guest, **Dr. Prajakta Kadalkar** (Indian Medical Association, Nagpur). She have sharing a lot of valuable information that Poor menstrual hygiene, however, can pose serious health risks, like reproductive and urinary tract infections which can result in future infertility and birth complications. Neglecting to wash hands after changing menstrual products can spread infections, such as hepatitis B and thrush.

President of this programme, **Prof. Prakash Katmusare**, appreciate the such type of activity conducted by women’s grievance cell and encourage students, especially girls students. Programme end with vote of thanks by **Prof. Shubhangi Juwar**.




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Challenyeshwar Shikshan Mandal, Nagpur
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Fax : 07100-228388



Chief Guest of the programme was Dr. Prajakta Kadalkar, IMA, Nagpur, sharing her views in front of the students.



Blood testing for communicable diseases and sickle cell



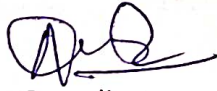
Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhl, Dist-Nagpur

NOTICE

Date: 06-March-2023

All the staff members and the students of the institution are hereby informed that a programme on “**International Women’s Day**” is going to organize by Women’s Grievances Cell on 8-March-2023 at 3.30 PM at auditorium hall of Shri Lemdeo Patil Mahavidyalaya. All the staff members and students need to present on above said programme.



Co-Coordinator

Dr. Pradip Randeve
Principal



Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chalenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

TITLE OF ACTIVITY:

"International women's day"

Objective:

bring attention to issues such as gender equality, reproductive rights, and Violence and abuse against women.

Date:

08 March 2023

Venue:

APJ Conference Holl, LPC Mandhal

Name of Coordinator:

Dr. Avinash Titarmare (Women's grievance cell)

Chief Guest:

Dr. Smita S. Kharkale, Assit. Prof. Chemistry, L.P.C. Mandhal

President

Dr. Pradeep Randive, Principal, L.P.C. Mandhal

No. of Participants:

111

Ku. Priyanka Thote delivered introductory speech and also share a brief outline of the program. Chief Guest, **Dr. Smita Kharkale**, Assit. Prof. Chemistry, L.P.C. Mandhal, sharing a lot of valuable information that women respect not a matter of their gender, but due to their own identity. We have to accept that both men and women contribute equally to the betterment of the home and society.

Prof. Shubhangi Juwar also share her views in front of students that, women's play important role in all phase of life even at workplace and at home with full responsibility. Chairperson of the programme, **Dr. Pradeep Randive**, Principal of Lemdeo patil Mahavidyalaya, Mandhal also gives the best wishes of the students as well as teachers and congratulate the organizer for conducting wonderful programme. At last **Mrs. Pravina Gaidhani** proposed vote of thanks.

111 students present this programme.



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah-Kuhi, Dist-Nagpur



Shri Chalteshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Tah., Kuhi, Dist. Nagpur

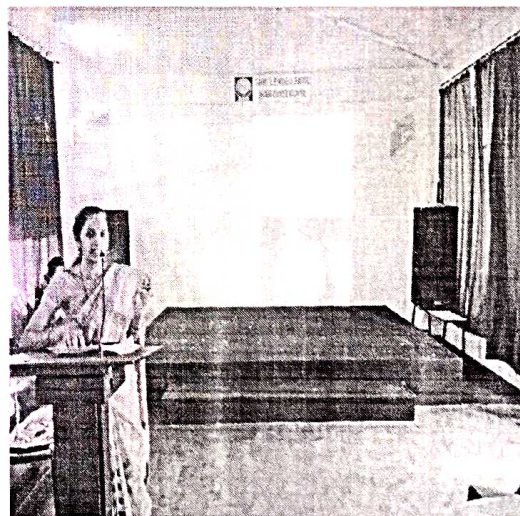
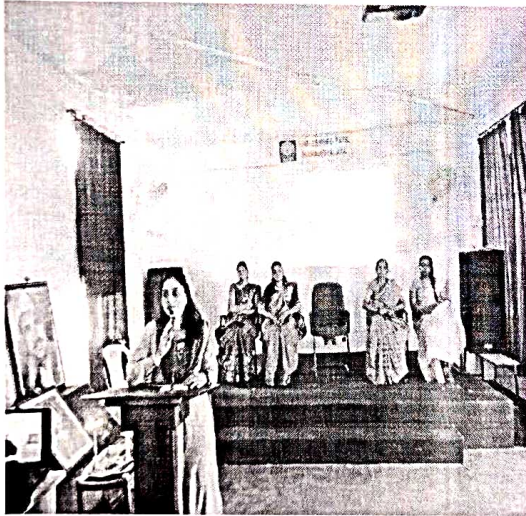
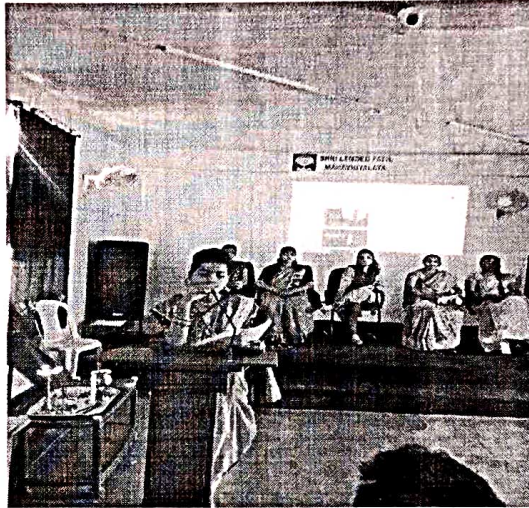
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Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur
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(07100)-220120 (off)



Chief guest of the programme was Dr. Smita S. Kharkale, Assit. Prof. Chemistry, L.P.C. Mandhal, Prof. Shubhangi Juwar , Prof. Pravina Gaidhani, Prof. Nupur Bhurle, Prof. Pragati Juwar and President of the Programme, Dr. Pradeep Randive were sharing information in front of the students.




Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2023-24



Shri Chalenyeshwar Shikshan Mandal, Nagpur
SHRI LEMDEO PATIL MAHAVIDYALAYA

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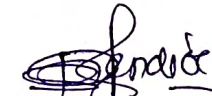
Annual Report on sexual Harassment
2023-24

Name of the College: Shri Lemdeo Patil Mahavidyalaya, Mandhal

Name of the University: Rastrasant Tukdoji Maharaj Nagpur University,
Nagpur

Sr. No.	Particular	Name of classes
1	Number of complaints of sexual harassment	Nil
2	Number of complaints disposed off during the year	NIL
3	Number of cases pending	Nil
4	Action taken	Nil




Principal
Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

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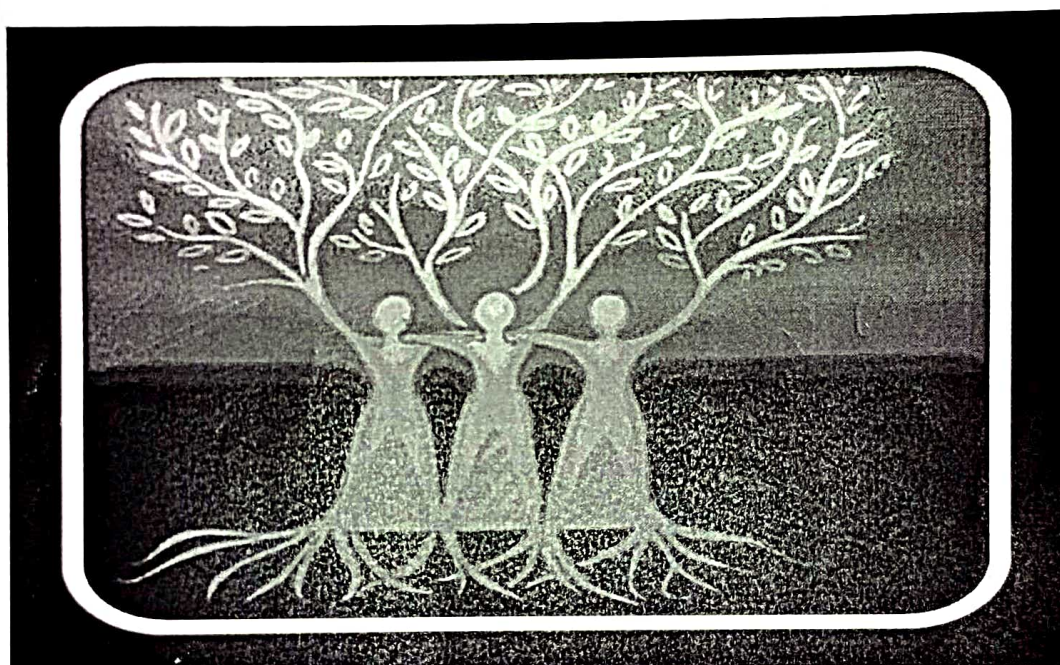
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PROGRAMS OF WOMEN GRIEVANCE CELL

Shri Chaitanyashwar Shikshan Mandal's
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Dist. Nagpur

WOMEN'S GRIEVANCE CELL **ANNUAL REPORT**

2023- 2024



-: Submitted By

Dr. Smita S. Kharkale

Co-ordinator Women's Grievance Cell

Assist. Prof. Dept of Chemistry

Women's Grievance Cell Annual Report

Shri Lemdeo Patil Mahavidyalaya, Mandhal has established a Women Grievance Cell in the college campus for the women faculty, staff and girl students, to enhance understanding of issues related to women and to make the college campus a safe place for them. With an aim of creating awareness of their rights and duties the cell organizes and participates in seminars, talks and also takes up women's issues and problems. It also provides a platform for women to share their experiences and views regarding their status in the society and to suggest ways to improve and empower themselves. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women's empowerment through guest lectures, seminars, awareness programmes life skill training programmes, entrepreneur training and other welfare activities.

Objectives of women's Grievance cell:

- To organize lectures/ seminars/ Workshop etc. on women related problems (health, women empowerment, legal aid etc.)
- To arrange deputation of women employees and students to learn self-defence techniques.
- To provide and sort out their problems.
- To aid in empowerment of women and to promote the concept of self-help group.
- To provide them training by organizing workshops to become self-independent.

Constitution of Women's Grievance cell (2023-24)

Women's Grievance cell for the session 2023-24 has the committee members as follows.

- Dr. Smita S. Kharkale (Co-ordinator)
- Prof. Shubhangi Juwar (Member)
- Dr. Navneetkumar Lamba (Member)
- Mrs. Pravina Gaidhani (Member)
- Mr. Pankaj Uikey (Member)

Pankaj

Various Guest lectures, workshops and visits were organized for the benefit of women under the auspices of Women cell. We provided the students the current information regarding the various laws, safety and gender equality and self-employment. One guest lecturer had been organized by Women's Grievance cell in the session 2023-24.

Guest Lecture: women's Empowerment.



श्री लेमदेव पाटील महाविद्यालय, मांढळ

Women's Grievance Cell

Organized

लैंगिक छळ प्रतिबंध (प्रांश कायदा-२०१३) सवैक्षण,
प्रशिक्षण आणि अंमलबजावणी

दि. 12 ऑगस्ट २०२३

अध्यक्ष :- प्राचार्य डॉ. प्रदिप रणदिव

प्रमुख अतिथी :- अॅड. राजेंद्र राठी, नागपूर

आयोजक :- डॉ. स्मिता खरकाळे

प्रास्ताविक :- डॉ. नवनीत लांबा

आभार :- प्रा. प्रविणा गायधनी

*"There is no tool
For development
more effective than
the empowerment of women"*

THE WORKSHOP ORGANIZED ON SEXUAL HARASSMENT PREVENTION POSH ACT-2013, PROTECTION, TRAINING AND ENFORCEMENT -

The program organized by Shri Lemdeo Patil Mahavidyalaya, Mandhal on Sexual Harassment Prevention Posh Act-2013, Protection, Training, and Enforcement at the Workplace on August 12, 2023 in the A. P. J. Abdul Kalam conference hall of the institute.

The program was organized on behalf of the Joint Director, Higher Education Department, Nagpur in accordance with the directions of the Maharashtra government. The institute organized a workshop on The Posh Act-2013, Protection, Training, and Enforcement for preventing sexual harassment of women at the workplace. **Dr. Pradeep Ranadiwe**, Principal of the institute, was the chairman of this program. **Advocate Rajendra Rathi**, District Legal Services Authority, Nagpur, was the **chief guest** on this occasion. **Dr. Smita S. Kharkale**, **Presiding Officer** of the Women's Grievance Cell, and other members of the cell namely Dr. Navneet Lamba, Prof. Shubhangi Juwar, Prof. Pravina Gaidhani, and Prof. Pankaj Ukey were also present on this occasion. The aims and objectives of the program were clearly brought to the attention of the student for whom the program was meant. The program was very well attended by the students of the institute.

Dr. Smita S. Kharkale delivered the introductory remarks. In her speech, she gave a brief outline of the program explaining the nature and scope of the subject under discussion.

The occasion was graced by respected advocate Rajendra Rathi, District Legal Services Authority, Nagpur. He spoke as the keynote speaker in the workshop. He said that it is the right of women to have a safe, secure, and conducive work environment. POSH-2013 is an act which provides protection against sexual harassment. He explained the importance of the I.C.C. (Internal Complaint Committee) and the L.C.C. (Local Complaint Committee) to the students. He asserted that it is necessary to provide Posh training to women employees to eliminate sexual harassment problems and prevent such incidents from happening again. He strongly advised the students to file a complaint with the ICC (Internal Complaint Committee) or the LCC (Local Complaint Committee) established in the college if a student faces sexual harassment or any such problem.

Dr. Navneet Lamba also expressed his opinions about sexual harassment of women. He also explained what the posh law is and why it is needed.

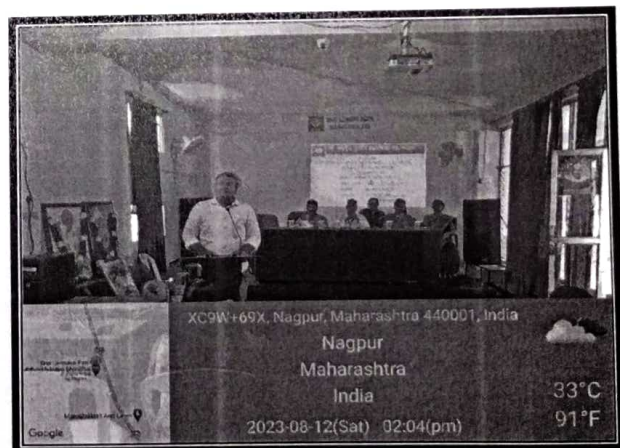
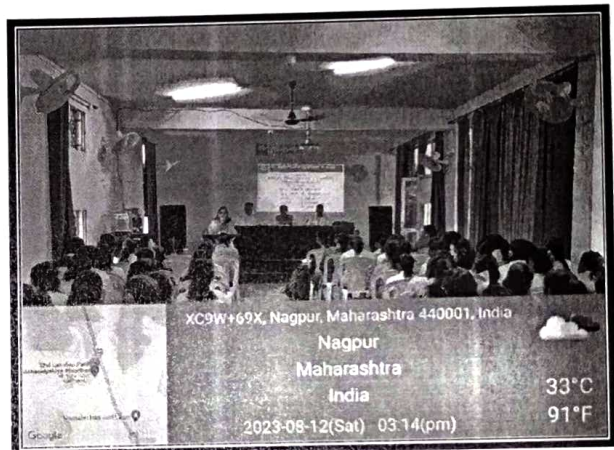
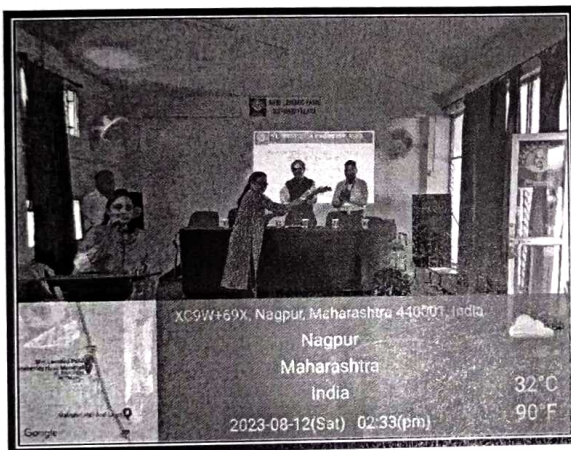
On this occasion, chairperson and principal Dr. Pradeep Ranadiwe praised the Women's Grievance Redressal Committee and said that there is a great need to organize such workshops in the college. He assured the audience that any kind of complaint from girls at the institute regarding sexual harassment would be strictly dealt with and strict action would be taken against the guilty. He also appealed to the students to become more and more aware of these kinds of things in order to safeguard themselves from any harm.

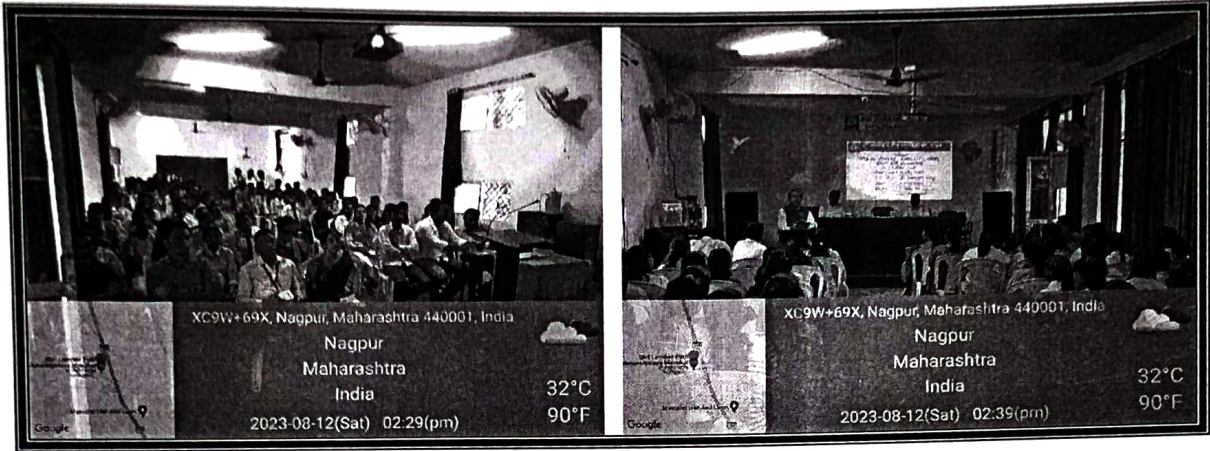
During the open-discussion session of the program, some students discussed about various laws and provisions regarding the act with the chairman of the program. Almost all the Students expressed satisfaction with the kind of safe and healthy atmosphere maintained in the institute.

156 students present this programme.



Lamp –Lightening ceremony as a honour to Rastrasant Tukdoji Maharaj and savitribai phule.





Chief guest of the programme was advocate Rajendra Rathi, District Legal Services Authority, Nagpur. Dr. Smita S. Kharkale, Dr. Navneet Lamba and chairperson and Principal Dr. Pradeep Ranadiwe were sharing information in front of the students.

देशोन्नती

लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक : अॅड. राजेंद्र राठी

लेमदेव पाटील महाविद्यालयात कार्यशाळा
देशोन्नती वृत्तसंकलन...

मंडळ - कामाच्या ठिकाणी लैंगिक छळाच्या घटना वाढत असून प्रत्येक महिलांना जाणून घ्यायचे आहे. लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे. अॅड. राजेंद्र राठी यांनी या कार्यशाळेत याबाबतचे माहिती देण्यात आली. या कार्यशाळेत डॉ. प्रदीप राधेदे यांनी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले. डॉ. राजेंद्र राठी यांनी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले. डॉ. राजेंद्र राठी यांनी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले.

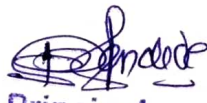
महिला कामाच्या ठिकाणी लैंगिक छळाची तक्रार ICC व LCC कनेटीकडे करू शकते; अॅड राजेंद्र राठी (विधी सेवा प्राधिकरण)

नागपूर : दि. १५ (ई-लक्ष्यभेद, सोशल मीडिया टिप) महाराष्ट्र शासन, सर्वोच्च न्यायालय, विधान परिषदाच्या वतीने श्री. लेमदेव पाटील महाविद्यालयात कामाच्या ठिकाणी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले. डॉ. राजेंद्र राठी यांनी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले.

कामाच्या ठिकाणी महिलांना सुरक्षित आणि अनुकूल वातावरण मिळणे हा तीव्र गरज आहे. लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे. अॅड. राजेंद्र राठी यांनी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले.

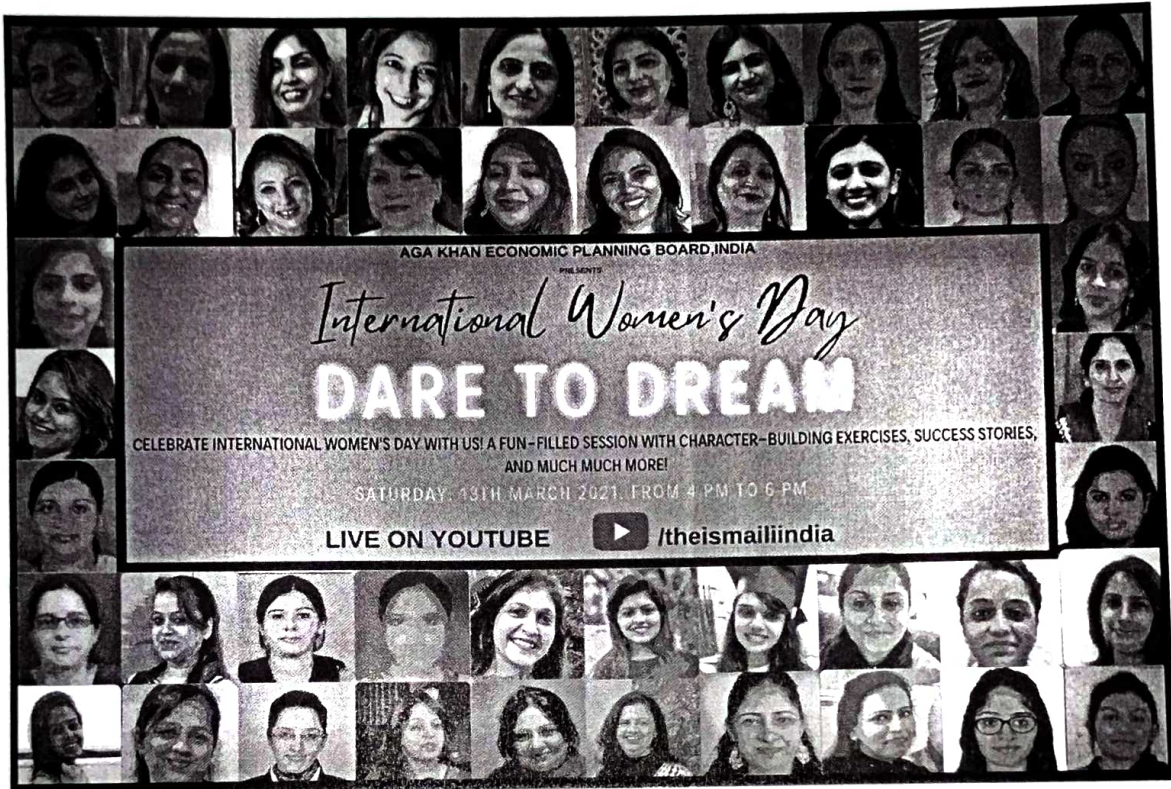
कामाच्या ठिकाणी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले. डॉ. राजेंद्र राठी यांनी लैंगिक छळाविरुद्ध लढण्यासाठी 'पॉश' कायद्याचे ज्ञान आवश्यक आहे, असे प्रतिपादन करत आचार्य डॉ. राजेंद्र राठी यांनी म्हणले.




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

Guest Lecture 2: women's Empowerment.

Topic: International women's day-2024



Theme is 'Inspire Inclusion'

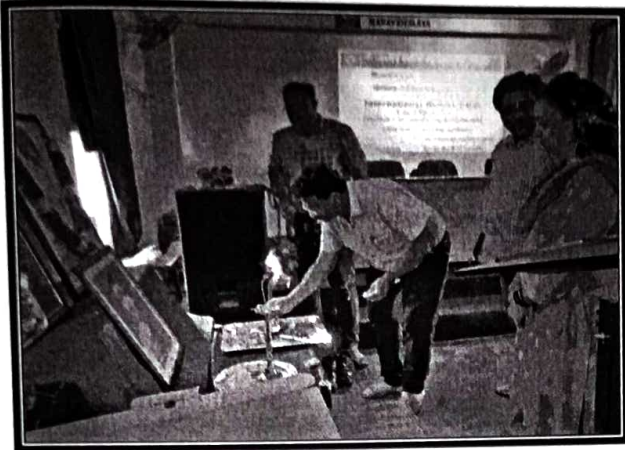
“International women’s day”

Women’s Grievance Cell and Rotaract Club of Shri Lemdeo Patil Mahavidyalaya Mandhal Organized “International women’s day” on 08 March 2024. All the respected guests of the programme are as follows:-Keynote speaker was Dr. Dilip Ganthade, Head of Department Library, Dr. Navneetkumar Lamba, Head of Department Mathematics, Dr. Tirtharaj Kapgate, Principal and President of the program. Introductory remark was delivered by Dr. Smita Kharkale.

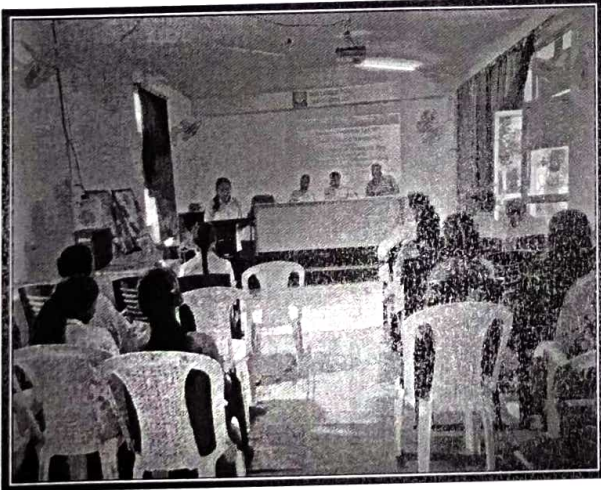
Chief Guest of the program, Dr. Dilip Ganthe described the importance of the program as well as focus on the empowerment of women. Dr. Lamba in his speech motivates the students for their overall development also two students Ankita and Sweety from first year wonderfully express their views about the women's day. At the end Respected Principal Dr. Tirtharaj Kapgate, President of the program. He expresses the entire development from one century to another century which was not possible without the efforts of women's.

Dr. Smita Kharkale Co-ordinator of this program, proposed the anchoring and Mr. Ritesh Raikundaliya delivered the vote of thanks., Mr. Rahul Ghuguskar, Mr. Sagar Chacharkar, Mr. Krushna Gogulwar works hard to make the program successfully.

105 students presents this programme.



श्री लमदेव पाटील महाविद्यालय, माढळ
Women's Grievance Cell, ICC, Retract Club
Organized
International Women's Day
Date: 8 March 2024
President :- Dr. Tirtharaj Kavgate [Principal]
Chief Guest :- Dr. Dilip Ganthade
:- Dr. Navneet Kumar Lamba
Organizer :- Dr. Smita S. Kharkale





Chief guest of the programme was Dr. Dilip Ganthade, , Dr. Navneetkumar Lamba, Dr. Tirtharaj Kagate, Dr. Smita Kharkale, also two students Ankita and Sweety.Nagpur, sharing her views in front of the students.




Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

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Ref.:

Date:

Internal Complaints Committee

ACADEMIC YEAR
2023-24



Fax : 07100-228388

Shri Chaitenyeshwar Shikshan Mandal, Nagpur
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Mandhal, Teh., Kuhi, Dist. Nagpur
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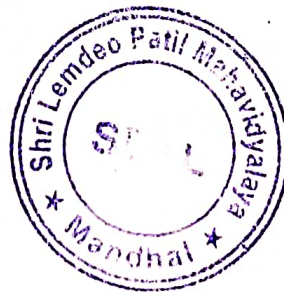
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**Annual Report on sexual Harassment
2023-24**

Name of the College: Shri Lemdeo Patil Mahavidyalaya, Mandhal

Name of the University: Rastrasant Tukdoji Maharaj Nagpur University,
Nagpur

Sr. No.	Particular	Name of classes
1	Number of complaints of sexual harassment	Nil
2	Number of complaints disposed off during the year	NIL
3	Number of cases pending	Nil
4	Action taken	Nil




Principal
Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Mandhal. Tah.. Kuhi, Dist. Nagpur

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WWW.lpmahavidyalaya.com

Fax : 07100-228388

Email : lemdeopatilmahavidyalaya@hotmail.com



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Ref.:

Date:

PROGRAMS OF INTERNAL COMPLAINTS COMMITTEE



Shri Chaitenyeshwar Shikshan Mandhal, Nagpur.

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Tah- Kuhi, Dist.Nagpur
(NAAC Accredited Institution)

Email: lemdeopatilmahavidyalaya@hotmail.com

Web: www.lpmahavidyalaya.com

Fax : 9325086388

Ref.No...[PC|MAN|5858|2023

Date...22/8/2023

A REPORT ON THE WORKSHOP ORGANIZED BY SHRI LEMDEO PATIL MAHAVIDYALAYA, MANDHAL ON SEXUAL HARASSMENT PREVENTION POSH ACT-2013, PROTECTION, TRAINING AND ENFORCEMENT -

The report is designed to give an overall picture of the program organized by Shri Lemdeo Patil Mahavidyalaya, Mandhal on Sexual Harassment Prevention Posh Act-2013, Protection, Training, and Enforcement at the Workplace on August 12, 2023 in the A. P. J. Abdul Kalam conference hall of the institute.

The program was organized on behalf of the Joint Director, Higher Education Department, Nagpur in accordance with the directions of the Maharashtra government. The institute organized a workshop on The Posh Act-2013, Protection, Training, and Enforcement for preventing sexual harassment of women at the workplace. Dr. Pradeep Ranadiwe, Principal of the institute, was the chairman of this program. Advocate Rajendra Rathi, District Legal Services Authority, Nagpur, was the chief guest on this occasion. Dr. Smita S. Kharkale, Presiding Officer of the Women's Grievance Cell, and other members of the cell namely Dr. Navneet Lamba, Prof. Shubhangi Juwar, Prof. Pravina Gaidhani, and Prof. Pankaj Ukey were also present on this occasion. The aims and objectives of the program were clearly brought to the attention of the student for whom the program was meant. The program was very well attended by the students of the institute.

Dr. Smita S. Kharkale delivered the introductory remarks. In her speech, she gave a brief outline of the program explaining the nature and scope of the subject under discussion.

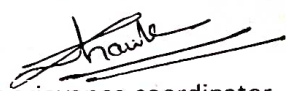
The occasion was graced by respected advocate Rajendra Rathi, District Legal Services Authority, Nagpur. He spoke as the keynote speaker in the workshop. He said that it is the right of women to have a safe, secure, and conducive work environment. POSH-2013 is an act which provides protection against sexual harassment. He explained the importance of the I.C.C. (Internal Complaint Committee) and the L.C.C. (Local Complaint Committee) to the students. He asserted that it is necessary to provide Posh training to women employees to eliminate sexual harassment problems and prevent such incidents from happening again. He strongly advised the students to file a complaint with the ICC (Internal Complaint Committee) or the LCC (Local

Complaint Committee) established in the college if a student faces sexual harassment or any such problem.

Dr. Navneet Lamba also expressed his opinions about sexual harassment of women. He also explained what the Posh law is and why it is needed.

On this occasion, chairperson and principal Dr. Pradeep Ranadiwe praised the Women's Grievance Redressal Committee and said that there is a great need to organize such workshops in the college. He assured the audience that any kind of complaint from girls at the institute regarding sexual harassment would be strictly dealt with and strict action would be taken against the guilty. He also appealed to the students to become more and more aware of these kinds of things in order to safeguard themselves from any harm.

During the open-discussion session of the program, some students discussed about various laws and provisions regarding the act with the chairman of the program. Almost all the Students expressed satisfaction with the kind of safe and healthy atmosphere maintained in the institute.

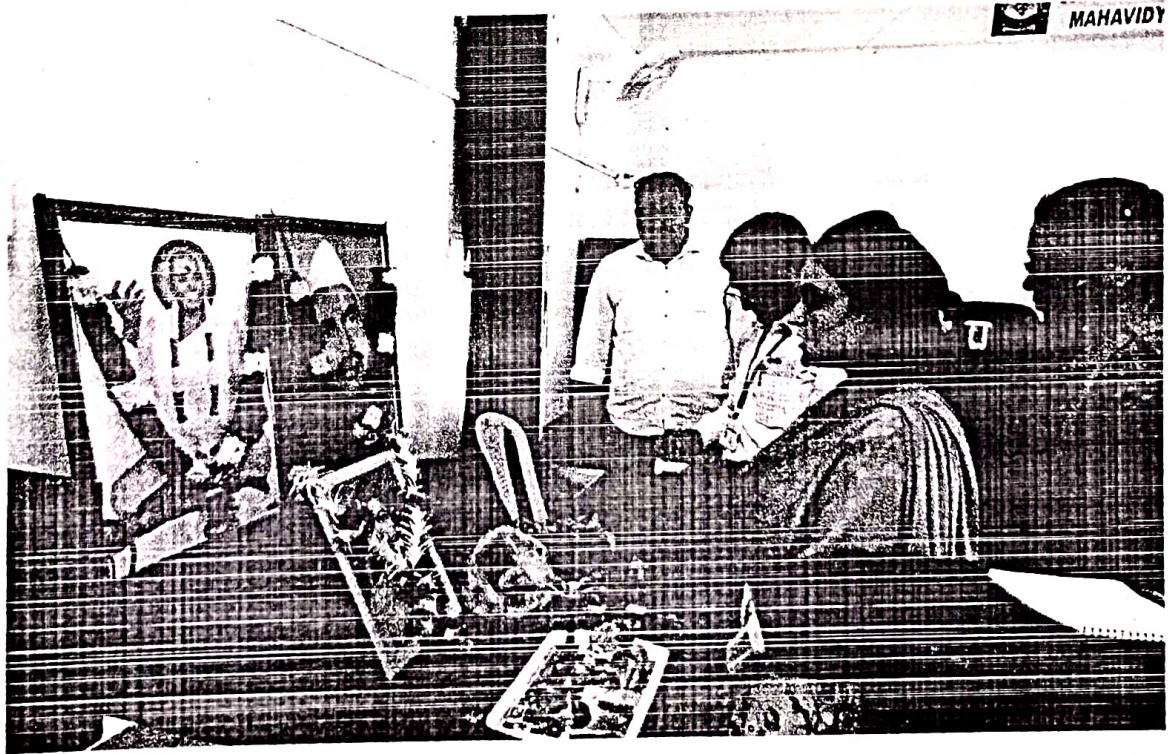

Women's grievance coordinator

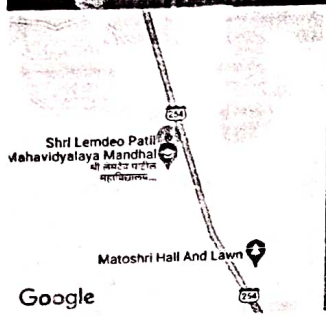
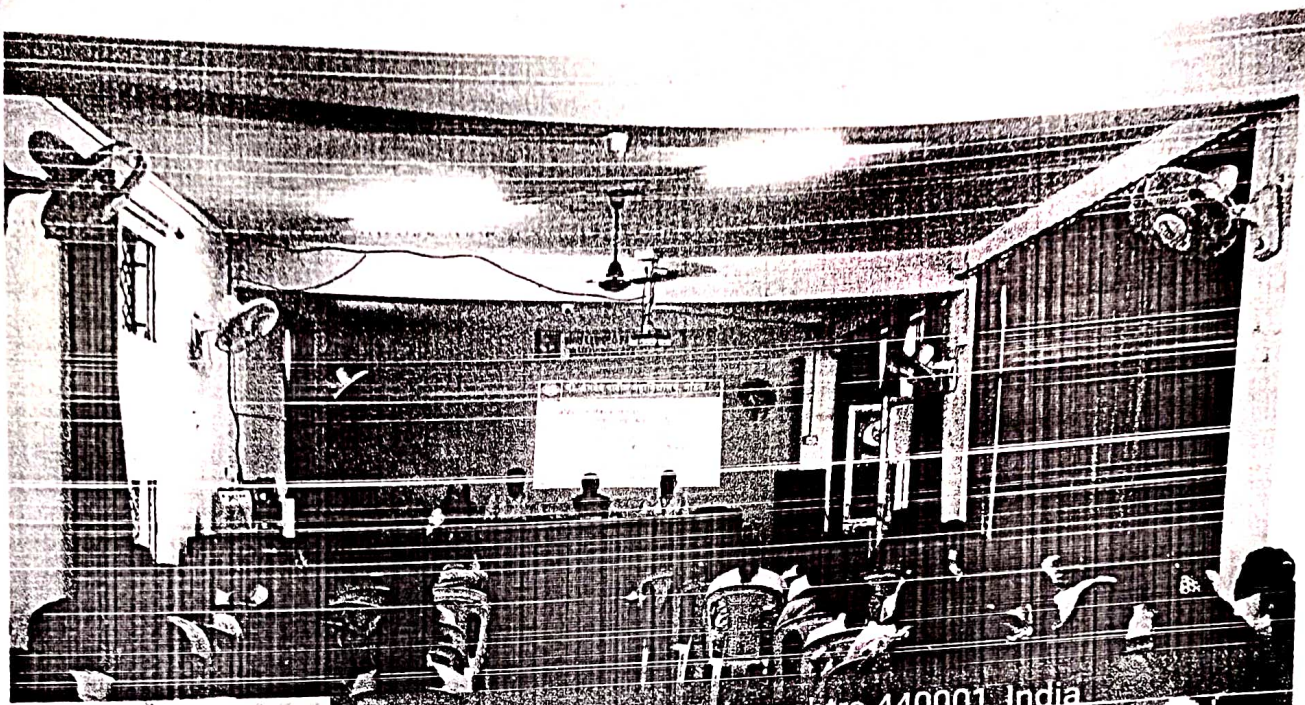



Principal
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Mandhal, Teh-Kuhi, Dist-Nagpur

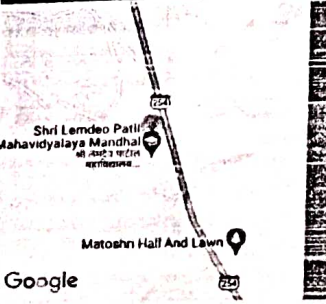
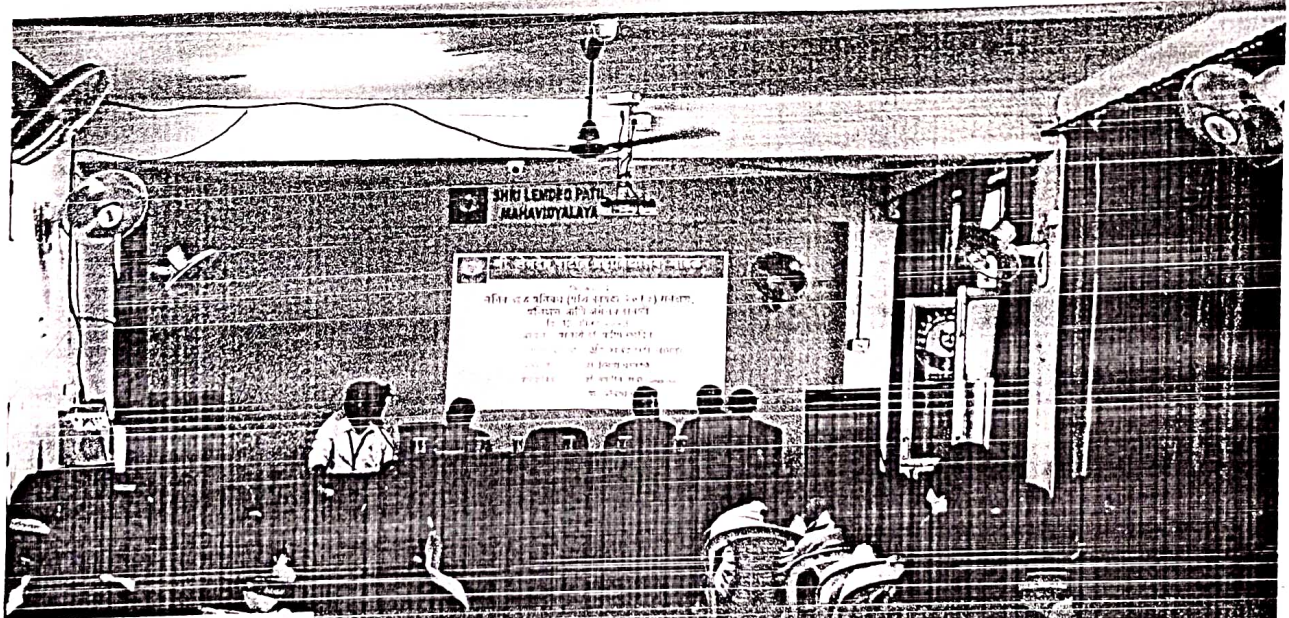


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Shri Chaitenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal. Tah.. Kuhi, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com



(07100)-220120 (off)

Fax : 07100-228388

Grievance Redressal Cell

ACADEMIC YEAR
2019-20



Action Taken Report of the Grievances received during Year 2019-20

Total 3 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Water Filter not clean	Appropriate actions for cleaning the water filter weakly were undertaken by the cleanliness committee.
2	Bus problem	Forwarded to Bus Depot Incharge to increase frequency of buses between two villages to college buses for necessary action
3	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee.

Following Points were discussed in the meeting:

1. Three complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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(07100)-220120 (off)

Fax : 07100-228388

Signature of Convenor and Members

No	Name	Designation	Signature
1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2020-21



Action Taken of the grievances received during Year 2020-21

Total 4 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages (Dongargav & Vailtur) to college buses for necessary action.
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee.
3	Water filter not clean	Appropriate actions for cleaning the water filter weakly were undertaken by the cleanliness committee.
4	Washroom not clean	Appropriate actions for cleaning the washroom every day were undertaken by the cleanliness committee.

Following Points were discussed in the meeting:

1. Four complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Signature of Convenor and Members

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1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Principal
Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2021-22



Action Taken of the grievances received during Year 2021-22

Total 2 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages (Dongargav and vailtur) to college buses for necessary action.
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee

Following Points were discussed in the meeting:

1. Two complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Signature of Convenor and Members

No	Name	Designation	Signature
1.	Dr. Tirthraj Kapgate	Convenor	
2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2022-23



Action Taken of the grievances received during Year 2022-23

Total 3 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages to college buses for necessary action.
2	Washroom not clean	Appropriate actions for cleaning the washroom every day were undertaken by the cleanliness committee
3	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee

Following Points were discussed in the meeting:

1. Three complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
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Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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Signature of Convenor and Members

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2.	Dr. Mahesh Gaidhane	Jt. Convenor	
3.	Dr. Smita Kharkale	Member	



Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2023-24



Summary of grievances received during Year 2023-24

Total 2 grievances received from students. The details of the nature of grievance & action taken are furnished below.

S. No.	Resolution in the Meeting	Action Taken for Implementation and Outcome
1	Bus problem	Appropriate actions taken and forwarded to Bus Depot Incharge to increase frequency of buses between two villages (Dongargav and vailtur) to college buses for necessary action.
2	Classroom not clean	Appropriate actions for cleaning the class every day were undertaken by the cleanliness committee

Following Points were discussed in the meeting:

1. Two complaints received from students to Grievance Redressal hence forwarded to concern department for further action.
2. Brief review about responsibilities: Chairperson (Principal), Dr. Pradeep Randive took brief review about awareness about the roles and responsibilities to be performed by committee members.
3. It is decided any meeting may be schedule for emergency as decided by Chairman.



Shri Chaitenyeshwar Shikshan Mandal, Nagpur

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No	Name	Designation	Signature
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3.	Dr. Smita Kharkale	Member	



Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuhi, Dist-Nagpur

ACADEMIC YEAR
2019-20



Shri Chaltenyeshwar Shikshan Mandal, Nagpur

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Ref. No.:

Date:

ANNUAL REPORT ON ANTI-RAGGING

Period 1st April 2019 to 31st March 2020

Name of College : Shri Lemdeo Patil Mahavidyalaya, Mandhal.

Name of University: Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur

Sr. No.	Particular	Numbers of Cases
1	Numbers of complaints of Anti-Ragging	Nil
2	Numbers of Cases pending	Nil
3	Action taken	Nil

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

ACADEMIC YEAR
2020-21



Shri Chalenyeshwar Shikshan Mandal, Nagpur
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Email : lemdeopatilmahavidyalaya@hotmail.com

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ANNUAL REPORT ON ANTI-RAGGING

Period 1st April 2020 to 31st March 2021

Name of College : Shri Lemdeo Patil Mahavidyalaya, Mandhal.

Name of University: Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur

Sr. No.	Particular	Numbers of Cases
1	Numbers of complaints of Anti-Ragging	Nil
2	Numbers of Cases pending	Nil
3	Action taken	Nil

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah- Kuhi, Dist- Nagpur

ACADEMIC YEAR
2021-22



Shri Chalenyeshwar Shikshan Mandal, Nagpur

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Sr. No.	Particular	Numbers of Cases
1	Numbers of complaints of Anti-Ragging	Nil
2	Numbers of Cases pending	Nil
3	Action taken	Nil

Name of College: Shri Lemdeo Patil Mahavidyalaya, Mandhal.

Name of University: Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur.

Sr. No. Particular

1. Numbers of complaints of Anti-Ragging

2. Numbers of Cases pending

3. Action taken

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhl, Dist. Nagpur.

Principal

ACADEMIC YEAR
2022-23



Shri Chalenyeshwar Shikshan Mandal, Nagpur

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ANNUAL REPORT ON ANTI-RAGGING

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Name of College : Shri Lemdeo Patil Mahavidyalaya, Mandhal.

Name of University: Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur

Sr. No.	Particular	Numbers of Cases
1	Numbers of complaints of Anti-Ragging	Nil
2	Numbers of Cases pending	Nil
3	Action taken	Nil

Principal

Shri Lemdeo Patil Mahavidyalaya
Mandhal, Tah. Kuhl, Dist. Nagpur.

ACADEMIC YEAR
2023-24



Shri Chalenyeshwar Shikshan Mandal, Nagpur

SHRI LEMDEO PATIL MAHAVIDYALAYA

Mandhal, Teh. Kuni, Dist. Nagpur

(NAAC Accredited Institution)

WWW.lpmahavidyalaya.com

Email : lemdeopatilmahavidyalaya@hotmail.com

(07100)-220120 (off)

Fax : 07100-226366

Ref. No.:

Date:

ANNUAL REPORT ON ANTI-RAGGING

Period 1st April 2023 to 31st March 2024

Name of College : Shri Lemdeo Patil Mahavidyalaya, Mandhal.

Name of University: Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur

Sr. No.	Particular	Numbers of Cases
1	Numbers of complaints of Anti-Ragging	Nil
2	Numbers of Cases pending	Nil
3	Action taken	Nil


Principal

Principal
Shri Lemdeo Patil Mahavidyalaya
Mandhal, Teh-Kuni, Dist-Nagpur