

DVV CLARIFICATION

5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organisation wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

DVV Clarification	HEI Response
1. HEI is requested to provide circular/web-link/committee report justifying the objective of the metric.	Committees - https://www.pibm.in/committees.html Web Link- Online Grievance Redressal Cell https://www.pibm.in/online-grievance-redressal-cell.aspx Circular- Attached Below
2. Kindly provide report of grievances from the concerned committee is essential.	Attached Below
3. Kindly provide statutory regulations/norms of UGC/SRA to be provided.	Attached Below

Reviewed By :

Director

Pune Institute of Business Management




Director
 Pune Institute of Business Management
 Pirangut, Pune



PUNE INSTITUTE OF BUSINESS MANAGEMENT

APPROVED BY AICTE, MINISTRY OF HRD, GOVT. OF INDIA,
AFFILIATED TO UNIVERSITY OF PUNE

Notice/Academic/2022-23/009

Date: - 2th July 2023

NOTICE FOR Regarding Grievance Cell

Dear Students,

This is to notify you , if you have any queries or issues, you can contact the following representatives from Academic department as mentioned against your names and we will forward your query or issue to concerned departments to solve the same.

You are required to join the WhatsApp group as mentioned below: -

Grievance Group Poornima Ma'am

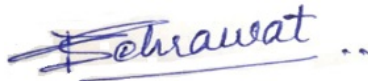
<https://chat.whatsapp.com/ITg7ubQvSYG23Hw9IbRBev>

Grievance Group Ritu Ma'am

<https://chat.whatsapp.com/F6TYDTcxnOU9fB10Xr7a2c>

Grievance Group Datta Sir

<https://chat.whatsapp.com/DzRzAJY9b74ENHvkbMgPZb>



Batch Incharge
Pune Institute of Business Management




Director
Pune Institute of Business Management
Pirangut, Pune



Grievence and Suggetion Box on Every Flor of the Institute





ANTI RAGGING COMMITTEE
MINUTES OF THE MEETING [AY: 2022-23]

Date: 10.06.2022

Meeting was conducted on 10.06.2022 from PIBM from 10.30am to 11.30am. Following members were present for the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Director
2.	Dr. Riddhiman Mukhopadhyay	Assistant Professor
3.	Dr. Vinay Nandre	Associate Professor
4.	Adv. Shrikant Deshpande	External Representative (Advocate)
5.	Ms. Anita Paymode	Girls Hostel Rector
6.	Ms. Neda Nasim	Student Representative (Girls)
7.	Mr. Nikhil Seervi	Student Representative (Boys)

Meeting Agenda:

1. Constitution of Anti-Ragging Committee for year 2022-23
2. Forming anti-ragging squad
3. Student addressal and awareness session
4. Undertaking submission of anti-ragging



Discussion points and meeting output:

Points Discussed	Resolutions
1. Addressal by Dr. Vinay Nandre to both the batches	<ul style="list-style-type: none"> • Dr. Vinay Nandre, Convener Anti Ragging Committee addressed virtually Junior batch and senior batch students and explained about anti ragging committee functions. • A film will be shown to students on 'Anti-Ragging' uploaded by UGC on its Website in order to make students aware about "What is ragging? And they are promoted to redress the issue to institution's Anti-Ragging Committee" if they experienced • Students will be informed about Anti Ragging Toll Free Number 1800-180- 5522 and committee member for contact
2. Constitution of Anti-Ragging Committee for year 2022-23	<ul style="list-style-type: none"> • Committee formed consist of Director, Committee Chairman, Faculty, student representatives and representative of Civil Administration/ Police Administration / Media / NGO working for youth
3. Forming anti ragging squad	<ul style="list-style-type: none"> • Anti-ragging squad formed headed by senior professor followed by teaching and non-teaching members. List is as follows



4. Student addressal and awareness session by mentors and hostel wardens	<ul style="list-style-type: none"> Students are made Aware about "UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009." [Anti-Ragging Policy] (Under Section 26 (1) (g) of the University Grants Commission Act, 1956)
5. Undertaking submission of anti-ragging	<ul style="list-style-type: none"> Admission team will be instructed to take students undertaking of anti-ragging Parents/Guardians of the students of PIBM are also requested to submit the undertaking.

Anti-Ragging Squad

Sr. No.	Name	Designation
1	Dr. Poorna Chandra Prasad	Head of Squad
2	Mrs. Rajashree Gethe	Member
3	Mr. Prasad Bhat	Member
4	Ms. Sonal Parmar	Member
5	Mr. Uttam Malavi	Member

Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director



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www.pibm.in



ANTI RAGGING COMMITTEE

NIL REPORT – FIRST QUARTER [AY: 2022-23]

Duration – 01/07/22 to 30/09/22 (Quarter 1)

Date: 30.09.2022

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2022-23 Anti-Ragging Committee found “No Grievance” regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30/09/2022

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director





ANTI RAGGING COMMITTEE

NIL REPORT – SECOND QUARTER [AY: 2022-23]

Duration – 01/10/22 to 31/12/22 (Quarter 2)

Date: 31.12.2022

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2022-23 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -31/12/2022

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director



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ANTI RAGGING COMMITTEE

NIL REPORT – THIRD QUARTER [AY: 2022-23]

Duration – 01/01/2023 to 31/03/2023 (Quarter 3)

Date: 31.03.2023

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2022-23 Anti-Ragging Committee found “No Grievance” regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document

IAEER'S

Pune Institute of Business Management

Approved By AICTE, Affiliated To Savitribai Phule Pune University



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -31.03.2023

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee

Director



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ANTI RAGGING COMMITTEE

NIL REPORT – FOURTH QUARTER [AY: 2022-23]

Duration – 01/04/2023 to 30/06/2023 (Quarter 4)

Date: 30.06.2023

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2022-23 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30.06.2023

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark


Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director





MINUTES OF THE MEETING [Year: 2022-2023]

Date: 17.08.2022

Meeting of all committee members and SC/ST Students of MBA was held under the Chairmanship of Dr. Rajasshree Pillai, Director, PIBM, Pune on 17.08.2022 at 3:00 p.m. in the Conference Room.

Sr.No.	Name of the Attendees	Designation
1.	Dr. Rajasshree Pillai	Director
2.	Dr. Poorna Chandra Erry	Associate Professor, Member
3.	Ms. Rajashree Gethe	Head SC/ST Cell, Assistant Professor
4.	Mr. Uttam Malawi	Member
5.	Mr. Datta Jadhav	Member
6.	Mr. Nilesh Yeshwad	Member

Planned Agenda for the Meeting:

1. SC/ST Committee constitution
2. Committee-Students interaction
3. Prevention of caste based discrimination in Higher Educational Institutes.



Outcome of the Meeting:

Points Discussed	Resolutions
1. SC/ST Committee Constitution	1. The SC/ST Cell was formed with six members.
2. Committee-Students Interaction	2. The Chairperson put forth the aims and objectives of this committee.
3. Prevention of caste based on discrimination in Higher Educational Institutes.	3. The Students of the MBA attended the meeting along with all the committee members, where Head of Committee explained them provisions under the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.
	4. The SC/ST Cell discussed about the various scholarships given to the students.
	5. The SC/ST Committee members gave the information about the various Schemes of Government and University for SC/ST Students and sensitized them to apply for the same.
	6. Some of the students asked for procedure for application of scholarship.
	7. For Scholarship related work students' needs to coordinate with Mr. Datta Jadhav (Academic Dept.)
	8. The Chairperson announced that institute prevents caste based discrimination of student's while perusing Higher Education in the institute in activities and giving equal opportunities to students in activities of Admission, Industrial Training, Placements strictly on the basis of Merit Only, etc.

Note: Next Meeting will be held on February 2023



(Signature)
Chairperson of the meeting



MINUTES OF THE MEETING [Year: 2022-23]

Date: 10.03.2023

The meeting of all committee members and SC/ST Students of MBA was held under the Chairmanship of Dr. Rajasshrie Pillai, Director, PIBM, Pune on 10.03.2023 at 11:00 a.m. in the Conference Room.

SC/ST COMMITTEE MEMBERS

Sr. No.	Name	Designation
1	Dr. Rajasshrie Pillai	Director
2	Dr. Poorna Chandra Erry	Associate Professor, Member
3	Ms. Rajashree Gethe	Head SC/ST Cell, Assistant Professor
4	Mr. Uttam Malawi	Member
5	Mr. Datta Jadhav	Member
6	Mr. Laxman Patil	Member

Planned Agenda for the Meeting:

1. The review of issues discussed in previous meetings was taken.
2. Cell gives necessary information given to the office staff regarding SC and ST students.
3. Follow up of scholarships was taken.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and informed them about absence of any matters related SC/ST.
2. Cell gives necessary information given to the office staff regarding SC and ST students.	2. The Chairperson ensured all admission, industrial training, placement activities are going smoothly on merit basis where no issues of caste discrimination are found.
3. Follow up of scholarships was taken.	3. Student Members also informed the committee that students are benefited from the scholarships given by Government for SC/ST Students.
	4. The Cell also took the follow up of students regarding scholarship and ensured timely help to them for resolving their problems and Mr. Datta Jadhav is coordinating for scholarship related activities.

Note: Next Meeting will be held on August 2023.



(Signature)

Chairperson of the meeting



INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2022-23]

Date: 23.07.2022

Meeting of all committee members was organized on 23.07.2022 under the Chairmanship of Dr. Rajasshrie Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting:

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Director Chairman ICC Committee
2.	Ms. Poornima Sehrawat	Assistant Professor & IQAC Head
3.	Mr. Swapnil Kulkarni	Administration
4.	Adv. Shrikant Deshpande	External Member
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Ms. Anita Paymode	Hostel Rector
7.	Ms. Neda Nasim	Student Representative (Female)
8.	Ms. Poonam Biradar	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2022-23.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in previous academic year 2021-22.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the year 2021-22 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2022-23.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2022-23. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario
	5. Meeting concluded with vote of thanks.

Note: Next meeting to be held on 4th March 2023.



Signature

(Signature)

Chairperson of the meeting



INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2022-23]

Date: 04.03.2023

Meeting of all committee members was organized on 04.03.2023 under the Chairmanship of Dr. Rajasshrie Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Director Chairman ICC Committee
2.	Ms. Poornima Schrawat	Assistant Professor & IQAC Head
3.	Mr. Swapnil Kulkarni	Administration
4.	Adv. Shrikant Deshpande	External Member
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Ms. Anita Paymode	Hostel Rector
7.	Ms. Neda Nasim	Student Representative (Female)
8.	Ms. Asmita Gupta	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2022-23.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in current academic year 2022-23.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the Current Academic Year 2022-23 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2022-23.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2022-23. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario.
	5. Meeting concluded with vote of thanks.

Note: Next meeting to be held in July 2023.



P. J. Jadhav
(Signature)

Chairperson of the meeting



GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2022-23]

Date: 26.08.2022

Meeting of all committee members was organized on 26.08.2022 under the Chairmanship of Dr. Rajasshree Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshree Pillai	Director & Chairman Committee
2.	Ms. Poornima Sehrawat	Assistant Professor & IQAC Head
3.	Mr. Swapnil Kulkarni	Administration
4.	Mr. Jeevan Singh Thakur	General Manager
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Mr. Datta Jadhav	Batch Incharge
7.	Ms. Neda Nasim	Student Representative (Female)
8.	Mr. Nikhil Seervi	Student Representative (Male)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2022-2023
4. Discussion on the latest grievances of the students.



Outcome of the Meeting:

Points Discussed	Resolutions
<ul style="list-style-type: none">• Review on Grievance Redressal Policy for year 2022-2023• Discussion on the latest grievances of the students.	Nil Grievances for year

Note: Next Meeting will be held in February 2023.

Poojashree
26/08/2022

(Signature)

Chairperson of the meeting



GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2022-23]

Date: 16.02.2023

Meeting of all committee members was organized on 16.02.2023 under the Chairmanship of Dr. Rajasshrie Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Director & Chairman Committee
2.	Ms. Poornima Schrawat	Assistant Professor & IQAC Head
3.	Mr. Swapnil Kulkarni	Administration
4.	Mr. Jeevan Singh Thakur	General Manager
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Mr. Datta Jadhav	Batch Incharge
7.	Ms. Asmita Gupta	Student Representative (Female)
8.	Mr. Aryan Tripathi	Student Representative (Male)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2022-2023
4. Discussion on the latest grievances of the students.



Outcome of the Meeting:

<ul style="list-style-type: none">• Review on Grievance Redressal Policy for year 2022-2023• Discussion on the latest grievances of the students.	Nil Grievances for year
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Note: Next meeting to be held in August 2023.



(Signature)
Chairperson of the meeting



ANTI RAGGING COMMITTEE
MINUTES OF THE MEETING [AY: 2021-22]

Date: 05.06.2021

In view of Covid Pandemic restrictions a virtual meeting was conducted on 05.06.2021 from PIBM from 10.30am to 11.30am. Following members were present for the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Director
2.	Dr. Vinay Nandre	Associate Professor
3.	Adv. Shrikant Deshpande	External Representative (Advocate)
4.	Ms. Preeti Rani	Girls Hostel Rector
5.	Ms. Padmashree Dalke	Student Representative (Girls)
6.	Mr. Jayesh Porwal	Student Representative (Boys)

Meeting Agenda:

1. Constitution of Anti-Ragging Committee for year 2021-22
2. Forming anti-ragging squad
3. Student addressal and awareness session
4. Undertaking submission of anti-ragging



Discussion points and meeting output:

Points Discussed	Resolutions
1. Addressal by Dr. Vinay Nandre to both the batches	<ul style="list-style-type: none">• Dr. Vinay Nandre, Convener Anti Ragging Committee addressed virtually Junior batch and senior batch students and explained about anti ragging committee functions.• A film will be shown to students on 'Anti-Ragging' uploaded by UGC on its Website in order to make students aware about "What is ragging? And they are promoted to redress the issue to institution's Anti-Ragging Committee" if they experienced• Students will be informed about Anti Ragging Toll Free Number 1800-180- 5522 and committee member for contact
2. Constitution of Anti-Ragging Committee for year 2021-22	<ul style="list-style-type: none">• Committee formed consist of Director, Committee Chairman, Faculty, student representatives and representative of Civil Administration/ Police Administration / Media / NGO working for youth
3. Forming anti ragging squad	<ul style="list-style-type: none">• Anti-ragging squad formed headed by senior professor followed by teaching and non-teaching members. List is as follows



4. Student addressal and awareness session by mentors and hostel wardens	<ul style="list-style-type: none"> Students are made Aware about "UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009." [Anti-Ragging Policy] (Under Section 26 (1) (g) of the University Grants Commission Act, 1956)
5. Undertaking submission of anti-ragging	<ul style="list-style-type: none"> Admission team will be instructed to take students undertaking of anti-ragging Parents/Guardians of the students of PIBM are also requested to submit the undertaking.

Anti-Ragging Squad

Sr. No.	Name	Designation
1	Dr. Sanjeev Kulkarni	Head of Squad
2	Ms. Poornima Schrawat	Member
3	Mr. Prasad Bhar	Member
4	Ms. Sonal Parmar	Member
5	Mr. Uttam Malavi	Member

Dr. Vinay Nandre
Convener, Anti Ragging Committee

Director



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ANTI RAGGING COMMITTEE

NIL REPORT – FIRST QUARTER [AY: 2021-22]

Duration – 01/07/21 to 30/09/21 (Quarter 1)

Date: 30.09.2021

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2021-22 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30/09/2021

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director





ANTI RAGGING COMMITTEE

NIL REPORT – SECOND QUARTER [AY: 2021-22]

Duration – 01/10/21 to 31/12/21 (Quarter 2)

Date: 31.12.2021

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2021-22 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -31/12/2021

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee

Director



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ANTI RAGGING COMMITTEE

NIL REPORT – THIRD QUARTER [AY: 2021-22]

Duration – 01/01/2022 to 31/03/2022 (Quarter 3)

Date: 31.03.2022

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:


Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2021-22 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document

**ANTI RAGGING COMMITTEE****NIL REPORT****Format of Reporting****Date -31.03.2022**

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director





ANTI RAGGING COMMITTEE

NIL REPORT – FOURTH QUARTER [AY: 2021-22]

Duration – 01/04/2022 to 30/06/2022 (Quarter 4)

Date: 30.06.2022

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2021-22 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document

**ANTI RAGGING COMMITTEE****NIL REPORT****Format of Reporting****Date -30.06.2022**

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director





INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2021-22]

Date: 24.07.2021

In view of Covid Pandemic a Virtual Meeting of all committee members was organized on 24.07.2021 under the Chairmanship of Dr. Rajasshree Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshree Pillai	Director Chairman ICC Committee
2.	Ms. Poornima Schrawat	Assistant Professor & Batch In- charge
3.	Mr. Swapnil Kulkarni	Administration
4.	Adv. Shrikant Deshpande	External Member
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Ms. Preeti Rani	Hostel Rector
7.	Ms. Aarya Sharma	Student Representative (Female)
8.	Ms. Padmashree Dalke	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops in virtual mode for the benefit of members & stakeholder during academic year 2021-22.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in previous academic year 2020-21.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the year 2020-21 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2021-22.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2021-22 in virtual mode or hybrid mode. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario
	5. Meeting concluded with vote of thanks.

Note: Next meeting to be held on 5th March 2022.



(Signature)

Chairperson of the meeting



INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2021-22]

Date: 05.03.2022

Meeting of all committee members was organized on 05.03.2022 under the Chairmanship of Dr. Rajasshree Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshree Pillai	Director Chairman ICC Committee
2.	Ms. Poonima Schrawat	Assistant Professor & Batch In- charge
3.	Mr. Swapnil Kulkarni	Administration
4.	Adv. Shrikant Deshpande	External Member
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Ms. Preeti Rani	Hostel Rector
7.	Ms. Neda Nasim	Student Representative (Female)
8.	Ms. Padmashree Dalke	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2021-22.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.

**Outcome of the Meeting:**

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in current academic year 2021-22.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the Current Academic Year 2021-22 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2021-22.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2021-22 in virtual mode. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario 5. Meeting concluded with vote of thanks.

Note: Next meeting to be held on 23rd July 2022.



(Signature)

Chairperson of the meeting



GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2021-22]

Date: 24.08.2021

In view of Covid Pandemic a Virtual Meeting of all committee members was organized on 24.08.2021 under the Chairmanship of Dr. Rajasshrie Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Director & Chairman Committee
2.	Ms. Poornima Sehrawat	Assistant Professor & IQAC Head
3.	Mr. Swapnil Kulkarni	Administration
4.	Mr. Jeevan Singh Thakur	General Manager
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Ms. Padmashree Dalke	Student Representative (Female)
7.	Mr. Jayesh Porwal	Student Representative (Male)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2021-2022
4. Discussion on the latest grievances of the students.



Outcome of the Meeting:

Points Discussed	Resolutions
<ul style="list-style-type: none">• Review on Grievance Redressal Policy for year 2021-2022• Discussion on the latest grievances of the students.	Nil Grievances for year

Note: Next Meeting will be held in February 2022.

(Signature)

Chairperson of the meeting.





GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2021-22]

Date: 15.02.2022

Meeting of all committee members was organized on 15.02.2022 under the Chairmanship of Dr. Rajasshree Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshree Pillai	Director & Chairman Committee
2.	Ms. Poornima Sehrawat	Assistant Professor & IQAC Head.
3.	Mr. Swapnil Kulkarni	Administration
4.	Mr. Jeevan Singh Thakur	General Manager
5.	Ms. Rajashree Gethe	Assistant Professor
6.	Ms. Neda Nasim	Student Representative (Female)
7.	Mr. Nikhil Seervi	Student Representative (Male)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2021-2022
4. Discussion on the latest grievances of the students.



Outcome of the Meeting:

<ul style="list-style-type: none">• Review on Grievance Redressal Policy for year 2021-2022• Discussion on the latest grievances of the students.	Nil Grievances for year
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Note: Next meeting to be held in August 2022.



(Signature)

Chairperson of the meeting



MINUTES OF THE MEETING [Year: 2021-2022]

Date: 27.08.2021

In view of pandemic restrictions, Virtual Meeting of all committee members and SC/ST Students of MBA was held under the Chairmanship of Dr. Rajasshrie Pillai, Director, PIBM, Pune on 27.08.2021 at 3:00 p.m. in the Conference Room.

Sr.No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Director
2.	Dr. Poorna Chandra Erry	Associate Professor, Member
3.	Ms. Rajashree Gethe	Head SC/ST Cell, Assistant Professor
4.	Mr. Uttam Malawi	Member
5.	Mr. Datta Jadhav	Member
6.	Mr. Nilesh Yeshwad	Member

Planned Agenda for the Meeting:

1. SC/ST Committee constitution
2. Committee-Students interaction
3. Prevention of caste based discrimination in Higher Educational Institutes.



Outcome of the Meeting:

Points Discussed	Resolutions
1. SC/ST Committee Constitution	1. The SC/ST Cell was formed with six members.
2. Committee-Students Interaction	2. The Chairperson put forth the aims and objectives of this committee.
3. Prevention of caste based on discrimination in Higher Educational Institutes.	3. The Students of the MBA attended the meeting along with all the committee members, where Head of Committee explained them provisions under the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.
	4. The SC/ST Cell discussed about the various scholarships given to the students.
	5. The SC/ST Committee members gave the information about the various Schemes of Government and University for SC/ST Students and sensitized them to apply for the same.
	6. Some of the students asked for procedure for application of scholarship.
	7. For Scholarship related work students' needs to coordinate with Mr. Datta Jadhav (Academic Dept.)
	8. The Chairperson announced that institute prevents caste based discrimination of student's while perusing Higher Education in the institute in activities and giving equal opportunities to students in activities of Admission, Industrial Training, Placements strictly on the basis of Merit Only, etc.

Note: Next Meeting will be held on 25.02.2022.




(Signature)

Chairperson of the meeting



MINUTES OF THE MEETING [Year: 2021-22]

Date: 25.02.2022

The meeting of all committee members and SC/ST Students of MBA was held under the Chairmanship of Dr. Rajasshree Pillai, Director, PIBM, Pune on 25.02.2022 at 11:00 a.m. in the Conference Room.

SC/ST COMMITTEE MEMBERS

Sr. No.	Name	Designation
1	Dr. Rajasshree Pillai	Director
2	Dr. Poorna Chandra Erry	Associate Professor, Member
3	Ms. Rajashree Gethe	Head SC/ST Cell, Assistant Professor
4	Mr. Uttam Malawi	Member
5	Mr. Datta Jadhav	Member
6	Mr. Nilesh Yeshwad	Member

Planned Agenda for the Meeting:

1. The review of issues discussed in previous meetings was taken.
2. Cell gives necessary information given to the office staff regarding SC and ST students.
3. Follow up of scholarships was taken.

**Outcome of the Meeting:**

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and informed them about absence of any matters related SC/ST.
2. Cell gives necessary information given to the office staff regarding SC and ST students.	2. The Chairperson ensured all admission, industrial training, placement activities are going smoothly on merit basis where no issues of caste discrimination are found.
3. Follow up of scholarships was taken.	3. Student Members also informed the committee that students are benefited from the scholarships given by Government for SC/ST Students.
	4. The Cell also took the follow up of students regarding scholarship and ensured timely help to them for resolving their problems and Mr. Datta Jadhav is coordinating for scholarship related activities.

Note: Note: Next Meeting will be held on 17.08.2022.



(Signature)

Chairperson of the meeting



ANTI RAGGING COMMITTEE

MINUTES OF THE MEETING [AY: 2020-21]

Date: 14.08.2020

In view of Covid Pandemic restrictions a virtual meeting was conducted on 14.08.2020 from PIBM from 10.30am to 11.30am. Following members were present for the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director, Chairman of Committee
2.	Dr. Rajusshrie Pillai	Deputy Director
3.	Dr. Vinay Nandre	Associate Professor
4.	Adv. Shrikant Deshpande	External Representative (Advocate)
5.	Ms. Preeti Rani	Girls Hostel Rector
6.	Ms. Sonu Sanskriti	Student Representative (Girls)
7.	Mr. Saaranish Sharma	Student Representative (Boys)

Meeting Agenda:

1. Constitution of Anti-Ragging Committee for year 2020-21
2. Forming anti-ragging squad
3. Student addressal and awareness session
4. Undertaking submission of anti-ragging



Discussion points and meeting output:

Points Discussed	Resolutions
1. Addressal by Dr. Vinay Nandre to both the batches	<ul style="list-style-type: none"> Dr. Vinay Nandre, Convener Anti Ragging Committee, addressed virtually Junior batch and senior batch students and explained about anti ragging committee functions. A film will be shown to students on 'Anti-Ragging' uploaded by UGC on its Website in order to make students aware about "What is ragging? And they are promoted to redress the issue to institution's Anti-Ragging Committee" if they experienced Students will be informed about Anti Ragging Toll Free Number 1800-180-5522 and committee member for contact
2. Constitution of Anti-Ragging Committee for year 2020-21	<ul style="list-style-type: none"> Committee formed consist of Director, Committee Chairman, Faculty, student representatives and representative of Civil Administration/ Police Administration / Media / NGO working for youth
3. Forming anti ragging squad	<ul style="list-style-type: none"> Anti-ragging squad formed headed by senior professor followed by teaching and non-teaching members. List is as follows

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4. Student addressal and awareness session by mentors and hostel wardens	<ul style="list-style-type: none"> Students are made Aware about "UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009." [Anti-Ragging Policy] (Under Section 26 (1) (g) of the University Grants Commission Act, 1956)
5. Undertaking submission of anti-ragging	<ul style="list-style-type: none"> Admission team will be instructed to take students undertaking of anti-ragging Parents/Guardians of the students of PIBM are also requested to submit the undertaking.

Anti-Ragging Squad

Sr. No.	Name	Designation
1	Dr. Sanjeev Kulkarni	Head of Squad
2	Ms. Poornima Schrawat	Member
3	Mr. Prasad Bhat	Member
4	Ms. Sonal Parmar	Member
5	Mr. Uttam Malavi	Member

Dr. Vinay Nandre
Convener, Anti Ragging Committee

Director
Pune Institute of Business Management
Pirangut, Pune

Director

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ANTI RAGGING COMMITTEE

NIL REPORT – FIRST QUARTER [AY: 2020-21]

Duration – 01/07/20 to 30/09/20 (Quarter 1)

Date: 30.09.2020

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2020-21 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30/09/2020

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

73
Dr. Vinay Nandre
Convener, Anti Ragging Committee


Director
Pune Institute of Business Management
Pune, Pune

Director





ANTI RAGGING COMMITTEE

NIL REPORT – SECOND QUARTER [AY: 2020-21]

Duration – 01/10/20 to 31/12/20 (Quarter 2)

Date: 31.12.2020

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2020-21 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document

**ANTI RAGGING COMMITTEE****NIL REPORT****Format of Reporting****Date -31/12/2020**

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark
			<i>dis</i>			

Dr. Vinay Nandre
Convener, Anti Ragging Committee

[Signature]
Director
Pune Institute of Business Management
Pirangut, Pune

Director





ANTI RAGGING COMMITTEE

NIL REPORT – THIRD QUARTER [AY: 2020-21]

Duration – 01/01/2021 to 31/03/2021 (Quarter 3)

Date: 31.03.2021

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2020-21 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -31.03.2021

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee

Director





ANTI RAGGING COMMITTEE

NIL REPORT – FOURTH QUARTER [AY: 2020-21]

Duration – 01/04/2021 to 30/06/2021 (Quarter 4)

Date: 30.06.2021

Planned Agenda for the meeting between Convener ARC and Director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2020-21 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Wardens [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30.06.2021

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Convener, Anti Ragging Committee

Director



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INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2020-21]

Date: 24.07.2020

In view of Covid Pandemic a Virtual Meeting of all committee members was organized on 24.07.2020 under the Chairmanship of Dr. Rajasshrie Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Associate Professor Chairman ICC Committee
2.	Dr. Abhishek Srivastava	Associate Professor
3.	Mr. Swapnil Kulkarni	Administration
4.	Ms. Poonima Schrawat	Assistant Professor & Batch In- charge
5.	Adv. Shrikant Deshpande	External Member
6.	Ms. Preeti Rani	Hostel Rector
7.	Ms. Aastha Jain	Student Representative (Female)
8.	Ms. Vaishnavi Duragkar	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops in virtual mode for the benefit of members & stakeholder during academic year 2020-21.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in previous academic year 2019-20.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the year 2019-20 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2020-21.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2020-21 in virtual mode. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario
	5. Meeting concluded with vote of thanks.

Note: Next meeting to be held on 5th March 2021.

Rajashri

(Signature)
Chairperson of the meeting





INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2020-21]

Date: 05.03.2021

In view of Covid Pandemic a Virtual Meeting of all committee members was organized on 05.03.2021 under the Chairmanship of Dr. Rajasshrie Pillai, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Associate Professor Chairman ICC Committee
2.	Dr. Abhishek Srivastava	Associate Professor
3.	Mr. Swapnil Kulkarni	Administration
4.	Ms. Poornima Sehrawat	Assistant Professor & Batch In-charge
5.	Adv. Shrikant Deshpande	External Member
6.	Ms. Preeti Rani	Hostel Rector
7.	Ms. Aarya Sharma	Student Representative (Female)
8.	Ms. Padmashree Dalke	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2020-21.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in current academic year 2020-21.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the Current Academic Year 2020-21 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2020-21.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2020-21 in virtual mode. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario.
	5. Meeting concluded with vote of thanks.

Note: Next meeting to be held on 23rd July 2021.

(Signature)

Chairperson of the meeting





GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2020-21]

Date: 24.08.2020

In view of Covid Pandemic a Virtual Meeting of all committee members was organized on 24.08.2020 under the Chairmanship of Dr. Ajit Sane, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director & Chairman Committee
2.	Dr. Rajashree Pillai	Associate Professor
3.	Mr. Pranav Nagpurkar	Deputy Director
4.	Ms. Poornima Sehrawat	Assistant Professor & IQAC Head
5.	Mr. Swapnil Kulkarni	Administration
6.	Ms. Rajashree Gethi	Assistant Professor
7.	Mr. Saransh Sharma	Student Representative (Male)
8.	Ms. Kritika Kashyap	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2020-2021
4. Discussion on the latest grievances of the students.



Outcome of the Meeting:

Points Discussed	Resolutions
<ul style="list-style-type: none">Review on Grievance Redressal Policy for year 2020-2021Discussion on the latest grievances of the students.	Nil Grievances for year

Note: Next Meeting will be held in February 2021.


Director
Pune Institute of Business Management
Pirangut, Pune



(Signature)

Chairperson of the meeting



GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2020-21]

Date: 26th February 2021

Virtual Meeting of all committee members was organized on 26.02.2021 under the Chairmanship of Dr. Ajit Sane, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director & Chairman Committee
2.	Dr. Rajasshrie Pillai	Associate Professor
3.	Mr. Pranav Nagpurkar	Deputy Director
4.	Ms. Poornima Sehrawal	Assistant Professor & IQAC Head
5.	Mr. Swapnil Kulkarni	Administration
6.	Ms. Rajashree Gethe	Assistant Professor
7.	Mr. Saransh Sharma	Student Representative (Male)
8.	Ms. Kritika Kashyap	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2020-2021
4. Discussion on the latest grievances of the students.



Outcome of the Meeting:

- | | |
|--|---|
| <ul style="list-style-type: none">• Review on Grievance Redressal Policy for year 2020-2021• Discussion on the latest grievances of the students. | <ul style="list-style-type: none">• Nil Grievances for year |
|--|---|

Note: Next meeting to be held in August 2021.


Director
Pune Institute of Business Management
Pirangut, Pune

(Signature)
Chairperson of the meeting





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SC/ST CELL
MINUTES OF THE MEETING [Year: 2020-2021]

Date: 21.08.2020

In view of pandemic, Virtual Meeting of all committee members and SC/ST Students of MBA and PGDM was held under the Chairmanship of Dr. Ajit Sane, Director, PIBM, Pune on 21.08.2020 at 3:00 p.m.

Sr.No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director
2.	Mr. Hangsing David	Batch-in-Charge (Academic Dept.)
3.	Dr. M. Rajalakshmi	Head SC/ST Cell, Assistant Professor
4.	Ms. Rajashree Gethe	Assistant Professor
5.	Mr. Umesh Patil	Assistant to Chairman office
6.	Mr. Datta Jadhav	Jr. Batch Incharge

Planned Agenda for the Meeting:

1. SC/ST Committee constitution
2. Committee-Students interaction
3. Prevention of caste based discrimination in Higher Educational Institutes.



Outcome of the Meeting:

Points Discussed	Resolutions
1. SC/ST Committee Constitution	1. The SC/ST Cell was formed with six members.
2. Committee-Students Interaction	2. The Chairperson put forth the aims and objectives of this committee.
3. Prevention of caste based on discrimination in Higher Educational Institutes.	3. The Students of the MBA and PGDM attended the meeting along with all the committee members, where Head of Committee explained them provisions under the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.
	4. The SC/ST Cell discussed about the various scholarships given to the students.
	5. The SC/ST Committee members gave the information about the various Schemes of Government and University for SC/ST Students and sensitized them to apply for the same.
	6. Some of the students asked for procedure for application of scholarship.
	7. For Scholarship related work students' needs to coordinate with Mr. Datta Jadhav (Academic Dept.)
	8. The Chairperson announced that institute prevents caste based discrimination of student's while perusing Higher Education in the institute in activities and giving equal opportunities to students in activities of Admission, Industrial Training, Placements strictly on the basis of Merit Only, etc.

Note: Next Meeting will be held on 17.02.2021.



Director
Pune Institute of Business Management
Pirangut, Pune

(Signature)
Chairperson of the meeting



SC/ST CELL
MINUTES OF THE MEETING [Year: 2020-2021]

Date: 17.02.2021

In view of pandemic restrictions for gathering virtual meeting of all committee members and SC/ST Students of MBA and PGDM was held under the Chairmanship of Dr. Ajit Sane, Director, PIBM, Pune on 17.02.2021 at 11:00 a.m. in the Conference Room.

SC/ST COMMITTEE MEMBERS

Sr. No.	Name	Designation
1	Dr. Ajit Sane	Director
2	Dr. M. Rajalakshmi	Head SC/ST Cell, Assistant Professor
3	Ms. Rajashree Getha	Assistant Professor
4	Mr. Umesh Patil	Assistant to Chairman office
5	Mr. Datta Jadhav	Jr. Batch Incharge
6	Mr. Nilesh Yeshwad	Member

Planned Agenda for the Meeting:

1. The review of issues discussed in previous meetings was taken.
2. Cell gives necessary information given to the office staff regarding SC and ST students.
3. Follow up of scholarships was taken.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and informed them about absence of any matters related SC/ST.
2. Cell gives necessary information given to the office staff regarding SC and ST students.	2. The Chairperson ensured all admission, industrial training, placement activities are going smoothly on merit basis where no issues of caste discrimination are found.
3. Follow up of scholarships was taken.	3. Student Members also informed the committee that students are benefited from the scholarships given by Government for SC/ST Students.
	4. The Cell also took the follow up of students regarding scholarship and ensured timely help to them for resolving their problems and Mr. Datta Jadhav is coordinating for scholarship related activities.

Note: Note: Next Meeting will be held on 14.08.2021.




Director
Pune Institute of Business Management
Pune, Pune

(Signature)
Chairperson of the meeting

GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2019-20]

Date: 23.08.2019

Meeting of all committee members was organized on 23.08.2019 under the Chairmanship of Dr. Ajit Sane, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director & Chairman Committee
2.	Dr. Rajasshrie Pillai	Professor
3.	Mr. Pranav Nagpurkar	Deputy Director
4.	Ms. Poornima Sehrawat	Assistant Professor & Batch In- charge
5.	Mr. Swapnil Kulkarni	Administration
6.	Ms. Rajashree Gethe	Assistant Professor
7.	Mr. Anand Kothane	Student Representative (Male)
8.	Ms. Kritika Raj	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints
3. Review on Grievance Redressal Policy for year 2019-20
4. Discussion on the latest grievances of the students.

Outcome of the Meeting:

Points Discussed	Resolutions
<ul style="list-style-type: none">Review on Grievance Redressal Policy for year 2019-20Discussion on the latest grievances of the students	Nil Grievances for year

Note: Next Meeting will be held in February 2020.



Director
Pune Institute of Business Management
Pirangut, Pune

(Signature)

Chairperson of the meeting

GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2019-20]

Date: 26th February 2020

Meeting of all committee members was organized on 26.02.2020 under the Chairmanship of Dr. Ajit Sane, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director & Chairman Committee
2.	Dr. Rajasshrie Pillai	Professor
3.	Mr. Pranav Nagpurkar	Deputy Director
4.	Ms. Poornima Sehrawat	Assistant Professor & Batch In-charge
5.	Mr. Swapnil Kulkarni	Administration
6.	Ms. Rajashree Gethe	Assistant Professor
7.	Mr. Anand Kothane	Student Representative (Male)
8.	Ms. Kritika Raj	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2019-20
4. Discussion on the latest grievances of the students.

Outcome of the Meeting:

<ul style="list-style-type: none">• Review on Grievance Redressal Policy for year 2019-20• Discussion on the latest grievances of the students	<ul style="list-style-type: none">• Nil Grievances for year
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Note: Next meeting to be held in August 2020.



Director
Pune Institute of Business Management
Pirangut, Pune

(Signature)
Chairperson of the meeting



GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2018-19]

Date: 24.08.2018

Meeting of all committee members was organized on 24.08.2018 under the Chairmanship of Dr. Ajit Sane, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director & Chairman Committee
2.	Dr. Rajasshrie Pillai	Professor
3.	Mr. Pranav Nagpurkar	Deputy Director
4.	Ms. Poornima Sehrawat	Assistant Professor & Batch In- charge
5.	Mr. Swapnil Kulkarni	Administration
6.	Ms. Rajashree Gethe	Assistant Professor
7.	Mr. Suvam Guha	Student Representative (Male)
8.	Ms. Hibah Khan	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints
3. Review on Grievance Redressal Policy for year 2018-19
4. Discussion on the latest grievances of the students.

Outcome of the Meeting:

Points Discussed	Resolutions
<ul style="list-style-type: none"> Review on Grievance Redressal Policy for year 2018-19 Discussion on the latest grievances of the students. 	<p>Nil Grievances for year</p>

Note: Next Meeting will be held in February 2019.



Director
 Pune Institute of Business Management
 Pirangut, Pune

(Signature)

Chairperson of the meeting

GRIEVANCES REDRESSAL COMMITTEE (GRC)
MINUTES OF THE MEETING [Year: 2018-19]

Date: 26th February 2019

Meeting of all committee members was organized on 26.02.2019 under the Chairmanship of Dr. Ajit Sane, from 10.30 a.m. to 11.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director & Chairman Committee
2.	Dr. Rajasshrie Pillai	Professor
3.	Mr. Pranav Nagpurkar	Deputy Director
4.	Ms. Poornima Sehrawat	Assistant Professor & Batch In-charge
5.	Mr. Swapnil Kulkarni	Administration
6.	Ms. Rajashree Gethe	Assistant Professor
7.	Mr. Suvam Guha	Student Representative (Male)
8.	Ms. Hibah Khan	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints.
3. Review on Grievance Redressal Policy for year 2018-19
4. Discussion on the latest grievances of the students.

Outcome of the Meeting:

<ul style="list-style-type: none">• Review on Grievance Redressal Policy for year 2018-19• Discussion on the latest grievances of the students	<ul style="list-style-type: none">• Nil Grievances for year
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Note: Next meeting to be held in August 2019.



Director
Pune Institute of Business Management
Pirangut, Pune

(Signature)
Chairperson of the meeting

PUNE INSTITUTE OF BUSINESS MANAGEMENT
MUKAIWADI ROAD, PIRANGUT, PUNE – 412 115.

MINUTES OF THE MEETING [Year: 2019-2020]

Date: 20.08.2019

The meeting of all committee members and SC/ST Students of MBA and PGDM was held under the Chairmanship of Dr. Ajit Sane, Director, PIBM, Pune, on 20.08.2019 at 3:00 p.m. in the Conference Room.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director
2.	Mr. Hangsing David	Head SC ST Cell, Batch-in-Charge (Academic Dept.)
3.	Dr. M. Rajalakshmi	Assistant Professor
4.	Ms. Rajashree Gethe	Assistant Professor
5.	Mr. Umesh Patil	Assistant to Chairman office
6.	Mr. Datta Jadhav	Assistant Academic Dept.

Planned Agenda for the Meeting:

1. SC/ST Committee constitution
2. Committee-Students interaction
3. Prevention of caste based discrimination in Higher Educational Institutes.

Outcome of the Meeting:

Points Discussed	Resolutions
1. SC/ST Committee Constitution	1. The SC/ST Cell was formed with six members.
2. Committee-Students Interaction	2. The Chairperson put forth the aims and objectives of this committee.
3. Prevention of caste based on discrimination in Higher Educational Institutes.	3. The Students of the MBA and PGDM attended the meeting along with all the committee members, where Head of Committee explained them provisions under the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.
	4. The SC/ST Cell discussed about the various scholarships given to the students.
	5. The SC/ST Committee members gave the information about the various Schemes of Government and University for SC/ST Students and sensitized them to apply for the same.
	6. Some of the students asked for procedure for application of scholarship.
	7. For Scholarship related work students' needs to coordinate with Mr. Datta Jadhav (Academic Dept.)
	8. The Chairperson announced that institute prevents caste based discrimination of student's while perusing Higher Education in the institute in activities and giving equal opportunities to students in activities of Admission, Industrial Training, Placements strictly on the basis of Merit Only. etc.

Note: Next Meeting will be held on 25.02.2020.


Director
Pune Institute of Business Management
Pirangut, Pune

(Signature)

Chairperson of the meeting

PUNE INSTITUTE OF BUSINESS MANAGEMENT
MUKAIWADI ROAD, PIRANGUT, PUNE – 412 115.

MINUTES OF THE MEETING [Year: 2019-2020]

Date: 25.02.2020

The meeting of all committee members and SC/ST Students of MBA and PGDM was held under the Chairmanship of Dr. Ajit Sane Director, PIBM, Pune on 25.02.2020 at 11:00 a.m. in the Conference Room.

SC/ST COMMITTEE MEMBERS

Sr. No.	Name	Designation
1	Dr. Ajit Sane	Director
2	Mr. Hangsing David	Head SC/ST Cell, Batch-in-Charge (Academic Dept.)
3	Dr. M. Rajalakshmi	Assistant Professor
4	Ms. Rajashree Gethe	Assistant Professor
5	Mr. Umesh Patil	Assistant to Chairman office
6	Mr. Datta Jadhav	Jr. Batch Incharge

Planned Agenda for the Meeting:

1. The review of issues discussed in previous meetings was taken.
2. Cell gives necessary information given to the office staff regarding SC and ST students.
3. Follow up of scholarships was taken.

Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and informed them about absence of any matters related SC/ST.
2. Cell gives necessary information given to the office staff regarding SC and ST students.	2. The Chairperson ensured all admission, industrial training, placement activities are going smoothly on merit basis where no issues of caste discrimination are found.
3. Follow up of scholarships was taken.	3. Student Members also informed the committee that students are benefited from the scholarships given by Government for SC/ST Students.
	4. The Cell also took the follow up of students regarding scholarship and ensured timely help to them for resolving their problems and Mr. Datta Jadhav is coordinating for scholarship related activities.

Note: Note: Next Meeting will be held on 14.08.2020.



Director
Pune Institute of Business Management
Pirangut, Pune

(Signature)

Chairperson of the meeting

PUNE INSTITUTE OF BUSINESS MANAGEMENT
MUKAIWADI ROAD, PIRANGUT, PUNE – 412 115

MINUTES OF THE MEETING [Year: 2018-2019]

Date: 25.08.2018

The meeting of all committee members and SC/ST Students of MBA and PGDM was held under the Chairmanship of Dr. Ajit Sane, Director, PIBM, Pune. On 25.08.2018 at 3:00 p.m. the Seminar Hall.

Sr.No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director
2.	Mr. Hangsing David	Batch-in-Charge (Academic Dept.)
3.	Dr. M. Rajlakshmi	Assistant Professor
4.	Ms. Rajashree Gethe	Assistant Professor
5.	Mr. Umesh Patil	Assistant to Chairman office
6.	Mr. Datta Jadhav	Assistant Academic Dept.

Planned Agenda for the Meeting:

1. SC/ST Committee constitution
2. Committee-Students interaction
3. Prevention of caste based discrimination in Higher Educational Institutes.

Outcome of the Meeting:

Points Discussed	Resolutions
1. SC/ST Committee Constitution	1. The SC/ST Cell was formed with six members.
2. Committee-Students Interaction	2. The Chairperson put forth the aims and objectives of this committee.
3. Prevention of caste based on discrimination in Higher Educational Institutes.	3. The Students of the MBA and PGDM attended the meeting along with all the committee members, where Head of Committee explained them provisions under the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.
	4. The SC/ST Cell discuss about the various scholarships given to the students.
	5. The SC/ST Committee members gave the information about the various Schemes of Government and University for SC/ST Students and sensitized them to apply for the same.
	6. Some of the students asked for procedure for application of scholarship.
	7. For Scholarship related work students' needs to coordinate with Mr. Datta Jadhav (Academic Dept.)
	8. The Chairperson announced that institute prevents caste based discrimination of student's while perusing Higher Education in the institute in activities and giving equal opportunities to students in activities of Admission, Industrial Training, Placements strictly on the basis of Merit Only etc.

Note: Next Meeting will be held on 08.03.2019.


Director
Pune Institute of Business Management
Pirangut, Pune
(Signature)
Chairperson of the meeting

PUNE INSTITUTE OF BUSINESS MANAGEMENT
MUKAIWADI ROAD, PIRANGUT, PUNE – 412 115

MINUTES OF THE MEETING [Year: 2018-2019]

Date: 08.03.2019

The meeting of all committee members and SC/ST Students of MBA and PGDM was held under the Chairmanship of Dr. Ajit Sane, Director, PIBM Pune. On 08.03.2019 at 11:00 a.m. the Seminar Hall.

SC/ST COMMITTEE MEMBERS

Sr. No.	Name	Designation
1	Dr. Ajit Sane	Director
2	Mr. Hangsing David	Head SC/ST Cell/ Batch-in-Charge (Academic Dept.)
3	Dr. M. Rajlakshmi	Assistant Professor
4	Ms. Rajashree Gethe	Assistant Professor
5	Mr. Umesh Patil	Assistant to Chairman office
6	Mr. Datta Jadhav	Assistant Academic Dept.

Planned Agenda for the Meeting:

1. The review of issues discussed in previous meetings was taken.
2. Cell gives necessary information given to the office staff regarding SC and ST students.
3. Follow up of scholarships was taken.

Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and informed them about absence of any matters related SC/ST.
2. Cell gives necessary information given to the office staff regarding SC and ST students.	2. The Chairperson ensured all admission, industrial training, placement activities are going smoothly on merit basis where no issues of caste discrimination are found.
3. Follow up of scholarships was taken.	3. Student Members also informed the committee that students are benefited from the scholarships given by Government for SC/ST Students.
	4. The Cell also took the follow up of students regarding scholarship and ensured timely help to them for resolving their problems and Mr. Datta Jadhav is coordinating for scholarship related activities.

Note: Note: Next Meeting will be held on 20.08.2019.


Director
Pune Institute of Business Management
Pirangul, Pune

(Signature)
Chairperson of the meeting

PUNE INSTITUTE OF BUSINESS MANAGEMENT
MUKAIWADI ROAD, PIRANGUT, PUNE – 412 115.

INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2019-20]

Date: 27.07.2019

The meeting of all committee members was organized on 27.07.2019 in the Board Room under the Chairmanship of Dr. Rajasshrie Pillai, from 9.30 a.m. to 10.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Professor & Chairman ICC Committee
2.	Dr. Abhishek Srivastava	Associate Professor
3.	Mr. Swapnil Kulkarni	Administration
4.	Ms. Poomima Sehwat	Assistant Professor & Batch In- charge
5.	Ms. Divya Miranda	Head Hostel Rector
6.	Ms. Aastha Jain	Student Representative (Female)
7.	Ms. Vaishnavi Duragkar	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2019-20.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in previous academic year 2018-19.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the year 2018-19 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2019-20.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2019-20. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario
	5. Meeting concluded with vote of thanks.

Note: Next meeting to be held on 5th March 2020.



A handwritten signature in black ink, appearing to read "Rajarshi".

(Signature)

Chairperson of the meeting

Director
Pune Institute of Business Management
Pirangul, Pune

PUNE INSTITUTE OF BUSINESS MANAGEMENT
MUKAIWADI ROAD, PIRANGUT, PUNE – 412 115.

INTERNAL COMPLAINTS COMMITTEE (ICC)
MINUTES OF THE MEETING [Year: 2019-20]

Date: 05.03.2020

The meeting of all committee members was organized on 05.03.2020 in the Board Room under the Chairmanship of Dr. Rajasshrie Pillai, from 9.30 a.m. to 10.30 a.m. The following members were present in the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Rajasshrie Pillai	Professor & Chairman ICC Committee
2.	Dr. Abhishek Srivastava	Associate Professor
3.	Mr. Swapnil Kulkarni	Administration
4.	Ms. Pooornima Sehrawat	Assistant Professor & Batch In- charge
5.	Ms. Divya Miranda	Head Hostel Rector
6.	Ms. Aastha Jain	Student Representative (Female)
7.	Ms. Vaishnavi Duragkar	Student Representative (Female)

Planned Agenda for the Meeting:

1. Welcome address by Chairman & review of issues discussed in previous meeting.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2019-20.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario.



Outcome of the Meeting:

Points Discussed	Resolutions
1. The review of issues discussed in previous meetings was taken.	1. The Chairperson welcomed all the members of the meeting and reviewed issues discussed in previous meetings. Chairperson informed members about absence of any matters related to with respect to prevention, prohibition & redressal of sexual harassment including gender sensitization of students & staff in current academic year 2019-20.
2. Redressal of Grievances of students & staff & resolving complaints regarding sexual harassment.	2. For the Current Academic Year 2019-20 Internal Complaint Committee (ICC) has found 'No Grievance from students & staff side. No complaints found regarding sexual harassment of women students & staff. It is also confirmed from hostel warden female hostels.
3. Conduct of orientation & workshops for the benefit of members & stakeholder during academic year 2019-20.	3. Institute to conduct orientation & workshops for the benefit of members & stakeholder during academic year 2019-20. Institute also to create additional awareness of gender sensitization by organizing workshops & seminars & to invite resource persons for having workshop on 'Policy of Zero Tolerance' at workplace, providing an environment free of gender based discrimination & process of proper reporting of the complaints and their follow-up procedures.
4. Knowing & adopting of new laws to be well equipped and updated with changing scenario	4. Members discussed about any changes in laws to be well equipped and updated with changing scenario
	5. Meeting concluded with vote of thanks.

Note: Next meeting to be held on 24th July 2020.



A handwritten signature in black ink, appearing to read "Fajashu".

(Signature)

Chairperson of the meeting

Director

Pune Institute of Business Management
Pitambur, Pune



IAEER's

PUNE INSTITUTE OF BUSINESS MANAGEMENT

(Approved by AICTE and affiliated to University of Pune)

Gut No 605/1, Mukaiwadi Road, Pirangut, Pune – 412115

Pibm

ANTI RAGGING COMMITTEE

MINUTES OF THE MEETING [AY: 2019-2020]

Date: 05.08.2019

A meeting was conducted on 05.08.2019 at board room from 10.30am to 11.30am. Following members were present for the meeting.

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director
2.	Dr. Vinay Nandre	Associate Professor
3.	Adv. Shrikant Deshpande	External Representative (Advocate)
4.	Ms. Namrata Kore	Girls Hostel Rector
5.	Ms. Kritika Raj	Student Representative (Girls)
6.	Mr. Anand Kothane	Student Representative (Boys)

Meeting Agenda:

1. Constitution of Anti-Ragging Committee for year 2019-20
2. Forming anti-ragging squad
3. Student addressal and awareness session
4. Undertaking submission of anti-ragging



Discussion points and meeting output:

Points Discussed	Resolutions
1. Addressal by Dr. Vinay Nandre to both the batches	<ul style="list-style-type: none">• Dr. Vinay Nandre Addressed Junior batch and senior batch students and explained about anti ragging committee functions.• A film will be shown to students on 'Anti-Ragging' uploaded by UGC on its Website in order to make students aware about "What is ragging? And they are promoted to redress the issue to institution's Anti-Ragging Committee" if they experienced• Students will be informed about Anti Ragging Toll Free Number 1800-180- 5522 and committee member for contact
2. Constitution of Anti-Ragging Committee for year 2019-2020	<ul style="list-style-type: none">• Committee formed consist of Director, committee chairman, student representatives and representative of Civil Administration/ Police Administration / Media / NGO working for youth
3. Forming anti ragging squad	<ul style="list-style-type: none">• Anti-ragging squad formed headed by senior professor followed by teaching and non-teaching members. List is as follows
4. Student addressal and awareness session by mentors and hostel wardens	<ul style="list-style-type: none">• Students are made Aware about "UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009." [Anti-Ragging Policy] (Under Section 26 (1) (g) of the University Grants Commission Act, 1956)



5. Undertaking submission
of anti-ragging

- Admission team will be instructed to take students undertaking of anti-ragging
- Parents/Guardians of the students of PIBM are also requested to submit the undertaking.

Anti-Ragging Squad

Sr. No.	Name	Designation
1	Dr. Sanjeev Kulkarni	Head of Squad
2	Ms. Poornima Sehrawat	Member
3	Mr. Prasad Bhat	Member
4	Ms. Sonal Parmar	Member
5	Mr. Uttam Malavi	Member



Dr. Vinay Nandre
Chairman, Anti Ragging Committee



Director
Pune Institute of Business Management
Pimpri, Pune

Director





IAEER's

PUNE INSTITUTE OF BUSINESS MANAGEMENT

(Approved by AICTE and affiliated to University of Pune)

Gut No 605/1, Mukaiwadi Road, Pirangut, Pune - 412115

Pibm

ANTI RAGGING COMMITTEE

NIL REPORT – FIRST QUARTER [AY: 2019-2020]

Duration – 01/07/19 to 30/09/19 (Quarter 1)

Date: 30.09.2019

Planned Agenda for the meeting between committee chairman and director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2019-2020 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Warden [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document





IAEER's

PUNE INSTITUTE OF BUSINESS MANAGEMENT
(Approved by AICTE and affiliated to University of Pune)
Gut No 605/1, Mukaiwadi Road, Pirangut, Pune - 412115

Pibm


ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30/09/2019

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark
			NIL			


Dr. Vinay Nandre
Chairman, Anti Ragging Committee


Director
Pune Institute of Business Management
Pirangut, Pune

Director





IAEER's

PUNE INSTITUTE OF BUSINESS MANAGEMENT
(Approved by AICTE and affiliated to University of Pune)
Gut No 605/1, Mukaiwadi Road, Pirangut, Pune – 412115

Pibm

ANTI RAGGING COMMITTEE

NIL REPORT – SECOND QUARTER [AY: 2019-2020]

Duration – 01/10/19 to 31/12/19 (Quarter 2)

Date: 30.12.2019

Planned Agenda for the meeting between committee chairman and director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2019-2020 Anti-Ragging Committee found “No Grievance” regarding Ragging of Students and it is also confirmed from Hostel Warden [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document





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Pibm

ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30/12/2019

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark
			NIL			

Dr. Vinay Nandre
Chairman, Anti Ragging Committee

Director
Pune Institute of Business Management
Pirangut, Pune



Director



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ANTI RAGGING COMMITTEE

NIL REPORT – THIRD QUARTER [AY: 2019-2020]

Duration – 01/01/2020 to 31/03/2020 (Quarter 3)

Date: 31.03.2020

Planned Agenda for the meeting between committee chairman and director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2019-2020 Anti-Ragging Committee found “No Grievance” regarding Ragging of Students and it is also confirmed from Hostel Warden [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document





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Pibm

ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -31.03.2020

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Chairman, Anti Ragging Committee

Director
Pune Institute of Business Management
Pirangut, Pune

Director





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Pibm

ANTI RAGGING COMMITTEE

NIL REPORT – FOURTH QUARTER [AY: 2019-2020]

Duration – 01/04/2020 to 30/06/2020 (Quarter 4)

Date: 30.06.2020

Planned Agenda for the virtual meeting between committee chairman and director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2019-2020 Anti-Ragging Committee found “No Grievance” regarding Ragging of Students and it is also confirmed from Hostel Warden [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document





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ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30.06.2020

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

Dr. Vinay Nandre
Chairman, Anti Ragging Committee

Director
Pune Institute of Business Management
Pirangut, Pune

Director





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PUNE INSTITUTE OF BUSINESS MANAGEMENT

(Approved by AICTE and affiliated to University of Pune)

Gut No 605/1, Lavasa Road, Mukaiwadi, Pimpri, Pune – 412115



ANTI RAGGING COMMITTEE

NIL REPORT – THIRD QUARTER [AY: 2018-2019]

Duration – 01/01/19 to 31/03/19 (Quarter 3)

Date: 31.03.2019

Planned Agenda for the meeting between committee chairman and director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2018-2019 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Warden [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



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Pibm

ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -31.03.2019

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

73
31/03-19

Dr. Vinay Nandre
Chairman, Anti Ragging Committee

Director



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PUNE INSTITUTE OF BUSINESS MANAGEMENT

(Approved by AICTE and affiliated to University of Pune)

Gut No 605/1, Lavasa Road, Mukaiwadi, Pirnagut, Pune – 412115



ANTI RAGGING COMMITTEE

NIL REPORT – SECOND QUARTER [AY: 2018-2019]

Duration – 01/10/18 to 31/12/18 (Quarter 2)

Date: 30.12.2018

Planned Agenda for the meeting between committee chairman and director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2018-2019 Anti-Ragging Committee found “No Grievance” regarding Ragging of Students and it is also confirmed from Hostel Warden [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



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Gut No 605/1, Layasa Road, Mukaiwadi, Pirnagut, Pune - 412115

Pibm

ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30/12/2018

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

73
30/12/18
Dr. Vinay Nandre
Chairman, Anti Ragging Committee

Director



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PUNE INSTITUTE OF BUSINESS MANAGEMENT

(Approved by AICTE and affiliated to University of Pune)

Gut No 605/1, Lavasa Road, Mukaiwadi, Pimpri, Pune – 412115

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ANTI RAGGING COMMITTEE

NIL REPORT – FIRST QUARTER [AY: 2018-2019]

Duration – 01/07/18 to 31/09/18 (Quarter 1)

Date: 30.09.2018

Planned Agenda for the meeting between committee chairman and director:

- Redressal of Grievances of students suffering/ suffered from Ragging [If any]

Outcome of the Meeting:

Points Discussed	Resolutions
1. Redressal of Grievances of Students regarding Ragging [if any]	<ul style="list-style-type: none">• For year 2018-2019 Anti-Ragging Committee found "No Grievance" regarding Ragging of Students and it is also confirmed from Hostel Warden [Boys hostel and Girls hostels]

Nil report is attached for reference as per *Annexure 2* of policy document



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Gat No 605/1, Lavasa Road, Mukaiwadi, Pirnagut, Pune - 412115

Pibm

ANTI RAGGING COMMITTEE

NIL REPORT

Format of Reporting

Date -30/09/2018

Sr. No.	Name of the Student	Course	Date of receiving application	Date of the meeting of ARC	Action Taken	Director's Remark

73
30/09-18
Dr. Vinay Nandre
Chairman, Anti Ragging Committee


Director



IAEER's

PUNE INSTITUTE OF BUSINESS MANAGEMENT

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Gut No 605/1, Lavasa Road, Mukaiwadi, Pimpri, Pune - 412115

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ANTI RAGGING COMMITTEE

MINUTES OF THE MEETING [AY: 2018-2019]

Date: 07.07.2018

A meeting was conducted on 07.07.2018 at board room from 05.00pm to 06.00pm. Following members were present for the meeting

Sr. No.	Name of the Attendees	Designation
1.	Dr. Ajit Sane	Director
2.	Dr. Vinay Nandre	Associate Professor
3.	Adv. Shrikant Deshpande	External Representative (Advocate)
4.	Ms. Namrata Kore	Girls Hostel Rector
5.	Ms. Kritika Raj	Student Representative (Girls)
6.	Mr. Anand Kothane	Student Representative (Boys)

Meeting Agenda:

1. Constitution of Anti-Ragging Committee for year 2018-2019
2. Forming anti-ragging squad
3. Student addressal and awareness session
4. Undertaking submission of anti-ragging


Discussion points and meeting output:

Points Discussed	Resolutions
1. Constitution of Anti-Ragging Committee for year 2018-2019	<ul style="list-style-type: none">Committee formed consist of Director, committee chairman, student representatives and representative of Civil Administration/ Police Administration / Media / NGO working for youth
2. Forming anti ragging squad	Anti-ragging squad formed headed by senior professor followed by teaching and non teaching members. List is as follows
3. Student addressal and awareness session	<ul style="list-style-type: none">Students are made Aware about "UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN HIGHER EDUCATIONAL INSTITUTIONS, 2009." [Anti-Ragging Policy] (Under Section 26 (1) (g) of the University Grants Commission Act, 1956)
	<ul style="list-style-type: none">Students will be addressed by chairman of anti-ragging committeeA film will be shown to students on 'Anti-Ragging' uploaded by UGC on its Website in order to make students aware about "What is ragging? And they are promoted to redress the issue to institution's Anti-Ragging Committee" if they experiencedStudents will be informed about Anti Ragging Toll Free Number 1800-180- 5522 and committee member for contact

4. Undertaking submission of anti-ragging	<ul style="list-style-type: none"> • Admission team will be instructed to take students undertaking of anti-ragging • Parents/Guardians of the students of PIBM are also requested to submit the undertaking.
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Anti-Ragging Squad

Sr. No.	Name	Designation
1	Dr. Sanjeev Kulkarni	Head of Squad
2	Ms. Poornima Sehrawat	Member
3	Mr. Prasad Bhat	Member
4	Ms. Sonal Parmar	Member
5	Mr. Uttam Malavi	Member


 02-02-18
 Dr. Vinay Nandre
 Chairman, Anti Ragging Committee

- g. For the Institutions approved by AICTE and later converted into a Private University/Institution Deemed to be University by appropriate State/ Central Act, the release of Security Deposit shall be subject to no pending Complaints or Disciplinary Proceedings against such Institutions in addition to the submission of the above documents.
- h. For the Institutions approved for Progressive Closure (Institutional/Program specific), Security Deposit (as applicable) shall be released upon the request from the Trust/ Society/ Company, subject to the submission of a Certificate from the affiliating University/Board stating that no students are studying in the Institution. Such a Certificate is not needed, if the Security Deposit is already matured.
- i. In case of grant of approval to the merger of Institutions, Security Deposit of the Child Institution(s) shall be released upon the request from the Trust/ Society/ Company, subject to the submission of a Certificate from the affiliating University/Board stating that no students are studying in the Institution.

SECTION B: ESSENTIAL AND DESIRABLE REQUIREMENTS FOR TECHNICAL INSTITUTIONS

The Technical Institutions shall follow the below mentioned Essential and Desirable requirements:

Essential Requirements for Technical Institution

- 6.47 Establishment of Anti Ragging Committee (As per All India Council for Technical Education notified Regulation for prevention and prohibition of ragging in AICTE approved Technical Institutions vide No. 37-3/ Legal/ AICTE/ 2009 dated 01.07.2009) and UGC Regulation issued in this regard.*
- a. Structure of Anti Ragging Committee: Every Institution/ University including Institution Deemed to be University imparting Technical Education shall constitute a Committee to be known as the Anti-Ragging Committee to be nominated and headed by the Head of the Institution, and consisting of representatives of Civil and Police Administration, Local Media, Non-Government Organizations involved in youth activities, representatives of Faculty members, representatives of parents, representatives of students belonging to the freshers' category as well as senior students, non-teaching staff and shall have a diverse mix of membership in term of Level as well as gender.
 - b. Prevention and Prohibition of Ragging: In view of the directions of the Honorable Supreme Court in SLP No. 24295 of 2006 dated 16-05-2007 and in Civil Appeal number 887 of 2009, dated 08-05-2009, to prohibit, prevent and eliminate the scourge of ragging, in exercise of the powers conferred under Section 23 read with Section 10 (b), (g), (p) and (g) of AICTE Act, 1987, the All India Council for Technical Education has notified Regulations for prevention and prohibition of ragging in AICTE approved Technical Institutions vide No. 37-3/ Legal/ AICTE/ 2009 dated 01.07.2009 available on AICTE Web-Portal [http:// www.aicte-india.org/ anti.htm](http://www.aicte-india.org/anti.htm)>download. All AICTE approved Technical Institutions have to comply with the provisions made in the above Regulations. Any violation of above AICTE Regulations for the prevention and prohibition of ragging, shall call for punitive action against erring Institutions as per the provisions made in the above said Regulations.

The Institutions shall have to step up Anti-Ragging mechanism by way of adequate publicity through various mediums:

- i Constitution of Anti-Ragging Committee and Anti Ragging Squad;
- ii Setting up of Anti-Ragging Cell;
- iii Installing of CCTV cameras at vital points;
- iv Anti-Ragging Workshops;
- v Updating all Web sites with Nodal Officers complete details, alarm bells etc.;
- vi Regular interaction and counselling with the students;
- vii Identification of trouble-triggers;

- viii Mention of Anti-Ragging warning in the Institution's prospectus and information Booklets/ Brochures shall be ensured; and
- ix Surprise inspection of hostels, student accommodation, canteens, rest cum recreational rooms, toilets, bus-stands and any other measures which would augur well in preventing/ quelling ragging and any uncalled-for behavior / incident shall be undertaken.
- c. Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline No. 1800-180- 5522 (24x7 Toll Free) or e-mail: helpline@antiragging.in.
- d. The Institution approved by AICTE may be requested to hold Workshops and Seminars on eradication of ragging in higher Educational Institutions. They may be requested to display Anti Ragging posters at all prominent places such as Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. The size of posters should be 8'x6'.
- e. The Institution may be requested to submit an online compliance of Anti-Ragging Regulations on curbing the menace of ragging in the Technical Institutions, 2009 at www.antiragging.in.
- f. Institutions may be requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at www.antiragging.in and www.amanmovement.org.
- g. Further, the attention of all the Institutions may also be invited to the Third amendment to UGC Regulations dated 29th June, 2016 expanding the definition of ragging by including the following:

"3 (i) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of color, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic, identity, place of birth, place of residence or economic background".

6.48 Establishment of Internal Committee (IC) (As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/ WH/2016/01 dated 10th June, 2016 *

- a. Every Technical Institution shall Publicly notify the provisions against sexual harassment and ensure their wide- dissemination.
- b. Mention about the penalty and consequences of sexual harassment on Institution's Website, prospectus and display prominently 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.
- c. Organise Training Programmes or as the case may be, workshops for the officers, functionaries, faculty and students, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations.
- d. Organise regular orientation or training Programs for the members of the IC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity.
- e. 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.
- f. Every Technical Institution shall constitute an Internal Committee (IC) with an inbuilt mechanism for gender sensitization against sexual harassment. The IC shall have the following composition:
 - i. 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 in case of an Institution) at the Educational Institution, nominated by the Executive Authority.

- ii. 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.
 - iii. Three students (comprising of at least one girl student) of Pre-Final/Final year at Undergraduate/ Diploma Level Institution, as the case may be One member from amongst Non-government Organisation or Associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority
 - iv. At least one-half of the total members of the IC shall be women.
 - v. Persons in senior positions such as Chairperson/ Secretary of the Society, Principal/ Director of the Institution, etc. shall not be the members of the ICs in order to ensure autonomy of their functioning.
 - vi. The term of office of the members of the IC shall be for a period of three years. Institutions may also employ a system whereby one-third of the members of the IC may change every year
- g. All Technical Institutions approved by AICTE shall upload the Annual Report containing the following details by 30th June of the Calendar Year:
- i. Number of complaints of sexual harassment received in the year
 - ii. Number of orientation or training Programmes carried out for the members of the IC to deal with complaints
 - iii. Number of complaints disposed of during the year
 - iv. Number of cases pending for more than 90 days
 - v. Number of workshops or awareness Programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment
 - vi. Nature of action taken by the Technical Institution against the perpetrator.

6.49 Establishment of Committee for SC/ ST (As per the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989, No. 33 of 1989, dated 11.09.1989)*

- a. Committee shall consist of five members, out of which at least 2 members shall be SC/ST and one member shall be a woman.

6.50 Establishment of Online Grievance Redressal Mechanism as specified in the Approval Process Handbook* as well as the Grievance Redressal Committee in the Institution. Appointment of Om budsman by the University. (As per All India Council for Technical Education (Redressal of Grievance of Students) Regulation, 2019 vide F. No.1-101/PGRC/AICTE/Regulation/2019 dated 07.11.2019) *All India Council for Technical Education (Redressal of Grievance of Faculty/ Staff Member) Regulations, 2021 vide F.No.1- 103/ AICTE/PGRC/Regulation/2021dated 25.03.2021.

- a. Grievance Redressal Mechanism: In order to provide opportunities for redressal of certain grievances of students already enrolled in any institution, as well as for those seeking admission to such institutions, AICTE has notified All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019 vide F. No. 1-101/PGRC/AICTE/ Regulation/2019 dated 07.11.2019 for establishment of grievance redressal mechanism for all AICTE approved Technical Institutions. Non-compliance of the above Regulations shall call for punitive action.
- b. Redressal Cell (GRC) for Faculty/Staff: Implementation of the above shall be in line with norms prescribed in All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019 vide F. No. 1-101/PGRC/AICTE/Regulation/2019 dated 07.11.2019 available on AICTE website.

c. Student Grievance Redressal Committee (SGRC)

- i. A complaint from an aggrieved student relating to the institution shall be addressed to the Chairperson, Student Grievance Redressal Committee (SGRC).
- ii. Every AICTE approved institution shall constitute Student Grievance Redressal Committee (SGRC) with the following composition, namely:
- iii. Principal of the College- Chairperson;
- iv. Three senior members of the teaching faculty to be nominated by the Principal as Members and out of three one member shall be female and other from SC/ST/OBC category;
- v. A representative from among students of the College to be nominated by the Principal based on academic merit/excellence in sports/performance in co-curricular activities- Special Invitee.
- vi. The term of the members and the special invitee shall be of two years.
- vii. The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
- viii. In considering the grievances before it, the SGRC shall follow principles of natural justice.
- ix. The SGRC shall send its report with recommendations, if any, to the concerned institution and a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.
- x. Any student aggrieved by the decision of the SGRC may prefer an appeal to the Ombudsperson, within a period of fifteen days from the date of receipt of such decision.

d. Appointment of OMBUDSMAN by the University

- i. Each affiliating University, Technical University, Private University, Deemed to be University shall appoint Ombudsperson for redressal of grievances of students under the UGC (Redress of Grievances of Students) Regulations, 2019.
- ii. There shall be one or more part-time functionaries designated as Ombudsperson to hear, and decide on, appeals preferred against the decisions of the SGRCs.
- iii. For institutions which are offering diploma level course(s) and are affiliated to the Board of Technical Education (BTE), the concerned Directorate of Technical Education (DTE) shall appoint an Ombudsperson for redressal of grievances of students.
- iv. For institutions which are not affiliated to any University and offering Diploma, Post Diploma, Post Graduate Certificate, Post Graduate Diploma Course(s) in Management, Computer Applications & Travel and Tourism, the Council shall appoint an Ombudsperson for redressal of grievances of students.
- v. The Ombudsperson shall be a Retired District Judge or a retired Vice Chancellor or Professor (who has worked as Dean/HOD and 10 years' experience as Professor at State/Central Universities/ Institution of eminence).
- vi. The Ombudsperson shall not, at the time of appointment, during one year before appointment, or in the course of his tenure as Ombudsperson, be in a conflict of interest with the Institution where his/her personal relationship, professional affiliation or financial interest may compromise or reasonably appear to compromise, the independence of judgement toward the Institution.
- vii. The Ombudsperson shall be appointed for a period of three years or until he or she attains the age of 70 years, whichever is earlier, from the date of assuming office, and shall be eligible for reappointment for another one term for the same State or region, as the case may be.
- viii. For conducting the hearings, the Ombudsperson shall be paid a sitting fee, per diem, in accordance with the norms fixed by the Council, and shall, in addition, be eligible for reimbursement of the expenditure incurred on conveyance.

- ix. The State Government, in the case of an Ombudsperson of a State, and the Council (for Council appointed Ombudsperson), may remove the Ombudsperson from office, on charges of proven misconduct or misbehaviour as defined under these Regulations.
 - x. No order of removal of Ombudsperson shall be made except after an inquiry made in this regard by a person not below the rank of judge of the High Court in which a reasonable opportunity of being heard is given to the Ombudsperson.
 - xi. An institution shall furnish, prominently, on its website and in its prospectus, all relevant information in respect of the Students Grievance Redressal Committee(s) coming in its purview, and the Ombudsperson for the purpose of appeals.
- f. Functions of Ombudsperson:
- i. The Ombudsperson shall hear appeals from an aggrieved student(s), only after the student has availed all other remedies provided under these Regulations.
 - ii. While issues of malpractices in the conduct of examination or in the process of evaluation may be referred to the Ombudsperson, no appeal or application for revaluation or re-totalling of answer sheets from an examination, shall be entertained by the Ombudsperson unless specific irregularity materially affecting the outcome of specific instance of discrimination is indicated.
 - iii. The Ombudsperson may avail 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 aggrieved student(s).
- g. Procedure for Redressal of Grievances by Ombudspersons and Student Grievance Redressal Committees:
- 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 may submit an application seeking redressal of grievance.
 - ii. On receipt of an online complaint, the institution shall refer the complaint to the appropriate Student Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
 - iii. The Student 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 student.
 - iv. An aggrieved person may appear either in person or authorize a representative to present his/her case.
 - v. Grievances not resolved by the Student Grievance Redressal Committee shall be referred to the Ombudsperson, within the time period provided in these Regulations.
 - vi. Institutions shall extend co-operation to the Ombudsperson or the Student Grievance Redressal Committee, in early redressal of grievances; and failure to do so may be reported by the Ombudsperson to the Council, which shall take action in accordance with the provisions of these Regulations.
 - vii. The Ombudsperson shall, after giving reasonable opportunities of being heard to both parties, on the conclusion of proceedings, pass such order, with reasons therefore as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
 - viii. The Institution, as well as the aggrieved student, shall be provided with copies of the order under the signature of the Ombudsperson, and the institution shall place it for general information on its website.
 - ix. The Institution shall comply with the recommendations of the Ombudsperson; and the Ombudsperson shall report to the Council any failure on the part of the institution to comply with the recommendations.

- x. The Ombudsperson may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

h. Consequences of Non-Compliance:

The Council shall in respect of any Technical institution, which wilfully contravenes or repeatedly fails to comply with the recommendation of the Ombudsperson or the Student Grievance Redressal Committee, as the case may be, proceed to take one or more of the following actions, namely:

- i. Withdrawal of approval granted to the Technical Institution;
- ii. Withdrawal of declaration of fitness or entitlement to receive grants or financial assistance from the Council;
- iii. withholding any grant allocated to the Technical Institution;
- iv. Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Council;
- v. Informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of Council, declaring that the institution does not possess the minimum standards for redressal of grievances;
- vi. Recommend to the affiliating University for withdrawal of affiliation, in case of a University affiliated institution or DTE affiliated institution;
- vii. Such other action may be deemed necessary and appropriate against an institution for non-compliance.
- viii. Provided that no action shall be taken by the Council 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.

6.51 Establishment of Institution's Innovation Council (IIC)

- a. To create an enabling ecosystem for Innovation and Entrepreneurship in educational institutions, MoE's Innovation Cell and AICTE are encouraging all higher technical institutions to establish Institution's Innovation Council (IIC) in their campuses. The 1st step towards establishing an IIC is to register in the IIC portal <https://iic.mic.gov.in/signup> followed by formation and function of the council. In the AICTE's annual approval process, establishment of IIC in HEI is an essential item, for which all participating institutes are required to upload the copy of the IIC establishment certificate and IIC registration number.
- b. Institutions with a functional IICs in campus can download the establishment certificate available at <About My Institute>, <My Profile>, <Certificates> in the Institute's IIC login page for the above purpose. If an institution has not yet established an IIC, the head of the institute can register for an IIC at <https://iic.mic.gov.in/signup> and complete the 'My Council' formation along with nomination for the president to lead the IIC activities. Institute can go through the manual of IIC formation and operation at <https://iic.mic.gov.in/assets/html/index.html>. For more details about the IIC, visit [https:// iic.mic.gov.in/](https://iic.mic.gov.in/).

6.52 The Institution should provide appropriate facilities to take care of the physically challenged students and elderly persons comprising of Teaching/ Non-Teaching/ Others as per the guidelines and space standards for Barrier Free Built Environment for disabled and elderly persons by CPWD, Ministry of Urban Development, Government of India (Refer Handbook on Barrier free and Accessibility <http://cpwd.gov.in>) and National Building Code.

6.53 Other Essential Requirements of a Technical Institution

- a. Compliance of the Academic Bank of Credit (ABC) as per MoE directives, (Applicable for Standalone Institutions, PGDM/PGCM and Universities).
- b. Safety and Security measures in the Campus as prescribed by the concerned Authority.
- c. Implementation of Food Safety and Standards Act, 2006 at the Institution.
- d. Digital payment for all financial transactions as per MoE directives.