



A.T.S.S.'s
College of Business Studies and Computer Applications
Chinchwad, Pune 19
(Affiliated to Savitribai Phule Pune University, Recognized by Govt. of
Maharashtra , Accredited by NAAC)

***5.1.4 Institution has Mechanisms for Submission of Online/Offline students
Grievances***

Various Committees.....

Internal Compliant Committee

Anti Sexual Committee

Grievance Redressal Committee

Anti-Ragging Committee



ANTI-SEXUAL HARRASSMENT COMMITTEE

Anti-Sexual Harassment Committee



ATSS CBSCA has set up Internal Complaint Committee for maintaining the healthy and safe environment for girls and women employees in the campus.

Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace Act 2013 is followed.

Objective....

To create a healthy environment in the campus where every women feels safe and self confident without any problems relating to gender discrimination and sexual harassment.



Functions

- To address the informal and formal complaints of any female employee or student as specified in the objectives of the cell.
- To ensure the fair and timely resolution of the complaints.
- To provide counseling and support services on our campus.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful learning work environment.



SR.No	Name	Designation
1	Dr.Aruna Deoskar	Chairman
2	Dr. Ashwini Kulkarni	Secretary
3	Mrs. Aparna Doke	Local Member
4	Mrs. Anita Mathapati	Member
5	Mrs. Pooja Hule	Member
6	Mrs. Vinaya Keskar	Member
7	Mrs. Sampada Zalkikar	Member

Functions

- The Committee seeks to achieve these goals through:
- **Complaint Redressal:** As per the act 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013', appropriate action will be taken once the complaint is filed.
- **Dissemination of Information:** through production, distribution and circulation of materials, posters and handouts etc. to campus community.
- **Awareness Workshops:** for faculty, non-teaching staff and students with an aim to develop nonthreatening and non-intimidating atmosphere of mutual learning.
- **Counseling :** Confidential counseling service is an important service as the sexual harassment cases are rarely reported and are a sensitive issue. Counseling provides a safe space to speak about the incident and how it has affected the aggrieved woman.



Complaint Procedure



- The woman suffering from the problems of sexual harassment or gender discrimination have to submit the complaint either by formally in writing or informally to any members of the cell.
- These complaints will be discussed and resolved by the WGC members. Wherever appropriate & necessary the matter shall be referred to higher authorities for necessary action.
- All complaints will be handled in a confidential manner within a time bound framework.



Grievance Redressal Committee

Grievance Redressal Committee



In order to comply with the UGC / SPPU Regulation for addressing, student or other stake holders in a Institution, “Grievance Redressal Committee” of ATSS CBSCA has been constituted to enquire the nature and extent of grievance.

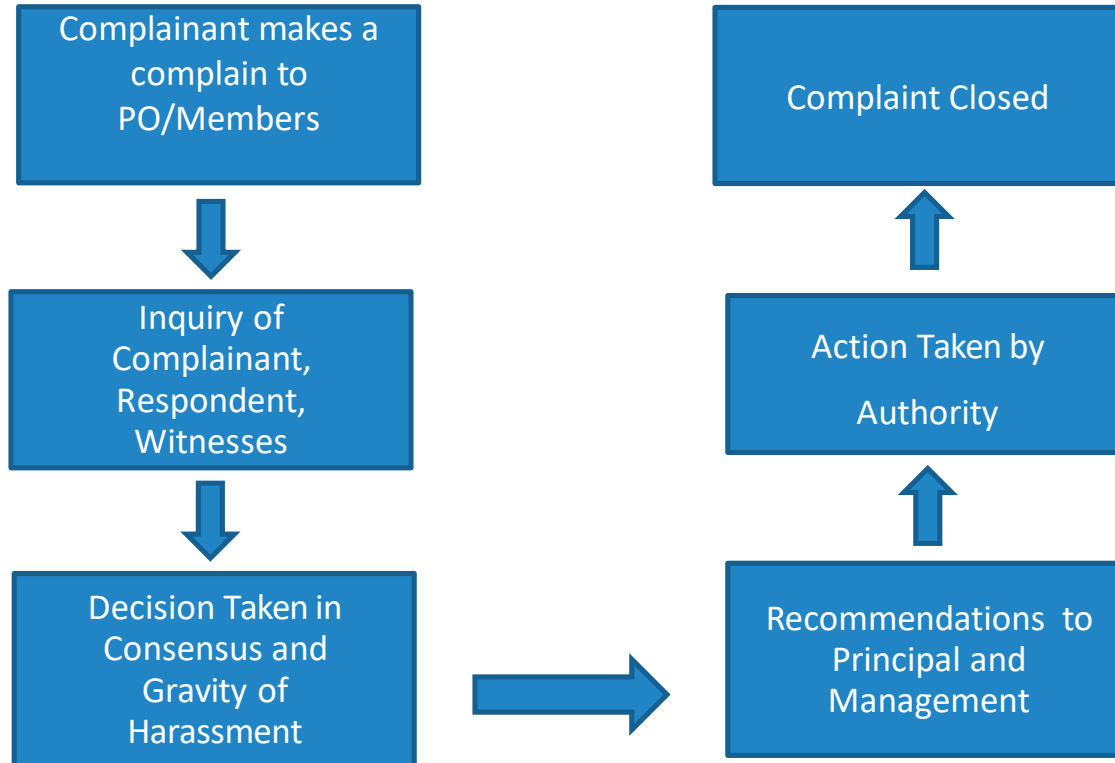
Objective....

- To provide smooth organizational framework to resolve grievances of the students and other stakeholders.
- To investigate the reason of dissatisfaction.
- To ensure effective solution to the grievances.



Grievance Redressal Committee

MECHANISM AND PROCESS



Grievance Redressal Committee



- Grievance Redressal Committee” means a committee constituted under these regulations;
- Higher Educational Institution” means a University within the meaning of clause (f) of Section 2, a college within the meaning of clause (b) of sub-section (1) of Section 12A, and an institution deemed to be a University declared under Section 3, of the University Grants Commission Act, 1956;

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5	Mrs. Vinaya Keskar	Member
6	Mrs. Aarti Kulkarni	Member
7	Mr.Vinayak More	Member
8	Mrs. Sampada Zalkikar	Member
9	Mr. Vikas Gaikwad	Member

Committee



Activities conducted:

Prevention and Redressal: Information regarding the IC is done through

- Display Boards throughout Campus,
- In the Prospectus,
- On the College Website
- During Induction Programs for Staff and Students

Committee



Activities conducted:

- Sessions on Gender Sensitization,
- Webinars on Gender Issues,
- Sessions for Boys
- Commemoration of 8 March International Women's Day, 3 January Savitribai Phule Jayanti
- Nirbhay Kanya Abhiyan

ANTI-RAGGING COMMITTEE
(FOR PROHIBITION, PREVENTION & PUNISHMENT)

ANTI-RAGGING POLICY

(FOR PROHIBITION, PREVENTION & PUNISHMENT)

As Per UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 and Savitribai Phule Pune University Anti- Ragging Guidelines, Progressive Education Society's Modern College of Arts, Science and Commerce, Ganeshkhind, Pune-16 has constituted the Anti-ragging Committee to maintain the college campus ragging free and provide students safe and secure academic environment. The Committee includes faculty members and supportive staff. It ensures the implementation of the preventive measures and undertakes frequent and surprise checks /visits to ensure ragging free campus.

Anti-Ragging Committee



Ragging in any form is prohibited at **ATSS CBSCA**.

It is punishable offence as per the guidelines of Hon'ble Supreme Court of India, the guidelines of UGC and Maharashtra Prohibition of Ragging Act 1999

Objectives....

- Zero Tolerance to Ragging.
- To Ensure ragging free environment in the college campus and off the college campus.
- To provide safe and secure educational environment to students.
- To prohibit, prevent and eliminate the curse of ragging.
- To Maintain amicable relations among students and faculty.
- Punishing those who indulge in ragging.



IMPLEMENTATION:

- The Committee and Squad members visit regularly all potential areas of ragging inside and outside the campus.
- The squad conducts surprise visits/raids on hostels and other potential spots of ragging and apprehends the culprits.
- The Committee keeps record of all verbal / telephonic / written complaints and take action as stipulated in the by-laws.
- The Committee keeps the Principal informed of all events / occurrences of ragging in the college.



FUNCTIONS:

- To keep the College Campus and associated areas free from ragging.
- To keep in touch with the students to identify any incidents of ragging.
- To identify and investigate the incidents of ragging and take action against such incidence.
- If found guilty, first warn, and in subsequent incidents take strong actions like punishments and fines.
- Report the incident to the higher Authorities for further action.
- To keep vigilance / check regularly to stop/ prevent/ avoid ragging among students.



PREVENTIVE MEASURE :



- Undertakings are taken from students as well as parents at the time of admission.
- CCTV cameras are installed at all major areas of the college campus.
- Surprise visits and raids conducted regularly.
- Consistent Monitoring of potential areas like Hostel, Canteen, Parking etc. through CCTVs and by the Committee and squad members and other staff members.
- Special lectures are arranged during induction program to the fresh students and the students are made aware of ragging and strict instruction are given.
- Boards, Contact Numbers and Email ids are displayed in campus.

Important instructions



- Every student of the college should fill the undertaking forms.
- Undertaking confirmed by each student and his/her parents or guardians, which will then be stored electronically.
- <https://www.antiragging.in>
- <https://amanmovement.org>

