MAHATMA GANDHI MISSSION
INSTITUTE OF MANAGEMENT
(NAAC Accredited – Grade 'A')
(AICTE Approved & Affiliated to Dr. Babasaheb Ambedkar Marathwada University)
MGM Campus, N-6, CIDCO, Aurangabad-431003
Tel. 0240-248305, 0240-2473889, Fax: 0240-2473890
Email: director@mgmiom.org, Web: www.mgmiom.org

5.1.6 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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Year	No. of grievances appealed	No. of grievances redressed	Average time for grievance redressal in number of days
2019	0	NA	NA
2018	0	NA	NA
2017	0	NA	NA
2016	0	NA	NA
2015	0	NA	NA

MARUTI

ACCOUNT BOOK

Grievance Redressal Committee

R/ADMN/28

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MGM
Institute of Management

STANDARD OPERATING PROCEDURE (SOP)

GRIEVANCE REDRESSAL COMMITTEE

OBJECTIVE:

The prime objective of the grievance redressal procedure is to promote practices and procedures which would ensure creation and sustenance of healthy relationship between the students and expeditious settlement of genuine grievances of students. Besides this it may result in strengthening the team spirit among all the students so that they can perform better when they enter into the industry.

APPLICABILITY:

The grievance redressal procedure will cover all students of the institute.

PROCEDURE FOR HANDLING GRIEVANCES:

1. The institute has a **Grievance Redressal Committee** to redress the grievances of the students.
2. The Grievance Redressal Committee addresses grievances regarding academic matters, financial matters, library and other services.
3. The students approach the Cell directly or write the issues on paper and put it into suggestion box.
4. Suggestion box will either open monthly or whenever a letter found in the suggestion box.
5. The committee will hold the meeting to redress the grievances if any.
6. The committee will redress the grievances by sorting out the problems promptly and judiciously.

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7. Written or Oral Grievances/Complaints received from students will be resolved by the committee within 1 to 8 working days depending upon the nature of grievance.

ACADEMIC RIGHTS AND RESPONSIBILITIES OF STUDENTS

1. Protection of Freedom of Expression.
2. Protection against Improper Academic Evaluation.
3. Protection against Improper Disclosure.
4. Faculty and Students should be Ethical, Moral and should behave in a manner with good academic interest and should maintain decent academic relations with teachers and co students and cooperate college authorities to maintain vibrant and decent academic environment.

THE COMPOSITION OF THE GRIEVANCE REDRESSAL COMMITTEE CONSTITUTES OF THE FOLLOWING MEMBERS:

1. Prof. Unmesh Kadam:- In-Charge
2. Prof. Abhijeet Thakur:- Member
3. Prof. Sachin Hatole :- Member
4. Prof. Ashwini Dabhade:- Member

AGENDA OF THE MEETING

a) Causes which may lead to grievances.
b) Grievances received and action taken.
c) Effectiveness of the action taken.

Minutes of GRC will be recorded and shown to Director within 2 days of the meeting.

CONCLUSION

The GRC will ensure that there the grievances will be addressed impartially and maintain the healthy environment of the Institute.

Director

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Notice

All the members of Grievance Redressal Committee are hereby informed that the meeting is held on 5th August 2013 to discuss following points.

1. Open the suggestion box to check the grievance letter.
2. If any letter found, address the issue.

Prof. U. Kadam.

1. Prof. Abhijeet Thakur
2. Prof. Sachin Hatole
3. Prof. Ashwini Dabhade.

Director
Dr. (Col) Pardeep Kumar

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Minutes of meeting held on 5th August 2013

1. The committee members opened the suggestion boxes to check the grievance letters.
2. No letter found in suggestion boxes.
3. The committee has decided to meet again in the first week of september '13.

Prof. Unmesh Kadam

1. Prof. Abhijeet Thakur
2. Prof. Sachin Hatole
3. Prof. Ashwini Dabhade.

Director

Dr. (Col) Pardeep Kumar

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Notice

All the committee members of Grievance Redressal Committee are hereby informed that the meeting is held on 7th September 13 to discuss following points

1. Review the number of ~~be~~ suggestion boxes placed in the institute
2. Check the suggestion boxes for suggestions.
3. Address the grievances if found.

Prof. Dinesh Kadam.

Members:

1. Prof. Sachin Hatole
2. Prof. Abhijeet Thakur
3. Prof. Ashwini Dabhade.

Director

Dr.(Col) Pardeep Kumar

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Minutes of meeting held on 7th September 2013

1. The committee has observed that the number of suggestion boxes are less as compared to the floors.
2. The committee has decided to put suggestion boxes at every floor.
3. The suggestion of putting the boxes at every floor has put forth to the Director.
4. The suggestion boxes are checked for the letters.
5. No suggestion is found.
6. Next meeting is scheduled on 12th October 2014.

Prof. Unmesh Kadam

1. Prof. Abhijeet Thakur
2. Prof. Sachin Hatole
3. Prof. Ashwini Dabhade

Director
Dr. (Col) Pardeep Kumar

1. OK
2. Committee can decide as to where more boxes are to be placed.

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Notice

All the members of Grievance Redressal Committee are hereby informed that the meeting is held on 12th October 2013 to discuss following points.

1. Review of previous minutes of meeting.
2. Check the suggestion boxes for suggestions.
3. Address the grievances if found.
4. AOB.

Prof. Unmesh Kadam

Members:

1. Prof. Abhijeet Thakur
2. Prof. Sachin Hatole
3. Prof. Ashwini Dabhade

Director

Dr. (Col) Pardeep Kumar

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Minutes of meeting held on 12th Oct 2014

1. The committee had given suggestion to put suggestion box at every floor, and Director accepted the same.
2. All the floors are having the suggestion boxes now.
3. The committee checked all the boxes for suggestion.
4. No suggestion/grievance found.
5. Next meeting is scheduled in second week of November 2013.

Prof. Unmesh Kadam

1. Prof. Abhijeet Thakur
2. Prof. Sachin Hatole
3. Prof. Ashwini Dabhade.

Director

Dr (Col) Pardeep Kumar

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Notice

All the members of Grievance Redressal Committee are hereby informed that the meeting is held on 7th December 2013 to discuss following points.

1. Open the suggestion boxes and check for suggestion letters.
2. Address the issue if any
3. Schedule next meeting.
4. AOB.

Prof. Dinesh Kadam

Members:

1. Prof. Abhijeet Thakur
2. Prof. Ashwini Dabhade
3. Prof. Sachin Hatole.

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Minutes of meeting held on 7th December 2013.

1) The committee checked all the suggestion boxes but no suggestion letter found.
2) The committee decided to ask the students personally regarding the grievances in next semester i.e. in the month of January 2014.
3) Since the next semester is starting in January 2014, the committee has decided to schedule the next meeting in February 2014.

Prof. Unmesh Kadam

1) Prof. Ashwini Dabhade
2) Prof. Sachin Hatole
3) Prof. Abhijeet Thakur

1. It is a good idea to ask students personally.

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Minutes of meetings held on 6th February 2014

1. As decided in the last meeting, the committee members discussed informally to the students regarding grievances.
2. During the informal talk it has been observed that the lunch timing of the library and the students is same. Due to this students are not able to issue/return the books during the lunch break.
3. The committee has given the suggestion to change the lunch timings of library and conveyed the same to the Librarian.
4. The suggestion boxes are opened in front of all the committee members.
5. No suggestion letter found in suggestion boxes.

Prof. Unmesh Kadam

1. Prof. Abhijeet Thakur
2. Prof. Sachin Hatole
3. Prof. Ashwini Dabhade

Director
Dr. (Col) Pardeep Kumar

1. This is a good suggestion.
2. Please speak to me about other suggestions.
3. Library time will be changed.

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Minutes of meetings held on 8th March 2014

1. The suggestion boxes are opened in front of all the committee members.
2. No suggestion letter found in suggestion boxes.

Prof. Unmesh Kadam

1. Prof. Abhijeet Thakur
2. Prof. Sachin Hatole
3. Prof. Ashwini Dabhade

Director
Dr. (Col) Pardeep Kumar

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Meeting:-

20/02/15

A meeting was held on 20th Feb 15 to discuss the grievances if any. Followings were the minutes of meeting.

1. Suggestion boxes are opened in front of committee members.
2. No suggestion found in the boxes.
3. Committee has decided to meet in the next month with the Class Representati

Prof. Umesh Kadam

1) Prof. Abhijeet Thakur
2) Prof. Sachin Hatole
3) Prof. Ashwini Dabhade.

Director

(Dr. Pardeep Kumar)

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28/08/2015

A meeting was held on 28th Aug 2015 to discuss grievances if any. Following were the minutes of meetings.

1) Suggestion boxes were opened in front of committee members to check the grievances.
2) No suggestion/grievances found.
3) Next meeting will be held on 26th Sep 15

Prof. Umesh Kadam

1) Prof. Abhijeet Thakur — Abhijeet 28/8/15
2) Prof. Sachin Hatole
3) Prof. Ashwini Dabhade.

Director
(Dr. Pardeep Kumar)

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29/01/2016.

A meeting will be held on 01 Feb to discuss grievances if any. Following are the agenda points.

1) Open suggestion boxes and check for the suggestions.
2) Address the grievances if found in the suggestion boxes.
3) AOB.

Abhijeet

Prof. Abhijeet Thakur

Prof. Sachin Hatole

Director

(Dr. Pardeep Kumar)

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19-Feb. 2018

A meeting was held to discuss grievances. A g
A letter was found in the suggestion box.
suggesting to change the projector in section 'A'
(Hall No 15).
The g suggestion has been considered and
action will be taken within 8 days.
No other suggestion found in the box.

Abhijeet

Dr. Abhijeet Thakur

Dr. (CoT) Pardeep Kumar

23-Feb-2018

- Action has been taken on the suggestion
  given on 19-Feb-2018.
- Projector in Section ('A') has been changed.

Abhijeet

Dr. Abhijeet Thakur

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19 July 2018

- A new Grievances Redressal Committee has been formed for the academic year 2018-19. The composition of the committee is as follows:-

(1) Dr. Abhijeet Thakur - Incharge
(2) Prof. Asmita Joshi - Member
(3) Mr. Vitthal Khandagale - Member.

Abhijeet

Dr. Abhijeet Thakur

19/7/18

Dr. (Col) Pardeep Kumar

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25- August 2018.

A meeting was held today to discuss grievances if any. Following were the agenda points:-

i) Open the suggestion boxes / online suggestions and check for grievance letters.

ii) Address the grievances, if any.

NO suggestions were found.

Dr. Abhijeet Thakur.

1) Dr. Abhijeet Thakur
2) Prof Asmita Joshi
3) Mr. Vitthal Khandgale

Dr. Pardeep Kumar

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MGM Institute of Management, Aurangabad

Anti Ragging Committee

Standing Operating Procedure:

Overview

For a newly admitted student in a professional course, it has always been a practice to get him/her socialized with the students' community and familiar with the formal and non-formal rules and overall culture of the institute. For many years' this has been done by the practice of Ragging, in which the incumbents had to act in intimidating commands of their seniors.

Off late, many institutes witnessed many fatal repercussions of this practice in their premises. After getting it worse on our social front, the Supreme Court of India took cognizance of this issue and initiated its directives to stop this uncivilized and criminal practice.

This committee runs on and share the same spirit echoed in the directions of the apex court to prevent ragging in the IOM.

Objective:

To help students in making a general opinion in the institute against the menace of ragging, review the situation in regular frequency and interact with the students individually and in group to check this practice. Through the course of formal and informal interactions by the director and the faculty office bearers, delivering the message to student community and make them sensitized on this issue.

Members:

Prof. Tusharkant Mishra
Prof. Asmita Joshi
Prof. Usha Shete.
Prof. Arti Kulkarni
Mr. Suhas Takalkar

Responsibility

E.D.C Convener, with the approval of the Director and help of cell-members , will be responsible to plan and conduct the activities.

Procedure:

1. Conduct the review meetings on every Friday in August and September and on every first Friday on the months other than them.
2. Form an Anti Ragging Squad, comprised of faculty members, especially when the academic year commences.
3. At the time of admission, get the 'anti ragging affidavit' prepared by the incumbent students through the GFMs and keep the record of affidavits (ref U.G.C. website).
4. Report any case of ragging to the Director.
5. Make everybody aware of the statutory provisions of ragging.
6. Keep the anti-ragging boards updated.
7. Speak to students quiet often to ensure that no ragging takes place.

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Meeting

08/08/2014
4:00 PM

Minutes:-

1) In-charge, ARC readout and elaborated the SOP to the members.
2) The responsibilities were highlighted.
3) It is decided that the committee members:-
   (i) will increase their mobile-presence within the campus and.
   (ii) will speak the students individually and in groups to educate them and sensitize against the ragging in every given opportunity
4) That the members will monitor with all the GFMs regarding the students' affidavit-filling process.

Name:	Signature:
1) Mushira Tusharkant	
2) V. Usha Shete	
3) Arati N. Kulkarni	
4) S.V. TAKALKAR	

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Meeting

29/08/14
4.30 PM

Minutes :

1) Reviewed the situation on this issue and found no incident of ragging reported or even unreported to the members.

2) In-charge reiterated on the Director's message to enhance the mobile-presence of the members among the students to have a close eye on the matter.

3) It was felt that a close vigil is to be kept on the movements of students' groups in relatively more sparse areas of the campus, specially in old building.

Name :	Signature
Mishra Tusharkant	Tushar
Amrita Joshi	Amrita
Usha Shete	Shete
Arati Kulkarni	Arati
S.V. TAKALKAR	SVT

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Meeting

12/09/14
4:30 PM

Minutes :-

1. In discussion, nothing was found of concern.

2. It was felt that on ~~a~~ formal addresses all the office bearers ~~o~~ including the director should reiterate the importance of discipline in a profesional and personal life.

Names (attended members)	Signature
1. Tusharkant Mishra	
2. Asmita Joshi	
3. Usha Shete	
4. Arati Kulkarni	
5. S.V. TAKSLUAR	

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Meeting

19/9/2014
5:00 PM

Minutes:

1- In-charge, RAC conveyed the concern of MGM management regarding the menace of ragging, told to the director.

2. Committee - members also informed about the appreciation by the director about the excellent efforts put by the ~~so~~ them in course of checking this practice within the campus.

3. In the meanwhile, in routine review of the situation, nothing was found noteworthy.

Members names:	Signatures:
1) Tuhinkant Mishra	
2) Asmita Joshi	
3) Usha Shete	
4) Arati Kulkarni	
5) S.V. Talsikar	

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Meeting

15th January 2015
5:00 pm

Minutes :-

1) No worth-mentioning incident was reported in course of stock-taking session review.

2) In course of compelling the students for their dress-code, the Director was informed and was requested to take stringent ~~regi~~ regementation for the community.

3) It was decided that I/C will request all the faculty-members in the ~~at~~ routine routine staff-meeting chaired by Director, for ~~imp~~ alligning their efforts for a strict implementation of disciplinary decisions.

Names of members :	Signature
Tukarkant Mishra	
Usha Shete	
S.V. Takalkar	
Asmita Joshi	

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MEETING

March 25, 2015
Room No - 58

1> Nothing notable incidence occurred. ~~Student - wise~~. It was felt that a keen yet friendly eye should be kept on group - activities of students, specially the seniors'.

2> There has been a regular complaint by the MGM security system people that our students do not wear their identity - cards and that they speak very arrogantly.

3> ~~All the~~ It is decided that the ARC members will inform and remind the fellow faculty - members to make the students putting on their badges.

Members Name.	Signature
Prof. Tusharkant Mishra	
Prof. Sumita Joshi	
Prof. Arti Kulkarni	
Mr. Subas Takalkar	

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Meeting

11/9/2015

1> A grave concern was expressed that students come late to college and after not getting entry into their respective classes, they roam around and create nuisance.

2> It was hereby decided that such students will be asked to sit in Library instead.

3> No unwerranted report was found worth-discussing.

Members attended :-

Mishra Tusharkant
Prof- Arti Kulkarni
Prof- Asmita Joshi
Mr- S. Takalkar

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Date 5/7/16

Minutes :-

1) With the commencement of the new session and on the wake of new students, the committee members must keep an constant vigil on student-groups' movement.

2) It was also decided that during the orientation ~~session~~ program, I/c will take a session of newly admitted students to create an awareness about the Anti-Ragging provisions and measures taken by law and institute.

3) It was directed to all members that they should keep a close watchful eye on corners and places of IOM's old and new buildings which are into wilderness. They are asked to check and any suspicious activity by student/students.

Signature :-

Faculty :-

1) Prof. Tusharkant Mishra
2) Prof. Asmita Joshi
3) Prof. Arti Kulkarni
4) Mr. Suhas Kulkarni

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Anti-Ragging committee minutes of meeting

Date: 9th Aug. 2017

Time: 4.30 pm

1. As the new semester starts, in-charge ARC once again read out and elaborated the SOP to the members.
2. The roles and responsibilities were highlighted and discussed probable issues.
3. It is decided that the committee members will increase their vigilance in campus.
4. It is decided to have wide canvassing about anti-ragging in the form of flexes, posters and boards in the premises and surrounding areas.
5. The committee members will speak with the students individually and in group to educate them about the ragging offence and probable punishment.
6. Awareness programs are scheduled about anti-ragging in the form of PPT's to the senior students and staff.
7. The committee members will coordinate with respective GFM's so that the students fill anti ragging affidavits.

1. Dr. Jitendrasinh Jamadar
2. Prof. ~~Smita~~ Asmita Joshi
3. Mr. Suhas Takalkar

~~Name~~

~~Signature~~

18 Aug 17

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Anti-Ragging committee minutes of meeting

Date: 17th March 2018

Time: 1.30 pm

1. Review of situation taken and it is found that no incident of ragging reported.
2. It is decided to alert the security personnel in the campus to keep vigilance on the students when they are outside the IOM building.
3. ARC members shared the inputs and given suggestions to implement the SOP effectively for the next session.

Name	Signature
1. Dr. Jitendrasinh Jamadar	
2. Prof. Asmita Joshi	
3. Mr. Suhas Takalkar	

18/3/18

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22.11.2018

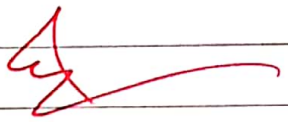
Anti-Ragging Online form Fill-up Process.

On 22 Nov. 2018 Got anti-ragging online form got filled & submitted online, on antiragging.in/form/Affidavit-Registrati

Name of the members

1. Dr. Kunal Gaikwad
2. Ruchibra S. Mendke

Gaikwad
Ruchibra



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MGM
INSTITUTE OF MANAGEMENT
AURANGABAD
STUDENTS LIST MBA I SEMESTER JULY DECEMBER 2018
DETAILS OF STUDENT FILLED ANTI-RAGGING FORM
SECTION A

S.NO.	ROLL NO.	STUDENTS NAME	SIGNATURE
1	MBA 2518001	AGRAWAL NEHA RAJESH	
2	MBA2518002	AMBHORE AKSHAY ARUN	
3	MBA 2518003	ANDHALE PRATIKSHA SURESHRAO	
4	MBA 2518004	BAHETI AKANKSHA SATISH	
5	MBA 2518005	BHOND JAYSHRI SARJERAO	
6	MBA 2518006	CHAUDHARI SUMEDHA SUDHAKAR	
7	MBA 2518007	CHAVAN ANJANA TRIMBAK	
8	MBA 2518008	CHOUDHARY ASHWIN SADASHIV	
9	MBA 2518009	DABHADE PRITIROZLIN SHANTIKUMAR	
10	MBA 2518010	DANDGE JEETENDRA NANDKISHOR	
11	MBA 2518011	DAPKE SHUBHAM RAMNATH	
12	MBA 2518012	DARANDALE POONAM RAJENDRA	
13	MBA 2518013	DESHMUKH CHETANA MOHAN	
14	MBA 2518014	DESHMUKH KIRAN PANDURANG	
15	MBA 2518015	DESHMUKH RASHMI RAJENDRA	
16	MBA 2518016	DHAKNE PRAJAKTA ASHOK	
17	MBA 2518017	DUTT DIVYA SUDIP	
18	MBA 2518018	FATING CHANDANI VIJAY	
19	MBA 2518019	FOUJI PARMEETKOUR GURUBACHANSINGH	
20	MBA 2518020	HIWALE MAYA SHIVAJI	
21	MBA 2518021	JADHAV SHAUNAK EKNATH	
22	MBA 2518022	JAISWAL PRANAV ASHOK	
23	MBA 2518023	JAVERI PRATIK MADAN	
24	MBA 2518024	KHAN FAISAL NASEEB	
25	MBA 2518025	KHAN FEROJ SHARIF	
26	MBA 2518026	KHETRE MELVIN ANIL	
27	MBA 2518027	KHODE KALYANI RAJESH	
28	MBA 2518028	KOTHARI NIKET HASMUKH	
29	MBA 2518029	KSHIRSAGAR YASH SANJAY	
30	MBA 2518030	KULKARNI AKHILESH SHIRISH	
31	MBA 2518031	KULKARNI RUCHA UDAYRAO	
32	MBA 2518032	KUMAR ADITYA	
33	MBA 2518033	KURLE TRUPTI PRABHU	
34	MBA 2518034	LADDA SURUCHI RAMVILAS	
35	MBA 2518035	LIMBALKAR UDDHAV SHRIRANG	

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36	MBA 2518036	MANE KALYANI APPASAHEB	
37	MBA 2518037	NAIK CHAITRALI DILIP	
38	MBA 2518038	NANDESHWAR ASHIK KARAMDAS	
39	MBA 2518039	NIRMAL SHRADHA DATTATRAY	
40	MBA 2518040	NEWASEKAR SHRUTI BHARAT	
41	MBA 2518041	PANDE NEHA SANTOSH	
42	MBA 2518042	PARIKH RUPALI RAMESH	
43	MBA 2518043	PATIL BHUSHAN SOPAN	
44	MBA 2518044	POL SURAJ BABASAHEB	
45	MBA 2518045	POPATIYA ASLAM MOHD SALEEM	
46	MBA 2518046	QUADRI NEHA MEHWISH MOHAMMED FAHEEMUD	
47	MBA 2518047	RAJPUT DHEERAJ SHIVSINGH	
48	MBA 2518048	RATHOD SAURABH MADAN	
49	MBA 2518049	RATHOD SURAJ SUBHASH	
50	MBA 2518050	SHAIKH JUNAID NAEEM	
51	MBA 2518051	SHEIKH ADIL SHEIKH KADIR MUJAW	
52	MBA 2518052	SHINGARE SUSHMITA SHIVAJI	
53	MBA 2518053	SIDLAMBE RADHIKA ASHOK	
54	MBA 2518054	SONWANE SANTOSH DNYANESHWAR	
55	MBA 2518055	THAKUR RAJ GHANASHYAM	
56	MBA 2518056	TIWARI DEEPA NAGENDRA	
57	MBA 2518057	UBALE YOGESH TULSHIRAM	
58	MBA 2518058	VAISHNAV SHUBHAM SHYAMDAS	
59	MBA 2518059	VISPUTE PRAJAKTA VISHWANATH	
60	MBA 2518060	WAHUL MANJUSHA ASHOK	

DATE:

SIGNATURE

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MGM
INSTITUTE OF MANAGEMENT
AURANGABAD
STUDENTS LIST MBA I SEMESTER JULY DECEMBER
DETAILS OF STUDENT FILLED ANTI-RAGGING FOI
SECTION B

S.NO.	ROLL NO.	STUDENTS NAME
1	MBA 2518061	AGRAWAL RASHMI PAWANKUMAR
2	MBA 2518062	AHER NIKITA NARAYAN
3	MBA 2518063	AJMERA TEJAS PADAMKUMAR
4	MBA 2518064	AYYAR AKSHAY DILIP
5	MBA 2518065	BAFANA PRERANA PARAS
6	MBA 2518066	BANKAR ARTI SOPAN
7	MBA 2518067	BHALERAO ABHIJEET VIJAY
8	MBA 2518068	BHALERAO SUJATA SANTOSH
9	MBA 2518069	BIRARE VISHAL DNYANESHWAR
10	MBA 2518070	DAHITKAR SURANGA DAGDUBA
11	MBA 2518071	DEOKAR AKSHAY EKNATH
12	MBA 2518072	DESHMUKH SHEETAL SATISH
13	MBA 2518073	DOSHI RIDDHI RAJEEV
14	MBA 2518074	GAIKWAD ROHINI MADHUKAR
15	MBA 2518075	GATHEKAR TUSHAR YASHWANTRAO
16	MBA 2518076	GHUGE POOJA VITTHAL
17	MBA 2518077	GORADE SANKET DEVIDAS
18	MBA 2518078	GOSAVI HRISHIKESH SHYAM
19	MBA 2518079	GURAV DHIRAJ ANAND
20	MBA 2518080	HAFIZ SALEHA SHAUKAT
21	MBA 2518081	JADHAV AKSHAY RAKHMAJI
22	MBA 2518082	JAIN KAJAL DILIP
23	MBA 2518083	JAYBHAYE AKASH BALASAHEB
24	MBA 2518084	KANCHANGIRE AKSHAY GANGAPRASAD
25	MBA 2518085	KARPE AAKANKSHA BALKRUSHNA
26	MBA 2518086	KAVRANI MEGHA ANIL
27	MBA 2518087	KEDARE RAHUL MURLIDHAR
28	MBA 2518088	KIRTIKAR KIRAN SANJAY
29	MBA 2518089	KULKARNI SAGAR VISHWAMBHAR
30	MBA 2518090	MOHAMMAD MAHEEN SAHER MOHAMMAD ANEES
31	MBA 2518091	MASKE KOMAL BHASKAR
32	MBA 2518092	MOGAL AJAY VINAYAK

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33	MBA 2518093	NAIDU GAURAVI BHASKAR
34	MBA 2518094	PAIKRAO DISHANT JAYAJI
35	MBA 2518095	PATANGE SUMIT SHAMSUNDAR
36	MBA 2518096	PATIL KIRTI KALYANRAO
37	MBA 2518097	PATIL PIYUSHA RAJENDRA
38	MBA 2518098	PRAJAPATI SANJAY KUMAR RAMPAL
39	MBA 2518099	PURNAYE ANKITA SANTOSH
40	MBA 2518100	RAJPUT KARAN DILIP
41	MBA 2518101	RAJPUT PRUTHVIRAJ GANESHSINGH
42	MBA 2518102	RATHOD VIJETI LALIT
43	MBA 2518103	RATHOD VIKAS GABBU
44	MBA 2518104	SABLE RENUKA SANJAY
45	MBA 2518105	SAKHARE ADITYA RAMDAS
46	MBA 2518106	SALVE SANGHPRIYA MILIND
47	MBA 2518107	SAMUEL SIJI
48	MBA 2518108	SARAF ROMA RAMRAO
49	MBA 2518109	SARODE POOJA DINKAR
50	MBA 2518110	SHAH KAUSHIK JITENDRA
51	MBA 2518111	SHINDE SUMIT RAJESH
52	MBA 2518112	SHRIKHANDE ABHISHEK SANJAY
53	MBA 2518113	SINGARE KUNAL VIJAY
54	MBA 2518114	TALEKAR MUKESHRAJ GORAKHNATH
55	MBA 2518115	TARTE NILESH JAGJIVAN
56	MBA 2518116	TAYADE NILESH LAXMANRAO
57	MBA 2518117	THAKARE VRUSHALI DEVIDAS
58	MBA 2518118	VAIDYA TANUJA SANJAY
59	MBA 2518119	WALLE MONIKA VISHWANATH
60	MBA 2518120	WAYSE SHUBHAM MADAN

DATE:

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MGM
INSTITUTE OF MANAGEMENT
AURANGABAD
STUDENTS LIST MBA I SEMESTER JULY DECEMBER 2018
DETAILS OF STUDENT FILLED ANTI-RAGGING FORM
SECTION C

S.NO.	ROLL NO.	STUDENTS NAME	SIGNATURE
1	MBA 2518121	AUTADE AKASH KALYANRAO	
2	MBA 2518122	BANGAR ROHAN ASHOK	
3	MBA 2518123	BAWASKAR AVINASH SANTOSH	
4	MBA 2518124	BHAGWAT POOJA PANDURANG	
5	MBA 2518125	BHOSALE ABHISHEK LAXMAN	
6	MBA 2518126	CHINCHOLKAR MAHESH BALASAHEB	
7	MBA 2518127	DANDGAVHALE NILESH ASHOK	
8	MBA 2518128	DASARE NIKET KAILAS	
9	MBA 2518129	DESHMUKH SHUBHANGI BHAGWANRAO	
10	MBA 2518130	DHAKANE RADHIKA MAHESH	
11	MBA 2518131	DHAWALE SUMIT VIJAY	
12	MBA 2518132	DHEPE MURLIDHAR SAGAR	
13	MBA 2518133	GADEKAR NARESH SHIVNATH	
14	MBA 2518134	GADEKAR PRAVIN HIMMATRAO	
15	MBA 2518135	GANVIR PALLAVI ARUN	
16	MBA 2518136	GARAD AKSHAY NANASAHEB	
17	MBA 2518137	GHODKE ARUN APPASAHEB	
18	MBA 2518138	GIRHE POOJA GOPAL	
19	MBA 2518139	JADHAV KUNAL SHRIDHARRAO	
20	MBA 2518140	JAHAGIRDAR GANESH ASHOKRAO	
21	MBA 2518141	JAISWAL ANAND SURESHLAL	
22	MBA 2518142	JAJURE KEDAR SATYANARAYAN	
23	MBA 2518143	JAMDHADE PRIYANKA BALCHAND	
24	MBA 2518144	KADAM RAVIRAJ ATMARAM	
25	MBA 2518145	KALE RAJULI RAVINDRA	
26	MBA 2518146	KAVHALE ASHWINI GAJANAN	
27	MBA 2518147	KHARPE SACHIN KESHAV	
28	MBA 2518148	KUHILE MAYURI KAILAS	
29	MBA 2518149	KULKARNI SHUBHAM ARUNRAO	
30	MBA 2518150	LADHONE AMOL DINKAR	
31	MBA 2518151	LODE LALIT ASHOK	
32	MBA 2518152	MAGARE VISHAL GANESH	

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33	MBA 2518153	MANJARATHKAR APURVA SUDHIR	
34	MBA 2518154	MATHAPATI RUTUJA MANMATH	
35	MBA 2518155	MOHD ISMAIL MOHD IBRAHIM	
36	MBA 2518156	MORE ASHISH SANTOSH	
37	MBA 2518157	MUNDE PRADNYA VYANKET	
38	MBA 2518158	NAVALE DEVYANI SATISH	
39	MBA 2518159	PADWALE GAYATRI NANDKISHOR	
40	MBA 2518160	PARDESHI KARAN ISHWAR	
41	MBA 2518161	PATEL BHAVIK JITENDRA	
42	MBA 2518162	PATHAN MOHASIN HAKIM	
43	MBA 2518163	PHAD POOJA SUDHAKAR	
44	MBA 2518164	QUADRI MOHAMMED SHAKEEB MOHD K	
45	MBA 2518165	RAGDE SHUBHAM RAJENDRA	
46	MBA 2518166	RAUT MAHENDRAKUMAR MANIKRAO	
47	MBA 2518167	RAUT YOGESH JAGANNATH	
48	MBA 2518168	SASE MANGESH MURLIDHAR	
49	MBA 2518169	SHAIKH SOHAIL MAHMAD JAFAR	
50	MBA 2518170	SHENDRE SHRADDHA RAMDAS	
51	MBA 2518171	SURADKAR SUPRIYA BHASKARRAO	
52	MBA 2518172	TANGDELLU ROHAN RAJANNA	
53	MBA 2518173	TAWARE NETRA RAVINDRA	
54	MBA 2518174	TRIPATHI SNEHA SUNIL	
55	MBA 2518175	TRIVEDI BHAVESH NARAYANLAL	
56	MBA 2518176	VAIKOS PAYAL AJAYKUMAR	
57	MBA 2518177	WAGH ANNA KESHAV	

DATE:

SIGNATURE

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22/01/19

Meeting

Minutes

1. No incidence of ragging was yet been reported to the committee.

2. Members of the committee were asked to be conscious of every unaspecious activity, between students

3. All the IV semester students of MBA were been redressed about all the Anti-ragging activities done in campus.

Committee members

1. Dr. Kunal Gaikwad
2. Prof. Suchitra Mendke
3. Prof. Asmita Joshi
4. Mr. Suhas Takalkar
5. Mrs. Arti Kulkarni

Signature

Gaikwad

Suchitra

Joshi

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22.03.2019

Meeting

Discussed about the anti-ragging Committee's Work & where to focus to avoid un-pleasent activity.

We summerized whole Feb-March Months & Came to know.

1. No ragging related problem reported yet
2. Committee did not found any un-pleasent activity.
3. ~~We~~ Committee spoke to some students to fetch whether ragging related issues are there.

- Committee members instructed to be Vijilant.

Committee members

Sign

1) Dr. Kunal Gaikwad
2) Prof. Suchitra Mendke
3) Dr. Asmita Joshi
4) Mr. Suhas Takalkar
5) Mrs. Arti Kulkarni

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Mahatma Gandhi Mission

Institute of Management

Anti Sexual Harassment Committee

Register

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Mahatma Gandhi Mission
Institute of Management
STANDARD OPERATING PROCEDURE (SOP)
Sexual Harassment of Women at Workplace (Vishkha Cell)

This SOP is to be read in conjunction with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

Mahatma Gandhi Mission Institute of Management strives to create and maintain a work environment in which employees, clients and visitors are treated with dignity, decency and respect. The environment of the institute is characterized by mutual trust and the absence of intimidation, oppression and exploitation. Employees expect to be able to work and learn in a safe, yet stimulating atmosphere, and the accomplishment of this goal is essential to the mission of the agency. For that reason, MGMIOM will not tolerate discrimination or harassment of any kind. Through enforcement of this SOP and by education of employees, the institute will prevent, correct and discipline behavior that violates this SOP. All employees and students, regardless of their positions, are covered by and shall comply with this SOP and shall take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any employee and/or student who violate this SOP. Based on the seriousness of the offense, disciplinary action will be as per Act 2013.

Harassment Definition– For purposes of this SOP, harassment is any verbal or physical conduct designed to threaten, intimidate or coerce an employee, student, co-worker or any person working for or on behalf of MGMIOM. This includes but is not limited to the following types of harassment:

Verbal taunting (including racial and ethnic slurs) that, in the employee's opinion, impairs his or her ability to perform his or her job is included in the definition of harassment.

The following examples of harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this SOP:

Verbal harassment includes comments that are offensive or unwelcome regarding a person's national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital or other protected status, including epithets, slurs and negative stereotyping.

Nonverbal harassment includes distribution, display or discussion of an written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital or other protected status.

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Discriminatory harassment – verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, gender, religion, sexual orientation, age, national origin, disability, or other protected category (or that individual's relatives, friends or associates) that:

1) Has the purpose of effect of creating an intimidating, hostile, humiliating, or offensive working environment;
2) Has the purpose of effect of unreasonably interfering with an individual's work performance; or
3) Otherwise adversely affects an individual's employment opportunities.

Sexual harassment – any unwelcome sexual advance or conduct that is job related and that creates an intimidating, hostile, or offensive working environment for one or more employees. It may also be defined as any behavior associated with the workplace that is related to a person's gender that a reasonable woman or man would find offensive. Examples of sexual harassment include:

(1) Making vulgar comments regarding a person's physical attributes;
(2) Coercing someone into having a sexual relationship; and
(3) Compelling someone to dress in an abbreviated outfit in public.

Sexual harassment may take different forms. The following examples of sexual harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this SOP:

Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or "kidding" that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.

Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters and notes, facsimiles, e-mail, photos, text messages, tweets and Internet postings; or other form of communication that is sexual in nature and offensive.

Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing and fondling and forced sexual intercourse or assault. Courteous, mutually respectful, pleasant, no coercive interactions between employees, including men and women, that are appropriate in the workplace and acceptable to and welcomed by both parties are not considered to be harassment, including sexual harassment.

Hostile work environment – where the harassment creates an offensive and unpleasant working environment. A hostile work environment can be created by anyone in the work environment, whether it is supervisors, other employees or customers.

Hostile environment harassment consists of verbiage of a sexual nature, unwelcome sexual materials or even unwelcomes physical contact as a regular part of the work environment.

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DO'S AND DON'TS FOR COMPLAINTS COMMITEE

DO'S

1. Create an enabling meeting environment.
2. Use body language that communicates complete attention to the parties.
3. Treat the complainant with respect.
4. Discard pre-determined ideas.
5. Determine the harm.

DON'TS

1. Get aggressive.
2. Insist on a graphic description of the sexual harassment.
3. Interrupt.
4. Discuss the complaint in the presence of the complainant or the respondent.

The Sexual Harassment Complaint Process:

The Complaints Committee/s needs to have information on the six stages (including fifteen steps), detailed below, for addressing a complaint of workplace sexual harassment.

1: Receiving and Acknowledging Receipt of the Complaint

The complainant submits a sexual harassment complaint in writing within three months of the last alleged incident to the Complaints Committee or any other person designated by the organization. In the context of workplace that the sexual harassment complaint is to be met with under the Act, such as, Service Rules, Workplace SOP, Vishaka Guidelines and related laws.

The complainant will be notified in writing to acknowledge receipt.

2: Meeting and Talking to the Complainant to Explore Options for Formal and Informal Resolution

The complainant needs to be informed about the ensuing process and the informal or formal options available for the redress.

3: Informal Mechanism

If the complainant chooses to adopt the informal process to resolve her complaint/experience of sexual harassment, then it is the responsibility of the person designated to receive and manage the Complaints Committee to explore enabling ways to address the complaint. This can include counseling, educating, orienting, or warning the respondent to promptly stop the unwelcome behavior.

Step 4: Formal Mechanism

If the complainant opts for formal redress, or the nature of the complaint is serious which calls for formal redress, then the Complaints Committee responds to the complaint.

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5: Respondent and Response

As per the procedure provided in the Rule; or in absence of the same. Within seven days of receiving a complaint, the Complaints Committee will inform the respondent in writing that a complaint has been received.

6: Preparing the File

A sound inquiry relies on sound preparation. Create an independent confidential file of the complaint and all subsequent related documentation.

7: Preparing an Interview Plan for the Hearing: Complainant, Witnesses, Respondent

Based on the results of the previous steps and before conducting interviews, the Complaints Committee should decide which issues need to be pursued for questioning. Interviews are meant to obtain information that is relevant to the complaint from individuals.

8: Assessing the Completeness of the Information Collected

At this stage, the Complaints Committee should review the information gathered and their factual relevance to each aspect of the complaint. This will help determine whether there is enough information to make a finding on the complaint.

9: Reasoning

Once the information and review is complete, the Complaints Committee will make its reasoned finding(s).

10: Create a timeline to help establish the sequence of events related to the complaint.

11: Compare similarities and differences within each of the statements made by the interviewees.

12: Finding

Based on the above, the Complaints Committee must arrive at a finding of whether the complaint is upheld, not upheld or inconclusive. Provided, where both the parties are employees, before finalizing the findings, committee shall share its finding with both the parties and provide them an opportunity to make representation against it before the Committee.

13: Recommendations

Based on its findings, the Complaints Committee shall then make appropriate recommendations

14: Writing the Report

The Complaints Committee will prepare a final report

Dr. Pooja Deshmukh
Chairperson

Dr. (Col) Pardeep Kumar
Director

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MGM
Institute of Management
N-6, CIDCO, Aurangabad-431003

Office Order

As per the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.** The notification issued by the Government of India, Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training),

The MGM Institute of Management has been pleased to reconstitute the committee on 23rd February 2018 for redressal of complaints of sexual harassment of women at work place as per detail, given below:

Sr. No	Name	Position Held	Contact Number
1	Prof. (Dr.) Pooja Deshmukh	Chairman	9881079394
2	Prof. Asmita Joshi	Member	9823620545
3	Mr. Ganesh Sagare	Member	9860220303
4	Mrs. Anusaya Dange	Member	9922024393
5	Ms. Krutika Tupkari	Student Member	9822435518
6	Mrs. Archana Ghondhalekar	Advocate	9922941685

Director
MGM Institute of Management

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Minutes of Women anti harassment cell meeting held on 11/10/2013

1.Meeting of Women anti harassment cell was held on 11/10/2013 at MGM Institute of Management.

2.Following members were present for the same.

1.Dr.(Col) Pardeep Kumar(Director)

2.Mr.R.P.Mane(Advocate)

3.Prof.Smita Khursale(Presiding Officer)

4.Mrs.Jayshree Yelnurkar

5.Prof.Asmita Joshi

6.Prof.Sachin Hatole

3. Sexual harassment of women at workplace (Prevention,prohibition and redressal) act-2013 was discussed among members.Mr.R.P.Mane has given details of previous acts based on same.He also suggested to have grievance cell for class IV employees.

4. Women anti harassment cell document was given to all members .

5. Details for implementation of policy and procedure of complaint has been discussed .

Copy To:

1. Dr.(Col) Pardeep Kumar(Director)
2. Mr.R.P.Mane(Advocate)
4. Mrs.Jayshree Yelnurkar
5. Prof.Asmita Joshi
6. Prof.Sachin Hatole

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NOTICE

Date : 10 Dec 2013

All faculty members and non teaching members are hereby informed that Women anti-sexual harassment workshop is scheduled on 11 Dec. 2013 at 12:30 p.m. in Conference hall, MGMIOM Please make it possible to attend the same

Sd/-

Prof. Smita Khursale
(Presiding officer)

1. A.R. Thakur Abhijeet
2. S.R. Patil
3. Rajinder Singh Randhawa Rajinder Sh
4. Athawale S.G
5. Suchitra S. Mendke
6. Taruja Dubey
7. R.B. Khasat
8. Usha Shete
9) Anil Lalve
10) Tusharkant Mishra
11. Rohini R. Chandge
12. Ashwini Dabhade.
13) Anita Joshi
14. Ashish Gadekar
15. Shreya Pathrikar
16. Sachin Hatole

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Minutes of meeting held on 9th Sep 2014

1. It has been decided to add Mrs. Archana Ghondhalekar as NGO member & Mrs. Chitra Deshpande to the committee.

1. Dr. (Col) Pardeep Kumar (Director) -
2. Prof. Asmita Toshi -
3. Prof. Smita Khursale -
4. Prof. Sachin Hatole -
5. Mrs. Anusuya Dhanu -

(Director)

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Minutes of meeting held on 2nd Feb 2015

1. It has been decided to conduct a workshop related to woman harassment in the month of July 2015.
2. In charge of the committee ~~shor~~ will be responsible for arranging workshop including deciding resource person for the same.

copy to:

1. Dr. (Col) Pardeep Kumar -
2. Prof. Asmita Joshi -
3. Prof. Chitra Deshpande -
4. Prof. Sachin Hatole -
5. Mrs. Anusuya Dhange - Anusaya
6. Prof. Smita Khursale - SDK

(Director)

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Date: 20/6/15

Sexual Harassment of women at workplace (Prohibition, Prevention & Redressal) Act, 2013

I hereby testify that I attended the educational session in Marathi language based on above subject & that I understood the subject, law & its consequences properly

Name		Signature
1) Ratna Kharat	–	रत्ना खरात
2) Shobha Bali	–	शोभा बळी
3) Meena Aaher	–	मीना आहीर
4) Sunita Dalphure	–	सुनिता ढोलपुरे

O.K..

20/6/15

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Date: 06/10/15

Notice

All members are hereby informed that a meeting is scheduled on 6th Oct 2015 at Conference Hall, IOM at 4:15 p.m.

Agenda:

Arranging a seminar on 08/10/2015 on the "subject" Sexual Harassment & Women attire" for girl students of MBA & MCA.

~~To~~ Copy to:

1. Prof. Asmita Joshi
2. Prof. Chitra Deshpande
3. Prof. Sachin Hatole
4. Mrs. Anusuya Dhange
5. Prof. Smita Khursale.

(Director)

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Notice Date: 12th Feb 2016

All members are hereby informed that a meeting is scheduled on 15th Feb 2016 at conference Hall, IOM at 4:15 p.m.

Agenda:

Arranging an awareness session in marathi for Class IV female members. on "Sexual Harassement of women at workplace (Prohi-bition, Prevention & Redressal Act, 2013)

Copy to:

1. Prof. Asmita Joshi
2. Prof. Chitra Deshpande
3. Prof. Sachin Hatole
4. Mrs. Anusuya Dhange
5. Prof. Smita Khursale

(Director)

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~~Notice~~: Date: 26 Mar 2016

Sexual Harassment of women at workplace (Prohibition, Prevention & Redressal act, 2013)

I hereby listify that I attended the educational session in Marathi language based on above subject & that I understood the subject, law & its consequences properly.

Name		Signature.
1. Meena Aaher	-	मीना आहीर
2. Ratnamala Kharat	-	रत्नमाला खरात
3. Mangal Jadhav.	-	मंगल जाधव
4. Asha Pole	-	आशा पोळ

(Director)

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MAHATMA GANDHI MISSION
INSTITUTE OF MANAGEMENT, AURANGABAD.
(NAAC Grade 'A')

Ref –MGM/IOM/ICC/ **Date:23 Feb 2017**

OFFICE ORDER

Internal Complaints Committee in terms of University Grants Commission guidelines(Prevention,prohibition,redressal of sexual harassment of women employees and students in higher educational institutions) regulations 2016 is constituted as under

1)Presiding Officer(1)-Dr.Pooja Deshmukh(Associate Professor)

2)Faculty Members(2)-Prof.Smita Khursale(Assistant Professor)

Prof.Asmita Joshi(Assistant Professor)

3)Non Teaching Members(2)-Mr.Ganesh Sagare(Librarian)

Mrs.Anusuya Dhange(Asst Librarian)

4)Student(1)-Ms.Krutika Tupkari

5)External Member(NGO)-Mrs Archana Ghondhalekar(Advocate)

Committee will act under the provisions of said guidelines as University Grants Commission Guidelines(Prevention,Prohibition,Redressal of sexual harassment of women employees and students in higher educational institutions) regulations 2016 and The Sexual Harassment of Women at workplace(Prevention,Prohibition and Redressal)Act 2013.

Director 23/2/17

Copy to :MGM Trust office ;for information please

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MAHATMA GANDHI MISSION
INSTITUTE OF MANAGEMENT, AURANGABAD.
(NAAC Grade 'A')

Internal Complaints committee

SR. NO.	NAME	Appointment	Signature
1.	Dr.Pooja Deshmukh	Presiding officer	
2.	Prof.Asmita Joshi	Faculty member 1	
3.	Prof.Smita Khursale	Faculty member 2	
4.	Mr.Ganesh Sagare	Non teaching member 1	
5.	Mrs.Anusuya Dhange	Non teaching member 2	
6.	Ms.~~Krutika Tupkari~~ – (9130095096) Kavttika Tupkary	Student representative	Kavttika.
7.	Mrs.Archana Ghondhalekar	NGO Member	

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Notice

10th July 2017

All members are hereby informed that a meeting is scheduled on 12th July 2017 at Conference Hall, IOM at 4:00 pm.

Agenda:

Arranging workshop for Students of MBA & MCA in the area of

a. The sexual harassment of women at workplace (Prevention, Prohibition & Redressal) Act 2013.

b. Set of guiding principles (Saksham report) ~~5~~ points related to students.

Copy to:

1. Dr. Pooja Deshmukh
2. Prof Asmita Joshi
3. Prof Smita Khursale
4. Mr. Ganesh Sagare
5. Mrs. Anusuya Bhange

Director.

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Date: 30th September 2017 **Time: 4:10 p.m.** **Venue: Board Room**

Chairperson: Dr. Pooja Deshmukh
Members Prof. Asmita Joshi
Mr. Ganesh Sagare
Mrs. Anusaya Dhange

1. The minutes of the last meeting held on 10th July 2017 at 4:10 p.m. were confirmed and noted.
2. At the outset, Chairperson Dr. Pooja Deshmukh, Chairperson welcomed all the participants of the Meeting.
3. The Committee noted that no complaint of sexual harassment against anyone has been received.
4. The Committee emphasized that in order to create awareness and continuous sensitization for the employees, it is essential to put up banners/posters/notices in conspicuous places in the workplace defining sexual harassment.
5. The Committee favored inclusion of this subject in training programs run by MGMIOM and more and more employees need to be put through gender sensitization program.
6. The Chairperson expressed her thanks to all participants and the members agreed that the Committee will meet every quarter on a regular basis or earlier, if need be.
7. The meeting ended with vote of thanks to the Chair.

Prof. (Dr.) Pooja Deshmukh
Chairperson

1. Prof. Asmita Joshi
2. Mr. Ganesh Sagare
3. Mrs. Anusaya Dhange

1. OK.
2. Seen

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Date: 30th December 2017 **Time: 3:30 p.m.** **Venue: Board Room**

Chairperson: Dr. Pooja Deshmukh
Members Prof. Asmita Joshi
Mr. Ganesh Sagare
Mrs. Anusaya Dhange

1. The agenda was adopted as presented.
2. The Committee reviewed the minutes of the last meeting – Conference Call – September 30, 2017. It was noted that more details were needed. The Chairperson acknowledged that in the future, the Committee will try and meet when everyone is available. (Few members were not present at the last meeting also.)
3. Detail feedback was given of one day workshop on Sexual Harassment at workplace held in Dr. Babasheb Ambedkar Marathwada University, Aurangabad attended by Dr, Pooja Deshmukh, and Dr. Rohini Chandge.
4. Based on the information received, the committee has decided to conduct the same session for students of MGMIOM.
5. The committee ensures that committee is acting as per the guidelines of Prevention, Prohibition & redressal of sexual harassment Act, 2013.

The meeting came to an end by 04.30 p,m. The chair has delivered the vote of thanks.

Prof. (Dr.) Pooja Deshmukh
Chairperson

1. Prof. Asmita Joshi
2. Mr. Ganesh Sagare
3. Mrs. Anusaya Dhange

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डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद.

नॅक समिती तर्फे अ दर्जा प्राप्त

ताराबाई शिंदे स्त्री अभ्यास केंद्र

संचालक: प्रा. डॉ स्मिता अवचार
ई-मेल : directorwomenstudy@bamu.ac.in
फोन नं : ०२४०-२४०३३३१
वेबसाईट: www.bamu.ac.in

सामाजिकशास्त्रे इमारत
विद्यापीठ परिसर
औरंगाबाद-४३१००४
महाराष्ट्र, भारत

संदर्भ क्रं./स्त्रीअक्रें/२०१७/3433 -3633 दि.०७/१२/२०१७

प्रति,
मा. प्राचार्य
सर्व संलग्नित महाविद्यालय
डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ,
औरंगाबाद.

विषय : दि. १३ जानेवारी २०१८ रोजी आयोजित "कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ" एकदिवसीय कार्यशाळेबाबत.

महोदय/महोदया,

वरील विषयान्वये आपणास सविनय कळविण्यात येते की, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठातील ताराबाई शिंदे स्त्री अभ्यास केंद्राच्या वतीने दि. १३ जानेवारी २०१८ रोजी सकाळी १०.०० वा. प्रशासकीय इमारतीतील महात्मा फुले सभागृहात "कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ (**Sexual Harassment of Women at Workplace)**" या एकदिवसीय कार्यशाळेचे आयोजन करण्यात आले आहे.

सदरील कार्यशाळेकरीता आपल्या महाविद्यालयात स्थापन करण्यात आलेल्या अंतर्गत तक्रार निवारण समितीतील एक सदस्य आणि प्रवेशित एक विद्यार्थी/विद्यार्थिनी यांना सहभागी होण्यास्तव आदेश देण्यात यावे ही विनंती.

धन्यवाद.

डॉ. स्मिता अवचार
संचालक
ताराबाई शिंदे स्त्री अभ्यास केंद्र
डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ
औरंगाबाद.

सोबत : कार्यशाळेचे माहितीपत्रक

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Date: 24th January 2018 **Time: 4:30 p.m.** **Venue: Board Room**

Chairperson: Dr. Pooja Deshmukh
Members Prof. Asmita Joshi
Mr. Ganesh Sagare
Mrs. Anusaya Dhange

1. The agenda was adopted as presented.
2. The Committee reviewed the minutes of the last meeting
3. General discussion was held about the awareness of Sexual awareness among the faculties of the institute.
4. Meeting was adjourned to next scheduled date.

The meeting came to an end by 5:00 p,m. The chair has delivered the vote of thanks.

Prof. (Dr.) Pooja Deshmukh
Chairperson

4. Prof. Asmita Joshi
5. Mr. Ganesh Sagare
6. Mrs. Anusaya Dhange

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महाराष्ट्र राज्य महिला आयोग, मुंबई

आणि

ताराबाई शिंदे स्त्री अभ्यास केंद्र

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद

द्वारा संयुक्त विद्यमाने आयोजित राज्यस्तरीय कार्यशाळा

विषय : "कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ"

दिनांक : १९ मार्च २०१८

कामाच्या/नोकरीच्या ठिकाणी स्त्रियांना कोणत्याही स्वरुपाचा लैंगिक हिंसाचाराचा त्रास होवू नये व त्यांना निर्भयपणे कार्य करता यावे यासाठी कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध, मनाई आणि निवारण) अधिनियम २०१३ पारित करण्यात आला. या अधिनियमांतर्गत १० पेक्षा जास्त कर्मचारी असतील अशा आस्थापनांमध्ये अंतर्गत तक्रार निवारण समितीची स्थापना करणे अनिवार्य केले गेले. मात्र आजही अनेक ठिकाणी या अंतर्गत तक्रार निवारण समितीची स्थापना होत असलेली दिसून येत नाही अथवा समिती कागदोपत्री स्थापन करण्यात आलेली असली तरी प्रभावीपणे ती कार्य करताना दिसून येत नाही. तसेच स्त्रिया व मुलींनाही या समिती व तिच्या कार्ये व उद्दिष्टासंबंधी माहिती असलेली दिसून येत नाही. त्यामूळेच या समितीकडे कामाच्या ठिकाणच्या लैंगिक हिंसाचाराच्या तक्रारी येण्याचे प्रमाण नगण्य असलेले दिसून येते.

सदर समिती संबंधी जागरुकता निर्माण व्हावी व सदर समितीतर्फे कायद्याची प्रभावी अंमलबजावणी केली जावी या उद्देशाने महाराष्ट्र राज्य महिला आयोग, मुंबई आणि डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठातील ताराबाई शिंदे स्त्री अभ्यास केंद्र यांच्या संयुक्त विद्यमाने कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ या राज्यस्तरीय कार्यशाळेचे आयोजन १९ मार्च २०१८ रोजी करण्यात आले आहे.

नावनोंदणी ची अंतिम तारीख
दि.१७.०३.२०१८

नावनोंदणी शुल्क :
शिक्षक/प्राध्यापक - रु. ५००
विद्यार्थी/संशोधक - रु. २००

दिनांक : १९ मार्च २०१८, वेळ स. १०.३० वा.
स्थळ : सीफार्ट सभागृह, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद

विनित : संचालक, ताराबाई शिंदे स्त्री अभ्यास केंद्र
दुरध्वनी क्रं. (०२४०) २४०३३३१
Email: directorwomenstudy@bamu.ac.in

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Date: 7th September 2018 **Time: 4:30 p.m.** **Venue: Board Room**

Chairperson: Dr. Pooja Deshmukh
Members Prof. Asmita Joshi
Mr. Ganesh Sagare
Mrs. Anusaya Dhange

1. The agenda was adopted as presented.
2. The Committee reviewed the minutes of the last meeting
3. General discussion was held about the awareness of Sexual awareness among the faculties of the institute.
4. The Committee noted that no complaint of sexual harassment against any employee/student of the institute has been received.
5. Decision has been taken to conduct the lecture (Informative session) for the MBA students.
6. The Committee stressed the need to increase awareness amongst the students.
7. The Chairperson expressed her thanks to all participants and the members agreed that the Committee will meet every quarter on a regular basis or earlier, if need be.
8. The meeting ended with vote of thanks to the Chair.

Prof. (Dr.) Pooja Deshmukh
Chairperson

1. Prof. Asmita Joshi
2. Mr. Ganesh Sagare
3. Mrs. Anusaya Dhange

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