



Rani Laxmibai Mahavidyalaya Parola

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U.G.C-2F&12B(8-211/2005CPP-1D:2011)

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3rd Cycle

Assesment and Accreditation

Criterion – 5

Student Support and Progression

Key Indicator: 5.1 Student Support

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance





Outward No.

Date : / /20

DECLARATION

This is to declare that the information, Reports, true copies of the supporting documents, numerical data etc. submitted / presented in this file is verified by Internal Quality Assurance Cell (IQAC) and is correct as per the records. This declaration is for the purpose of NAAC Accreditation of HEI for 3rd Cycle period 3018-3019 to 3033-3033.

Date: 30/07/3033

Place: Parola


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
IQAC Coordinator, Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola, Dist. Jalgaon
Principal

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

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Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organisation wide awareness and undertakings on policies with zero tolerance**
- 3. Mechanisms for submission of online/offline students' grievances**
- 4. Timely redressal of the grievances through appropriate committees**

**1. Prohibition of sexual harassment at workplace
guide**



SSPMS
Rani Laxmibai Mahavidyalaya, Parola
Dist. Jalgaon Maharashtra
College Internal Committee (CTC)
FOR
'Sexual Harassment at Workplace Act. 2013'

The College Internal Committee (CIC) in the Rani Laxmibai Mahavidyalaya, Parola, is reconstituted in 2017 according to The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013'. According to this Act, the CIC adheres to the spirit of VISHAKHA guidelines preceding this legislation in order to address the issues of sexual harassment at workplace in order to ensure the gender equality. The CIC looks into the complaints of sexual harassment (if received) and also to generate awareness about the same issue. The Act has briefed the constitution of the committees, the process to be followed for registering the complaints and setting inquiry into the complaint defined time period,

What is Sexual Harassment?

An act of sexual harassment includes any one or more of the unwelcome acts or behaviour, whether directly or by implication of the following:

- i. Physical contact, touch and advances; or
- ii. The demand (s) or request for sexual favours; or
- iii. Making sexual coloured remarks; or
- iv. Showing pornography / porn pictures, videos; or
- v. Any unwelcome physical, verbal or non-verbal conduct of sexual nature.

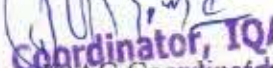
The following circumstances, in addition to or among the other circumstances, if it occur or are present in relation to or connected with any act or behavior of sexual harassment, may also amount to sexual harassment;

- i. Implied or explicit promise of preferential treatment in her employment; or
- ii. Implied or explicit threat of detrimental treatment in her employment; or
- iii. Implied or explicit threat about her present or future employment status; or
- iv. Interference with her work or creating and intimidating or offensive or hostile work environment for her; or
- v. Humiliating treatment likely to affect her health or safety.

Kindly refer the Act 2013 particularly section 16 and 17 regarding the information about complaints that can be made public.

Reference:

1. The Sexual Harassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013
2. University and Government of Maharashtra Guidelines
3. College Internal Committee


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Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

2. G.R.

**Prevention OF SEXUAL
HARASSMENT OF WOMEN AT
THE WORKPLACE**



Updated on 04.11.2022

Government of India
Ministry of Personnel, Public Grievances and Pension
Department of Personnel & Training
Establishment Division

PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE

In the case of Vishaka and Ors Vs State of Rajasthan and Ors (JT 1997 (7) SC 384), the Hon'ble Supreme Court had laid down the guidelines and norms to be observed to prevent sexual harassment of working women. In pursuance to the pronouncement of this judgement, Department of Personnel and Training took the following steps:

- (i) Guidelines/ Norms of the Hon'ble Supreme Court were circulated by Department of Personnel & Training vide OM No. 11013/10/97-Estt.(A) dated 13.02.1998 for strict compliance by the Ministries/ Departments.
- (ii) Amendments in Central Civil Services (Conduct) Rules, 1964 were also carried out by inserting the Rule 3-C declaring Sexual Harassment of Working Women as a misconduct, vide Notification No. 11013/10/97-Estt.(A) dated 13.02.1998 published in Gazette of India as G.S.R. 49 dated 07.03.1998
- (iii) Subsequently, Central Civil Services (Classification, Control & Appeal) Rules, 1965 were also amended by inserting a provision below sub-rule 2 of Rule 14 in connection with treatment of the Complaint Committee as Inquiring Authority and to follow the procedure as laid down in these Rules to hold inquiry into the complaints of Sexual Harassment. This was notified vide Notification No. 11012/5/2001-Estt.A dated 01.07.2004 published in Gazette of India vide G.S.R. No. 225 dated 10.07.2004

2. Later on, the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' {SHWW (PPR) Act} was promulgated on 22.04.2013. The 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013' were notified on 09.12.2013. The Act and the Rules framed thereunder provide a redressal mechanism for handling cases of sexual harassment of women at workplace.

3. Thus, the provisions relating to handling cases of sexual harassment of women at workplace are scattered across SHWW (PPR) Act, Central Civil Services (Conduct) Rules, 1964, Central Civil Services (Classification, Control and Appeal) Rules, 1965, etc. In addition, a number of executive instructions covering different aspects of this issue have been issued from time to time. Now, with a view to facilitate the Ministries/Departments and other stake holders in proper implementation of these provisions, a need has been felt to consolidate these provisions and place the same in the public domain for easy access as and when required. Accordingly, the relevant provisions of the Act/Rules/executive instructions have been compiled as under:



(A) DEFINITION OF "SEXUAL HARASSMENT" AND "WORKPLACE"

Section 2(n) and 2(o) of the SHWW (PPR) Act defines "Sexual Harassment" and "Workplace" respectively. The same have been incorporated through an amendment in the CCS (Conduct) Rules, 1964 as under:

"Rule 3C - Prohibition of sexual harassment of working women

(1) No Government servant shall indulge in any act of sexual harassment of any woman at any work place.

(2) Every Government servant who is incharge of a work place shall take appropriate steps to prevent sexual harassment to any woman at such work place.

Explanation- 1 For the purpose of this rule,

(a) "sexual harassment" includes any one or more of the following acts or behaviour, (whether directly or by implication), namely:—

- (i) physical contact and advances; or*
- (ii) demand or request for sexual favours; or*
- (iii) sexually coloured remarks; or*
- (iv) showing any pornography; or*
- (v) any other unwelcome physical, verbal, non-verbal conduct of a sexual nature.*

(b) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment: -

- (i) implied or explicit promise of preferential treatment in employment; or*
- (ii) implied or explicit threat of detrimental treatment in employment; or*
- (iii) implied or explicit threat about her present or future employment status; or*
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or*
- (v) humiliating treatment likely to affect her health or safety.*

(c) "workplace" includes, -

- (i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the Central Government;*
- (ii) hospitals or nursing homes;*
- (iii) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;*



- (iv) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;
- (v) a dwelling place or a house."

(Rule 3-C of the CCS (Conduct) Rules, 1964)

(B) COMPLAINTS COMMITTEE:

- ❖ Complaints Committees have been set up in all Ministries/Department and organizations under them in pursuance to the judgement of the Hon'ble Supreme Court in the *Vishakha* case. As per Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("the Act"), the Internal Complaints Committee (referred to as "Complaints Committee" hereafter) is to be set up at every workplace. As per Section 4(2), this will be headed by a woman and at least half of its members should be women. In case a woman officer of sufficiently senior level is not available in a particular office, an officer from another office may be so appointed. To prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committees should involve a third party, either an NGO or some other body which is familiar with the issue of sexual harassment.

[Para 1 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

❖ Section 4 of the SHWW (PPR) Act-

"4. Constitution of Internal Complaints Committee.— (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committees shall consist of the following members to be nominated by the employer, namely: —

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section(1):

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



- (b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;
- (c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment;
- (3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.
- (4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.
- (5) Where the Presiding Officer or any Member of the Internal Committee, —
- contravenes the provisions of section 16; or
 - has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - has so abused his position as to render his continuance in office prejudicial to the public interest,

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

[Section 4 of the SHWW (PPR) Act]

❖ **Seniority of the Chairperson of the Complaint Committee-**

There is no bar either in the CCS (CCA) Rules or under the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013* to the Chairperson of the Complaints Committee being junior to the suspect officer or the charged officer. Hon'ble Allahabad High Court has in *Smt. Shobha Goswami vs State of U.P. and 2 Ors.* in WRIT – A No. – 31659 of 2015 observed as follows:

"In my opinion, there is nothing in the Scheme of the section which requires the lady member to be senior in rank to the officer against whom the allegation of sexual harassment are brought. The language of Section 4 of the Act only requires the lady member to the Senior Level".

This also does not in any way cause any prejudice to the charged officer.



[Para 2 of OM No. 11013/2/2014-Estt.A-III dated 09.09.2016]

❖ **Complaints Committee to be Inquiring Authority**

As per Proviso to Rule 14(2) of CCS (CCA) Rules, 1965, in case of complaints of sexual harassment, the Complaints Committee set up in each Ministry or Department etc. for inquiring into such complaints shall be deemed to be the Inquiring Authority appointed by the Disciplinary Authority for the purpose of these rules. Complaints Committee, unless a separate procedure has been prescribed, shall hold the inquiry as far as practicable in accordance with the procedure laid down in the Rule 14.

[Para 6 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

❖ **Proviso to Rule 14(2) of the CCS (CCA) Rules, 1965-**

"Provided that where there is a complaint of sexual harassment within the meaning of rule 3 C of the Central Civil Services (Conduct) Rules, 1964, the Complaints Committee established in each Ministry or Department or Office for inquiring into such complaints, shall be deemed to be the inquiring authority appointed by the disciplinary authority for the purpose of these rules and the Complaints Committee shall hold, if separate procedure has not been prescribed for the Complaints Committee for holding the inquiry into the complaints of sexual harassment, the inquiry as far as practicable in accordance with the procedure laid down in these rules."

[Proviso to Rule 14(2) of the CCS (CCA) Rules, 1965]

(C) INQUIRY INTO COMPLAINT [FIRST STAGE]

- The Complaints Committees may act on complaints of sexual harassment when they receive them directly or through administrative authorities etc, or when they take cognizance of the same suo-moto. As per **Section 9 (1) of the Act**, the aggrieved woman or complainant is required to make a complaint within three months of the incident and in case there has been a series of incidents, three months of the last incident. The Complaints Committee may however extend the time limit for reasons to be recorded in writing, if it is satisfied that the circumstances were such which prevented the complainant from filing a complaint within the stipulated period.
- As mentioned above, the complaints of sexual harassment are required to be handled by Complaints Committee. On receipt of a complaint, facts of the allegation are required to be verified. This is called preliminary enquiry/fact finding enquiry or investigation. The Complaints Committee conducts the investigation. They may then try to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statements of any possible witnesses including the complainant. If it becomes necessary to issue a Charge Sheet, disciplinary authority relies on the investigation for drafting the imputations, as well as for evidence



by which the charges are to be proved. Therefore this is a very important part of the investigation.

[Para 7 and 8 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

➤ **Section 9 of the the SHWW (PPR) Act**

"9. Complaint of sexual harassment.— (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing;

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section."

[Section 9 of the SHWW (PPR) Act]

➤ **Rule 6 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013**

"6. *Complainant of Sexual Harassment.*- For the purpose of sub-Section (2) of Section 9,-

(i) *Where the aggrieved women is unable to make a complaint on account of her physical incapacity, a complaint may be filed by -*

- (a) *her relative or friend; or*
- (b) *her co-worker; or*
- (c) *an officer of the National Commission for Women or State Women's Commission; or*
- (d) *any person who has knowledge of the incident, with the written consent of the aggrieved women;*

(ii) *where the aggrieved women is unable to make a complaint on account of her mental incapacity, a complaint may be filed by-*

- (a) *her relative or friend; or*



- (b) a special educator; or
 - (c) a qualified psychiatrist or psychologist; or
 - (d) the guardian or authority under whose care she is receiving treatment or care; or
 - (e) any person who has knowledge of the incident jointly with her relative or friend or a special educator or qualified psychiatrist or psychologist, or guardian or authority under whose care she is receiving treatment or care;
- (iii) where the aggrieved woman for any other reason is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with her written consent;
- (iv) where the aggrieved woman is dead, a complaint may be filed by any person who has knowledge of the incident, with the written consent of her legal heir."

➤ **Section 11 of the the SHWW (PPR) Act**

"11. Inquiry into complaint.— (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if prima facie case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code (45 of 1860), and any other relevant provisions of the said Code where applicable:

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code (45 of 1860), the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court the Code of Civil



Procedure, 1908 (5 of 1908) when trying a suit in respect of the following matters, namely:—

- (a) summoning and enforcing the attendance of any person and examining him on oath;
- (b) requiring the discovery and production of documents; and
- (c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days."

➤ **Rule 7 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013**

"7. **Manner of Inquiry into complaint.**- (1) Subject to the provisions of section 11, at the time of filing the complaint, the complainant shall submit to the Complaints Committee, six copies of the complaint along with supporting documents and the names and addresses of the witness.

(2) On receipt of the complaint, the Complaints Committee shall send one of the copies received from the aggrieved woman under sub-rule(1) to the respondent within a period of seven working days.

(3) The respondent shall file his reply to the complaint along with his list of documents, and names and addresses of witnesses within a period not exceeding ten working days from the date of receipt of the documents specified under sub-rule(1).

(4) The Complaints Committee shall make inquiry into the complaint accordance with the principles of natural justice.

(5) The Complaints Committee shall have the right to terminate the inquiry proceedings or to give an ex-parte decision on the complaint, if the complainant or respondent fails, without sufficient cause, to present herself or himself for three consecutive hearings convened by the Chairperson or Presiding Officer, as the case may be:

Provided that such termination or ex-parte order may not be passed without giving a notice in writing, fifteen days in advance, to the party concerned.

(6) The parties shall not be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before the Complaints Committee.

(7) In conducting the inquiry, a minimum of three Members of the Complaints Committee including the Presiding Officer or the Chairperson, as the case may be, shall be present."

- On the completion of an inquiry under this Act, the Complaints Committee shall provide a report of its findings to the employer within a period of ten



days from the date of completion of the inquiry and such report be made available to the concerned parties.

[Section 13(1) of the SHWW (PPR) Act]

- Where the Complaints Committee arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer that no action is required to be taken in the matter.

[Section 13(2) of the SHWW (PPR) Act]

- Where the Complaints Committee arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent.

[Section 13(3)(i) of the SHWW (PPR) Act]

(D) INQUIRY UNDER CCS (CCA) RULES, 1965 [SECOND STAGE]

■ **Dual Role**

- In the light of the Proviso to the Rule 14 (2) mentioned above, the Complaints Committee would normally be involved at two stages. The first stage is investigation already discussed in the preceding para. The second stage is when they act as Inquiring Authority. It is necessary that the two roles are clearly understood and the inquiry is conducted as far as practicable as per Rule 14 of CCS (CCA) Rules, 1965. Failure to observe the procedure may result in the inquiry getting vitiated.
- As the Complaints Committees also act as Inquiring Authority in terms of Rule 14(2) mentioned above, care has to be taken that at the investigation stage that impartiality is maintained. Any failure on this account may invite allegations of bias when conducting the inquiry and may result in the inquiry getting vitiated. As per the instructions, when allegations of bias are received against an Inquiring Authority, such Inquiring Authority is required to stay the inquiry till the Disciplinary Authority takes a decision on the allegations of bias. Further, if allegations of bias are established against one member of the Committee on this basis, that Committee may not be allowed to conduct the inquiry.
- In view of the above, the Complaints Committee when investigating the allegations should make recommendations on whether there is a prima facie substance in the allegations which calls for conducting a formal inquiry. They should avoid making any judgmental recommendations or expressing views which may be construed to have prejudiced their views while conducting such inquiry.

[Para 9 to 11 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]



■ Decision to issue Charge sheet, and conducting Inquiry

- On receipt of the Investigation Report, the Disciplinary Authority should examine the report with a view to see as to whether a formal Charge Sheet needs to be issued to the Charged Officer. As per Rule 14(3), Charge Sheet is to be drawn by or on behalf of the Disciplinary Authority. In case the Disciplinary Authority decides on that course, the Charged Officer should be given an opportunity of replying to the Charge sheet. As per Rule 14 (5), a decision on conducting the inquiry has to be taken after consideration of the reply of the charged officer.
- If the Charged Officer admits the charges clearly and unconditionally, there will be no need for a formal inquiry against him and further action may be taken as per Rule 15 of the CCS (CCA) Rules.

[Para 12 and 13 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ The Inquiry-stages

- In case the Charged Officer denies the charges and his reply is not convincing, the Charge sheet along with his reply may be sent to the Complaints Committee for formal inquiry, and documents mentioned in Rule 14 (6) will be forwarded to the Complaints Committee. As per Section 11(3) of the Act, for the purpose of making an inquiry, the Complaints Committee shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—
 - (a) summoning and enforcing the attendance of any person and examining him on oath;
 - (b) requiring the discovery and production of documents; and
 - (c) any other matter which may be prescribed.
- The Disciplinary Authority shall also in terms of Rule 14(5)(c) appoint a Government servant as a Presenting Officer to present evidence on behalf of prosecution before the Complaints Committee/ Inquiring Authority. The listed documents are to be sent to the Presenting Officer. The Complaints Committee would, thereafter, summon the Presenting Officer and the Charged Officer. As a first step, the charged officer would be formally asked as to whether he admits the charges. As mentioned above, in case of any clear and unconditional admission of any Article of Charge, no inquiry would be held in respect of that Article and the admission of the Charged Officer would be taken on record. The inquiry would be held, thereafter, in respect of those charges which have not been admitted by the Charged Officer. The Charged Officer is also entitled to engage a Defence Assistant. The provisions relating to Defence Assistant are given in Rule 14(8).



- The Inquiring Authority is, thereafter, required to ask the Presenting Officer to have the prosecution documents, listed in the Charge Sheet inspected by the Charged Officer. Copies of such documents, if not only given to the Charged Officer, would be handed over to him. The Charged Officer would, therefore, be required to submit a list of documents and witnesses which he wants to produce in support of his defense. The Inquiring Authority would consider allowing such documents or witnesses on the basis of their relevance. Normally, any document or witness which reasonably appears to be relevant and helpful in defense may be allowed. Once the documents have been allowed, the Inquiring Authority would send a requisition for these documents to the custodian of such documents.
- When the regular hearing commences, the Inquiring Authority would ask the Presenting Officer to produce the documentary evidence. Such documents as are disputed by the Charged Officer have to be proved by the witnesses before they are taken on record. The undisputed documents would be taken on record and marked as exhibits.
[Para 14 to 17 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ Examination of Witnesses

- Summons would, thereafter, be sent to the witnesses listed in the Charge sheet. The Presenting Officer may choose to produce them in any order he finds appropriate. These witnesses would be examined in the inquiry in the following manner. The examination in chief would be done by the Presenting Officer where the Presenting Officer may ask questions of the witness to ascertain the facts. The witness would, thereafter, be cross-examined by the Defense. After the cross-examination, the Presenting Officer would be given an opportunity to re-examine the witness. In the examination in chief, leading questions are not allowed. These are however allowed in the cross examination.
- The procedure of Inquiry requires opportunity to the Charged Officer to cross-examine all the witnesses that appear on behalf of the Prosecution. Failure to do so may be construed as a denial of reasonable opportunity to the charged officer, resulting in vitiation of the Inquiry. If the complainant appears as a witness, she would also be examined and cross-examined. The Inquiry Officer may however disallow any questions which are offensive, indecent or annoying to the witnesses, including the complainant.
- If Inquiring Authority wishes to ascertain some facts for clarity, he may pose questions to the witnesses. This should however, be done in such a manner as to not show any bias for or against the Charged Officer. This has to be done in the presence of the Presenting Officer and the Charged Officer/Defence Assistant. No



inquiry should be conducted behind the back of the charged officer. The witnesses will be examined one by one, and the other witness who are either yet to be examined, or have been examined are not allowed to be present during the examination of a witness.

[Para 18 to 20 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ Daily Order Sheet

The Inquiring Authority would also maintain a document called Daily Order Sheet in which all the main events of the inquiry and including requests/representations by the Charged Officer or the Presenting Officer, and decisions thereon would be recorded. For example (i) if the Charged Officer refuses to cross-examine the witnesses, this should be recorded in the Daily Order Sheet (ii) the Daily Order Sheet should record that the Charged Officer had been advised that he has the right to engage a Defense Assistant (iii) it should also be clearly mentioned that the Charged Officer was also informed as to who are eligible to assist him as Defense Assistant, (iv) the Daily Order Sheet should also record in case request of the Charged Officer for engaging a particular person as Defense Assistant is disallowed in the light of the existing instructions. Daily Order Sheet should be signed by the Inquiring Authority, Presenting Officer and the Charged Officer/Defence Assistant.

[Para 21 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ Defence Evidence

After the prosecution evidence is over, the Charged Officer is required to submit his statement of defense. In this statement, the Charged Officer is required to briefly indicate his line of defense. After this, the Defense evidence will be taken. The evidence will be produced in the same order as the prosecution evidence. First, the documents allowed by the Inquiry Authority would be taken on record and then the witnesses called and their examination, cross-examination and re-examination done. The only difference here would be that the Examination in Chief would be done by defense while the cross-examination would be done by the prosecution. The defense would then have the opportunity of re-examining the witness.

[Para 22 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ General Examination of the Charged Officer

After the Defense evidence is over, the Inquiring Authority shall ask Charged Officer as to whether he wishes to appear as his own witness. In case he does so, he will be examined like any other defense witness. In case however, he declines to do so, the Inquiring Authority is required to generally question him. At this stage due care is required to be exercised that as per Rule 14(18)



the purpose of this stage is to apprise Charged Officer of the circumstances which appear to be against him. This is to enable the Charged Officer to explain them to the Inquiring Authority. Presenting Officer and the Defence Assistant do not take any part in the General Examination. Charged Officer may not be compelled to answer questions during examination by the Inquiring Authority.

[Para 23 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ **Brief**

- After this, the Presenting Officer would be asked to submit his brief. A copy of this brief would be given to the Charged Officer. Both the Presenting Officer and the Charged Officer may be allowed reasonable time for submission of their brief.
- The Inquiring Authority then writes the Inquiry Report in which the evidence in support of the charges and against them will be examined. The Report should be a speaking one clearly bringing out as to the evidence on the basis of which any particular conclusion has been reached. Based on this analysis, the Inquiring Authority will give its findings on the Articles as proved or not proved. In case any Article of charge is proved only partially, then the Inquiring Authority should record the extent to which that Article has been proved.

[Para 24 and 25 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ **Powers of the Committee to make recommendations**

- Normally, the Inquiry Officer is not allowed to make any recommendations in his report. Here the function of the Complaints Committee acting as the Inquiring Authority differs.

The Complaints Committee will also have the powers to recommend:-

- (a) to transfer the aggrieved woman or the charged officer to any other workplace; or
- (b) to grant leave to the aggrieved woman up to a period of three months. (The leave will not be deducted from her leave account),
- (c) to grant such other relief to the aggrieved woman as may be prescribed; or
- (d) to deduct from the salary or wages of the charged officer such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs. Any amount outstanding at the time of cessation of the services of the charged officer due to retirement, death or other cause may be recovered from the



terminal benefits payable to the officer or his heirs. Such compensation will not amount to penalty under Rule 11 of CCS (CCA) Rules in terms of the Explanation (ix) to Rule 11.

- (e) to take action against complainant, if the allegation is malicious, or the complainant knows it to be false, or has produced any forged or misleading document.
- (f) to take action against any witness if such witness has given false evidence or produced any forged or misleading document.

[Para 6 and 7 of the OM No. 11013/2/2014-Estt.A-III dated 27.11.2014]

[Para 5 and 26 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

- (g) The Complaints Committee at the written request of the aggrieved women may recommend to the employer to-
 - i. restrain the respondent from reporting on the work performance of the aggrieved women or written her confidential report, and assign the same to another officer;
 - ii. restrain the respondent in case of an educational institution from supervising any academic activity of the aggrieved women.

[Rule 8 of the SHWW (PPR) Rules, 2013]

➤ Rule 48 of CCS (Leave) Rules, 1972 [Special Leave connected with inquiry on sexual harassment]:

"48. Special Leave connected to inquiry of sexual harassment - Leave upto a period of 90 days may be granted to an aggrieved female Government Servant on the recommendation of the Internal Committee or the Local Committee, as the case may be, during the pendency of inquiry under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the leave granted to the aggrieved female Government Servant under this rule shall not be debited against the leave account".

[Rule 48 of CCS (Leave) Rules, 1972]

➤ Explanation (ix) to Rule 11 of the CCS (CCA) Rules, 1965

"Explanation.—The following shall not amount to a penalty within the meaning of this rule, namely:—

(ix) Any compensation awarded on the recommendation of the Complaints Committee referred to in the proviso to sub-rule (2) of rule 14 and established in the Department of the Government of India for inquiring into any complaint of



sexual harassment within the meaning of rule 3 C of the Central Civil Services (Conduct) Rules, 1964'

■ **Prohibition of publication or making known contents of complaint and inquiry proceedings.—**

- The Complaints Committee should also remember that as per the Section 16 of the Act, notwithstanding the RTI Act, 2005, information as regards identity and addresses of the aggrieved woman, respondent and witnesses, Inquiry proceedings, Recommendations of the Committee, shall not be published or communicated or made known to public, press or media in any manner. Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

[Para 27 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

➤ **Section 16 and 17 of the the SHWW (PPR) Act**

"16. Prohibition of publication or making known contents of complaint and inquiry proceedings.—*Notwithstanding anything contained in the Right to Information Act, 2005 (22 of 2005), the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:*

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses."

- **17. Penalty for publication or making known contents of complaint and inquiry proceedings.—***Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.*

- With the above stage, the inquiry would be formally over. The Inquiring Authority should prepare separate folders containing the documents mentioned in Rule 14(23)(ii) of CCS (CCA) Rules, 1965

[Para 28 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]



■ Suspension of the Charged Officer

A Government servant may also be placed under suspension before or after issue of a Charge Sheet where his continuance in office will prejudice the investigation, for example if there is an apprehension that he may tamper with witnesses or documents. Suspension may also be resorted to where continuance of the Government servant in office will be against wider public interest such as there is a public scandal and it is necessary to place the Government servant under suspension to demonstrate the policy of the Government to deal strictly with officers involved in such scandals. It may be desirable to resort to suspension in case of misdemeanor involving acts of moral turpitude.

[Para 29 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

■ Transfer of Charged Officer:

To ensure fair inquiry, Ministries/ Departments may also consider transferring the suspect officer/ charged officer to another office to obviate any risk of that officer using the authority of his office to influence the proceedings of the Complaints Committee.

[Para 3 of OM No. 11013/2/2014-Estt.(A-III) dated 09.09.2016]

■ Special provisions to deal with threats or intimidation

Disciplinary Authority may also dispense with inquiry under Rule 19(ii), and action may be taken without the inquiry when the Disciplinary Authority concludes that it is not reasonably practicable to hold such an inquiry. The circumstances leading to such a conclusion may exist either before the inquiry is commenced or may develop in the course of the inquiry. Such situation would be deemed to have arisen:

- (i) where the Government servant, through or together with his associates terrorizes, threatens or intimidates witnesses who are likely to give evidence against him with fear of reprisal in order to prevent them from doing so; or
- (ii) where the Government servant himself or with or through others threatens, intimidates and terrorizes the Disciplinary Authority, Members of the Committee, the Presenting Officer or members of their family.

[Para 30 of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]

- Disciplinary Authority is not expected to dispense with the inquiry lightly, arbitrarily or with ulterior motive or merely because the case against the Government servant is weak.

[Last Para of OM No. 11013/2/2014-Estt.(A-III) dated 16.07.2015]



(E) **APPEAL UNDER SECTION 18(1) OF THE SHWW (PPR) ACT, 2013 BY THE COMPLAINANT**

- Where a Complaint Committee has not recommended any action against the employee against whom the allegation have been made in a case of involving allegations of sexual harassment, the Disciplinary Authority shall supply a copy of the Report of the Complaints Committee to the complainant and shall consider her representation, if any submitted, before coming to a final conclusion. The representation shall be deemed to be an appeal under section 18(1) of the Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

[Para 3 of OM No. 11012/5/2016-Estt.A-III dated 02.08.2016]

➤ **Section 18 of the the SHWW (PPR) Act [Appeal]**

"18 Appeal.—(1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or subsection (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations."

(F) **Sexual Harassment electronic-Box (She-Box)**

- Ministry of Women & Child Development launched an online complaint management system titled Sexual Harassment electronic-Box (She-Box) on 24th July, 2017 for registering complaints related to sexual harassment at workplace. The She-Box is an initiative to provide a platform to the women working or visiting any office of Central Government (Central Ministries, Departments, Public Sector Undertakings, Autonomous Bodies and Institutions etc.) to file complaints related to sexual harassment at workplace under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Once a complaint is submitted to She-Box, it will be directly sent to the Internal Complaint Committee (ICC) of the concerned Ministry/ Department/ PSU/ Autonomous Body etc. having jurisdiction to inquire into the complaint. The She-Box also provides an opportunity to both the complainant and nodal administrative authority to monitor the



progress of inquiry conducted by the ICCs. The She-Box portal can be accessed at the link given below:

<http://www.shebox.nic.in/>

➤ Features of the She-Box are as under:

- (i) She-Box is an online Complaint Management System for lodging complaints related to sexual harassment of women at workplace. The steps required for filing of complaint through She-Box can be downloaded from the link: <http://www.shebox.nic.in/assets/site/downloads/manual.pdf>
 - (ii) Any woman working or visiting any office of Central Government (Central Ministries, Departments, Public Sector Undertakings, Autonomous Bodies and Institutions etc.) can file complaint related to sexual harassment at workplace through this She-Box.
 - (iii) Once a complaint is submitted to the She-Box, it will directly send the complaint to the Internal Complaints Committee (ICC) of the concerned Ministry/ Department/ PSU/ Autonomous Body etc. having jurisdiction to inquire into the complaint. The Internal Complaints Committee will take action as prescribed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and update the status of the complaint through '**Administrator Login**'.
 - (iv) The status of complaint can be viewed at any time by pressing the tab '**View Status of Your Complaint**' within She-Box.
- The complaint registered in the She-Box contains only a brief description of the incident of sexual harassment at workplace. The Internal Complaints Committee (ICC) is required to initiate inquiry as prescribed under Section 11 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 read with Department of Personnel & Training's O.M. No.11013/2/2014-Estt.(A-III) dated 16th July, 2015 by calling upon the complainant to provide detailed complaint along with all the relevant evidences (documentary or otherwise).

(G) Duties of the employer-

➤ **Rule 3C(2) of the CCS (Conduct) Rules, 1964**

Every Government servant who is incharge of a work place shall take appropriate steps to prevent sexual harassment to any woman at the work place.



➤ **Section 19 of the the SHWW (PPR) Act [Duties of employer]**

- 19. Duties of employer.— Every employer shall—*
- (a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;*
 - (b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;*
 - (c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;*
 - (d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;*
 - (e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;*
 - (f) make available such information to the Internal Committee or the Local Committee, as the case be, as it may require having regard to the complaint made under sub-section (1) of section 9;*
 - (g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code (45 of 1860) or any other law for the time being in force;*
 - (h) cause to initiate action, under the Indian Penal Code (45 of 1860) or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place;*
 - (i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;*
 - (j) monitor the timely submission of reports by the Internal Committee'*

[Section 19 of the SHWW (PPR) Act]

- It should be ensured that Complaints Committee shall at all time be in existence and changes in its composition, whenever necessary, should be made promptly and adequately publicized. The composition of the Complaint Committee should also be posted on the website of the concerned Ministries/ Departments/ Office concerned. It would also be desirable for the Committees to meet once a quarter, even if there is no live case, and review preparedness to fulfil all requirements of the Vishakha judgment in the Department/ Ministry/ organization concerned.

[OM No. 11013/2/2014-Estt.A-III dated 02.02.2015]

- It should be ensured that the aggrieved women are not victimized in connection with the complaints filed by them. For a period of five years after a decision in a proven case of sexual harassment, a watch should be kept to



ensure that she is not subjected to vendetta. She should not be posted under the Respondent, or any other person where there may be a reasonable ground to believe that she may be subjected to harassment on this account. In case of any victimization the complainant may submit a representation to the Secretary in the case of Ministries/Departments and Head of the Organization in other cases. These representations should be dealt with sensitivity, in consultation with the Complaints Committee, Ministries/Department and Head of the Organization in other cases. These representations should be dealt with sensitivity, in consultation with the Complaints Committee, and a decision taken within 15 days of the submission of the same.

[Para 3 of the OM No 11013/7/2016-Estt.A-III dated 22.12.2016]

- All Ministries/Department shall furnish a **monthly report** to the Ministry of Women and Child Development giving details of number of complaints received, disposed of and action taken in the case.

[Para 4 of the OM No 11013/7/2016-Estt.A-III dated 22.12.2016]

(H) **Provisions regarding preparation of Annual Report by Complaints Committee**

➤ **Section 21 of the the SHWW (PPR) Act**

"21. Committee to submit annual report.— (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government."

➤ **Rule 14 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013**

"14. Preparation of annual report:- The annual report which the Complainants Committee shall prepare under Section 21, shall have the following details:-

- (a) number of complaints of sexual harassment received in the year;
(b) number of complaints disposed off during the year;
(c) number of cases pending for more than ninety days;
(d) number of workshops or awareness programme against sexual harassment carried out;
(e) nature of action taken by the employer or District Officers."



(I) **Provisions regarding preparation of Annual Report by Employer**

- Attention of all Ministries is invited to Section 22 of the Act relating to including information in Annual Report, and to request that information relating to number of cases filed, if any, and their disposal may be included in the Annual Report of the Ministry/ Department.

[Para 6 of the OM No. 11013/2/2014-Estt.A-III dated 02.02.2015]

➤ **Section 22 of the the SHWW (PPR) Act**

"22. Employer to include information in annual report.—The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer"

(J) **Miscellaneous-**

- Fees or allowance for Member of the Complaints Committee is mentioned in Sexual Harassment of Women at Workplace (Prevention, Prohibition or Redressal) Rules, 2013

Note: List of the OMs mentioned in this document is **annexed**. In case any reference to the relevant OM is required, the same may be accessed by clicking on the hyperlink or from the DOPT's website.



ANNEXURE**List of Rules, Notifications and OMs mentioned in this Document**

| Acts and Rules | |
|----------------|--|
| No. | |
| 1. | Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 |
| 2. | Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 |
| 3. | Central Civil Services (Classification, Control and Appeal) Rules, 1965 |
| 4. | Central Civil Services (Conduct) Rules, 1964 |
| 5. | Central Civil Services (Leave) Rules, 1972 |
| S. No. | OM No. Subject |
| 1. | OM.No.11013/10/97-Estt.A dated 13.02.1998 CCS(Conduct) Rules, 1964 – Supreme Court Judgment in the case of Vishaka Vs. State of Rajasthan regarding sexual harassment of working women. |
| 2. | OM.No.11013/10/97-Estt.A dated 13.07.1999 Prevention of sexual harassment of working women – Supreme Court judgment in the case of Vishaka Vs. State of Rajasthan. |
| 3. | OM.No.11013/11/2001-Estt.A dated 12.12.2002 Report of the Complaints Committee constituted for prevention of sexual harassment of women at work places – follow up action. |
| 4. | OM.No.11013/11/2001-Estt.A dated 04.08.2005 Report of the Complaints Committee constituted for prevention of sexual harassment of women at work places – follow up action. |
| 5. | OM.No.11013/3/2009-Estt.A dated 2.2.2009 CCS(Conduct) Rules, 1964 – constitution of a Complaints Committee to enquire into complaints of sexual harassment made against officers of the level of Secretary and Additional Secretary to the Government of India. |
| 6. | OM.No.11013/3/2009-Estt.A dated 21.7.2009 CCS(Conduct) Rules, 1964 – Guidelines regarding prevention of sexual harassment of working women in the workplace. |
| 7. | OM.No.11013/3/2009-Estt.A dated 3.8.2009 CCS(Conduct) Rules, 1964 – Guidelines regarding prevention of sexual harassment of working women in the workplace. |
| 8. | OM.No.11013/3/2009-Estt.A dated 7.8.2009 CCS(Conduct) Rules, 1964 – Guidelines regarding prevention of sexual harassment of working women in the workplace. |
| 9. | OM.No.11013/3/2009-Estt.A dated 8.10.2009 Complaints Committee mechanism relating to sexual harassment. |
| 10. | OM.No.11013/2/2014-Estt.A-III dated 27.11.2014 Alignment of Service Rules with the Sexual Harassment of women at workplace (prevention, prohibition and redressal) Act 2013. |
| 11. | OM.No.11013/2/2014-Estt.A-III dated 2.2.2015 CCS(Conduct) Rules 1964 – Guidelines regarding prevention of sexual harassment of women at the |



- | | | |
|-----|---|---|
| 12. | OM.No.11013/2/2014-Estt.A-III dated 5.5.2015 | workplace – regarding. Meeting held on 16.04.2015 to review the progress of implementation of the guidelines on prevention of sexual harassment of women at the workplace – forwarding of Minutes – reg. |
| 13. | OM.No.11013/2/2014-Estt.A-III dated 16.7.2015 | Steps for conducting inquiry in case of allegation of Sexual Harassment. |
| 14. | OM.No.11013/2/2014-Estt.A-III dated 30.7.2015 | Steps for conducting inquiry in case of allegation of Sexual Harassment. |
| 15. | OM.No.13026/2/2016-Estt.L dated 14.7.2016 | Implementation of leave provision under the sexual harassment of women at workplace (prevention, prohibition & redressal) Act, 2013 – reg. |
| 16. | OM.No.11012/5/2016Estt.A-III dated 2.8.2016 | CCS(CCA) Rules, 1965 – Guidelines regarding prevention of sexual harassment of women at the workplace – reg. |
| 17. | OM.No.11013/2/2014-Estt.A-III dated 9.9.2016 | Prevention of Sexual Harassment of working women at workplace - Seniority of the Chairperson of the Complaint Committee – reg. |
| 18. | OM.No.11013/7/2016-Estt.A-III dated 22.12.2016 | CCS(Conduct) Rules 1961 – Guidelines regarding prevention of sexual harassment of women at the workplace – reg. |
| 19. | OM.No.11013/7/2016-Estt.A-III dated 1.11.2017 | Online complaint management system titled "Sexual Harassment electronic-Box (She-Box)" – reg. |



Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

3.1 Internal Complaint Committee Policy



Internal Complaints Committee

POLICY

As per the guidelines of UGC, NAAC and the Supreme Court, the college has established the internal Complaint Committee for effective enforcement of basic human rights of gender equality and assurance of an environment free of sexual harassment and abuse.

The Objective of the ICC is to develop a healthy and safe atmosphere for the faculty and students of the college and to prevent sexual harassment or exploitation of any kind. Policy measures and procedure are laid down to prevent sexual harassment. If any arises, and the students are made aware of these proactive measures through seminars and outreach programmes. The college's Internal Complaints Committee addresses the grievances filed in a confidential and sensitive manner.

Members Internal Complaints Committee are as follows:

1. Principal
2. Vice-Principal
3. ICC-Co-Ordinator
4. 3-senior Faculty
5. 3-Students Member

Roles and Responsibilities

If any student approaches a committee member either through the complaint box placed in front of the college office or by telephone, necessary action is taken through counseling and conciliatory methods. If it requires an inquiry, it will be conducted, and the matter will be sorted within one week from the date of complaint. The committee will take the responsibility to ensure that no such incident happens in the campus.

Procedure upon filing of complaint:

1. Meeting will be held if a complaint is received by any member.
2. The written complaint is taken, and committee prepares and submits the detailed statement of the incidents within two days.
3. An enquiry will be held within the members of Internal Complaints Committee.
4. The issue will be discussed and finalized within seven days.
5. Files the minutes of the enquiry.


Action Plan:



- Counsel the affected students to overcome the confusion.
- Display current laws and affairs about sexual harassment and gender discrimination in key places in the campus.
- Conduct awareness programs and campaigns for the benefits of the students and staff community.
-

HEI Firms Internal of Complaint Committee:

| Sr. No | Name of member | Designation | Position |
|--------|--------------------------|------------------|----------|
| 1 | Dr. D. R. Patil | Acting-Principal | Chairman |
| 2 | Dr. S. B. Bhavsar | Vice-Principal | Member |
| 3 | Dr. G. P. Borse | Vice-Principal | Member |
| 4 | Dr. D. N. Suryawanshi | Senior Faculty | Member |
| 5 | Dr. C. R. Patil | Senior Faculty | Member |
| 6 | Dr. R. B. Nerker | Senior Faculty | Member |
| 7 | Miss. Tejaswini R. Patil | Students Member | Member |
| 8 | Miss. Shubhangi R. Patil | Students Member | Member |
| 9 | Mr. Chandrakant R. Patil | Students Member | Member |


Coordinator IQAC
 IQAC-Coordinator
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

3.2 Anti-Ragging Committee *Activity*






Anti-Ragging Policy

Anti-ragging Committee the College has an Anti-Ragging Cell in place as per the UGC Regulations. Aggrieved students can register their grievances and concerns regarding any form of ragging be it verbal, non-verbal, or suggestive. Any action or word condemning one's gender identity, community, caste or other discriminatory remarks can be reported in confidence to the Grievance Committee. At the time of admission every student and parent is made to sign an Anti Ragging affidavit as per university stipulations which implicitly states not to indulge in any behavioral practices which will subject them to disciplinary action or expulsion, depending on the nature of the offence.

The Committee is coordinated by the following members :

1. Director:
2. Police inspector
3. Press representative
4. Principal
5. Vice Principal
6. Student
7. Student
8. IQAC Coordinator
9. Anti-ragging committee coordinator


Coordinator IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




 Principal

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

3.3 College grievance cell for students and staff policy





Policy No.23 College Grievance cell for students and Staff

| Sr. No. | Title of the Policy | Maintenance and utilization |
|---------|---|--|
| 1. | College Grievance cell for students Policy Number (IPN) | for college students and staff. |
| 2. | Brief Description of The Policy | Purpose: to develop responsive and accountable attitude among the stakeholders in order to maintain harmonious educational atmosphere in the institute. |
| 3. | Draft prepared by | IQAC/ College maintenance Committee |
| 3. | Policy Applies to | for college students and staff |
| 4. | Effective from the Date | 15-06-2016 |
| 5. | Approved By | Governing Body/ Management |
| 6. | Responsible Authority | Principal |
| 7. | Superseding Authority | Management |
| 8. | Last Reviewed/ Updated | NA |
| 9. | Key objective | <ul style="list-style-type: none"> • Encourage the students to express their grievances freely. • To advice the students of the college to respect the write dignity of one another • Ragging in any form prohibited in an outside the institution. |
| 10. | Reference for the policy | UGC, State Directorate of Higher Education. |



College Grievance cell for students

1. Functions and Procedure:- the following functions of college grievance cell

- To Receive the application of the students from the offline/ online mode.
- The application form of grievance is available on website and student consumer in the college.
- To attend all grievance applications of the student.
- To discuss and consider the grievance of students.
- To hear all the concerned students and settled grievance as possible as.
- To counselling the students whenever necessary to resolve their grievance.
- The committee shall not discuss we any sub-judice grievance.
- It shall make efforts to settle the grievance unanimously.
- To prepare recommendations relative to the redressal of grievance and submit to the principal.
- To prepare minutes and action taken report of the meeting.

2. Rule of chairperson of grievance cell.

- The principal/vice principal of the college shall be the chairperson of college grievance redressal cell.
- The chairperson shall finalize the date of grievance meeting in discussion with coordinator.
- The coordinator shall preside over the meeting of grievance committee.

3. Role of Coordinator:-

- The coordinator of grievance cell shall be work as Coordinator.
- He will be responsible for maintaining the record of grievances.
- The coordinator shall be prepare agenda of meeting with discussion chairperson.
- Coordinator registered grievance through website or offline.
- He/she will be responsible for maintaining the records minutes of meeting and action taken report.
- Coordinator shall declare or upload decisions, resolutions/minutes/ action taken report of the grievance.

3. Meetings of grievance committee:-

- The College grievance redressal committee shall meet regularly as per the exigency in order to redress the grievances registered on portal. If there are no grievances, the College grievance redressal committee shall meet once in every semester.
- The Member Coordinator may be directed by the Chairperson to convene a meeting of the College grievance redressal committee at the place, date and time to be fixed in consultation with him/her.
- The Notice of the meeting shall be issued by the Member Coordinator well in advance, in consultation with the Chairperson and shall communicate to all members with its Agenda and necessary documents prior to the meeting through an email.



- However, any non-receipt of notice by the members shall not invalidate the proceedings of the meeting.
- In case of a meeting being called urgently the Notice and Agenda with necessary documents may be distributed to the members during the meeting. The procedure of any such meeting shall be such as the College grievance redressal committee may determine.
- In case the grievance is against any of the members of the College grievance redressal committee, the concerned member shall abstain himself from the proceeding on such issue.

4. Venue of the Meeting of grievance

1. The Meeting of the College grievance redressal committee shall be held in the premises of the College during the working days and working time of the College.
2. The Member Coordinator shall communicate venue, date and time of meeting of college grievance redressal committee to all members of college grievance redressal committee and students who have registered their grievances prior to the meeting.

5. Quorum of the Meeting of grievance

The Quorum for the meeting of college grievance redressal committee shall be three, including Chairperson.

6. Decisions by Majority of the Meeting of grievance

All matters of any meeting of the College grievance redressal committee shall be decided by majority of the members present and voting and, in case of a tie, the person presiding shall have a second or casting vote.

7. Minutes

- The draft Minutes of the meetings shall be prepared by the Member Coordinator in consultation with the Chairperson and confirm it from all members.
- The Minutes shall contain a record of the decisions taken and resolutions passed by the College grievance redressal committee in the meeting and the discussions of the meeting shall not ordinarily form part of the Minutes.

8. Action Taken Report

After the confirmation of the minutes, the Member Coordinator shall report to the College grievance redressal committee the Action Taken Report on the resolutions or decisions or directions given in the previous meetings of the College grievance redressal committee.

9. Attendance of Members

- Member Coordinator shall maintain the record of Attendance of each meeting of College grievance redressal committee.
- Every member shall sign the Attendance Sheet during every meeting.



10. Appearance before College grievance redressal committee

the complainant student may appear in person. If he/she is incapable to attend / represent his/her grievances, then his/her representative (preferably parents) other than legal practitioner may be authorized to present his/her case in any proceedings before the College grievance redressal committee.

11. Language of Proceedings of Meetings of College grievance redressal committee

Preferably Marathi language may be used in the proceedings of meetings of College grievance redressal committee. The complainant student can request for any other language to the College grievance redressal committee.

12. Nature of Applications to be entertained by the College grievance redressal committee

The grievances or common grievances of students related to College only shall be considered by the College grievance redressal committee.

13. Registration of Grievances on the Portal

- Any student desiring redressal of his grievance/s may register his/her grievance/s online on the portal available on website of the College.
- The student shall fill all the information required for registration and upload the supporting documents.
- The grievances with insufficient/incomplete information shall not be entertained by College grievance redressal committee.

14. Disposal of Applications

- On receipt of an Applications of Grievances of Students, the Member Coordinator shall scrutinize the applications in consultation with Chairperson of the College grievance redressal committee and prepare the Agenda of Meeting.
- Non-accepted applications shall be communicated to the student in writing by Member Coordinator.
- The Member Coordinator shall communicate the date, time and venue of the Meeting to the students who have registered their grievances on the portal before the meeting with the help of Administrative Staff of the College.
- The Member Coordinator may request the applicant student to supply further information as may be necessary and also discuss the grievance personally with the applicant.
- The Member Coordinator may request all the parties related to grievance to give clarification in writing with necessary documents and send it to all members through an email along with the agenda.
- The Member Coordinator shall present each complaint before the College grievance redressal committee as per the agenda with all necessary documents given by the students during the meeting.
- The College grievance redressal committee shall redress all the grievances as per the agenda by giving an opportunity of hearing to all the concerned parties and by following principles of natural justice.



- The Member Coordinator shall communicate a copy of Order/Decision/Resolution to all the students whose grievances were mentioned in the agenda.

15. Non-Entertainment of Application

1. No applications for redressal of grievances shall be entertained, if the College grievance redressal committee is satisfied that-
 - a. The applicant has knowingly made false statement or furnished false information as regards to place of residence, educational qualifications etc.
 - b. In an application, there is no prima facie case for considering it.
 - c. The Application is frivolous or fictitious.
 - d. The matter is sub-judice in any court of law.
 - e. If there is gross delay.
 - f. Having regard to all the circumstances of the case, it is otherwise not reasonable to consider the application.
2. In case of any false or frivolous complaint, the College grievance redressal committee may recommend appropriate action against the complainant student.

16. Processing of Applications

- The Member Coordinator shall prepare requisite number of sets of all the applications received online/personally from the students and documents of other parties on which complaint has been made and send it to all members of College grievance redressal committee prior to the meeting through an email and handover its hardcopies to all members of College grievance redressal committee at the time of meeting.
- The College grievance redressal committee shall consider the case on the basis of the noting prepared by the Member Coordinator.
- The College grievance redressal committee shall deal with the case on the basis of the Provisions of the Act, Rules, Regulations, Statutes, Ordinances, Circulars and Directions of the University and on the basis of natural justice, equity and good conscience.
- The College grievance redressal committee shall hear the all the concerned parties related to the complaint in person individually collectively whatever the requirement of the case by following principles of natural justice.
- Efforts shall be made to settle the grievances amicably after hearing all parties.
- Efforts shall be made to settle the grievances within 15 days of its receiving.

17. Consideration of Applications:

1. Each member of the College grievance redressal committee shall study the applications/cases sent to them in advance.
2. Applications shall be discussed in the Meeting and further line of action shall be decided.
3. The concerned student/s or any other person or teaching staff or administrative staff or non-teaching staff or official who is concerned with the grievances of the student's may be called during the meeting of the College grievance redressal committee whenever necessary and they may be heard in person.



4. If the College grievance redressal committee finds it necessary, it may refer any matter to an expert and obtain his/her opinion.
5. After following all the procedures enumerated under sub-rules R. (1) to (4) above. The College grievance redressal committee may formulate its recommendations on the Application.

18. Recommendations for Final Action

- The Member Coordinator shall communicate a copy of Order/ Decision/ Resolution to all the students whose grievances were mentioned in the agenda.
- The Chairman and Member resolutions/decisions made during the meeting of college grievance redressal committee on top priority basis.
- The Member Coordinator shall upload the Decisions/ Resolutions/ Minutes/ Action Taken Report of College grievance redressal committee on the portal.
- If the College grievance redressal committee comes to the conclusion that any of the employees/officials is involved in misconduct, they can recommend departmental enquiry against him/her, Coordinator shall see the implementation of final action.

19. Pursuing the Matter

- The Chairman and Member Coordinator shall keep in touch with the concerned sections/units/departments/cells and see that the decision is immediately.
- After the decision is finally implemented the same shall be incorporated in the Action Taken Report and submit it to all the members of college grievance redressal committee at the next meeting.
- The Member Coordinator shall upload the Decisions /Resolutions /Minutes /Action Taken Report of College grievance redressal committee implemented.

20. Appeal on the Decisions

- The student may prefer an appeal on the decision given by college grievance redressal committee to University Grievance Redressal Cell (UGRC) within 30 days from the receipt of the decision of the College grievance redressal committee.
- In such case the student shall apply again on the portal available on the website of University of Mumbai, www.mu.ac.in within 30 days from the receipt of the decision of the College grievance redressal committee.

21. Miscellaneous

A. Staff of the College grievance redressal committee -

The principal shall assign one Administrative Staff (Junior Clerk) and Peon for working of college grievance redressal committee.

B. Publicity-

The Chairperson and Member Coordinator of College grievance redressal committee shall give due publicity to the functioning of the College grievance redressal committee through various modes of publicity like, Website, Prospectus, Notices, Electronic Gadgets, etc. for the information of the Students, Teaching Staff, Administrative Staff and Non-Teaching Staff.



22. Punishment to those found guilty:

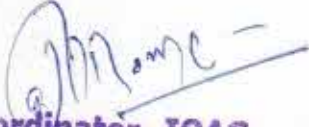
The following are the penalties that may be imposed on a guilty students.

Minor Penalties:

1. Oral/Writing warning
2. Fine
3. Suspension form the class for two days or a week

Major Penalties:

1. Suspension form attending classes
2. Withholding /Withdraw scholarship
3. With holding results.
4. Cancellation of Admission
5. Debarring from co-curricular and extra curricular activities.
6. Ranging between Rs. 25,000 to 1,00,000.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

3.4 Anti-Harassment Policy





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.

Date : / / 20

Anti-Harassment Policy

1.0 Preamble:

Our Rani Laxmibai Mahavidyalaya, Parola, Dist. Jalgaon is committed to zero tolerance policy on sexual harassment of women at work place. The HEI shall maintain a community in which, students and employees can work together in an environment free of violence, harassment, exploitation, fear and stress. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of sex / gender or amongst the same members.

2.0 Objectives:

Policy on prevention of sexual harassment is prepared keeping the following objectives in view:

- To adhere with the directives of the Hon'ble Supreme Court of India.
 - To establish the effective mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the campus.
 - To create and promote an environment at the campus that is completely free of sexual harassment in its various forms and to generate public opinion against all forms of gender-based violence.
 - Acts amounting to sexual harassment.
 - This policy on sexual harassment shall include.
- a) Unwelcome sexual advances committed through requests for sexual favors and / or verbal or physical conduct of sexual nature made, either explicitly or implicitly, intern for a term or condition of teaching / guidance, employment, participation or evaluation of a person's engagement in any Mahavidyalaya.



- b) Unwelcome sexual advances committed through verbal, non-verbal, or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or email or any other communication medium, gestures, showing of vulgarity, lurid stares, physical contact or touch, stalking, sounds, or display of a derogatory nature, have the purpose, or effect of interfering with an individual's performance or of creating an intimidating, hostile or offensive environment.
- c) Forcible physical touch or molestation eve teasing, physical confinement against ones will and any other act to disturb one's privacy.
- d) Any act or conduct of the person in authority and belonging to one sex which denies or would deny equal opportunity in pursuit of education or career development or otherwise making the environment at the Mahavidyalaya hostail intimidating to a person belonging to the other / same sex.

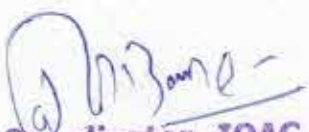
3.0 The Scope of the Policy:

- This policy shall be applicable to all allegations of sexual harassment made by a student against a student, employee, or third party, irrespective of whether sexual harassment is alleged to have taken place within or outside the college premises.
- The HEI constituted the committee for prevention of sexual harassment shall take cognizance of complaints about sexual harassment conduct enquiries provide assistance and redressal to the victims, recommended penalties and take action against the offender if necessary.
- The disciplinary action shall be commensurate with the nature of the violence and could be in the form of warning suspension or even expulsion from the Mahavidyalaya.


4.0 The committee and operational modalities:

The constitution of the Mahavidyalaya committee for prevention of sexual harassment (Annexure – I), its responsibilities and procedures shall be in the accordance with

- 1) The sexual harassment of women at work place (Prevention, Prohibition and Redressal) Act 2013.
- 2) The UGC (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations 2015.
- 3) Maharashtra Public University Act 2016 section 56 (Mechanism for prevention of sexual harassment of Teacher employees, students of college and redressal of grievance.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

4. Grievance Redressal Mechanism





GRIEVANCE REDRESSAL MECHANISM

Policy

The Rani Laxmibai Mahavidyalaya, Parola is to providing friendly atmosphere for learning and personal growth of students. Beside other welfare measures, a grievance mechanism is created to encourage students to express individual and group concerns related to academic and nonacademic staff. The grievance mechanism has in place a grievance box, a suggestion box and a complaint box for sexual harassment and Anti Ragging placed near the Principal's office and in library. The students are informed of this redressal mechanism at the time of induction program so the if the need arises, they can drop their suggestion or complaints in the respective drop boxes which will facilitate firsthand information for action to be taken. Complaints are handled in the sympathetic, fair, and efficient manner encouraging informal conciliation, early resolution, individual privacy and confidentiality.

PROCEDURE

- The three boxes will be opened at 12.00 AM on every Saturday by the student Affairs coordinator.
- Letters will be numbered and registered in Complaint Registers, maintained by the student Affairs Coordinator.
- Depending on the nature of the complaint, the grievance will be referred to the concerned authorities.



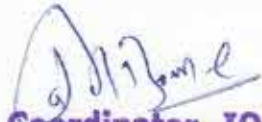


| | |
|--|--|
| Administration and Infrastructural Grievances: | Director and Secretary |
| Examination related Grievances | Principal and vice Principal |
| Students related Grievances | Students affairs Coordinator/Student Development Officer/NSS Coordinator |
| Academic Grievances: | Academic Affairs Coordinator |

- The Action Taken Report (ATR) will be submitted within one week.
- Complaint related to Sexual Harassment will be dealt with by the Disciplinary Committee.
- All suggestions given will be discussed in Management meeting for taking action.

***HEI'S firmly Grievances redressal Committee as-**

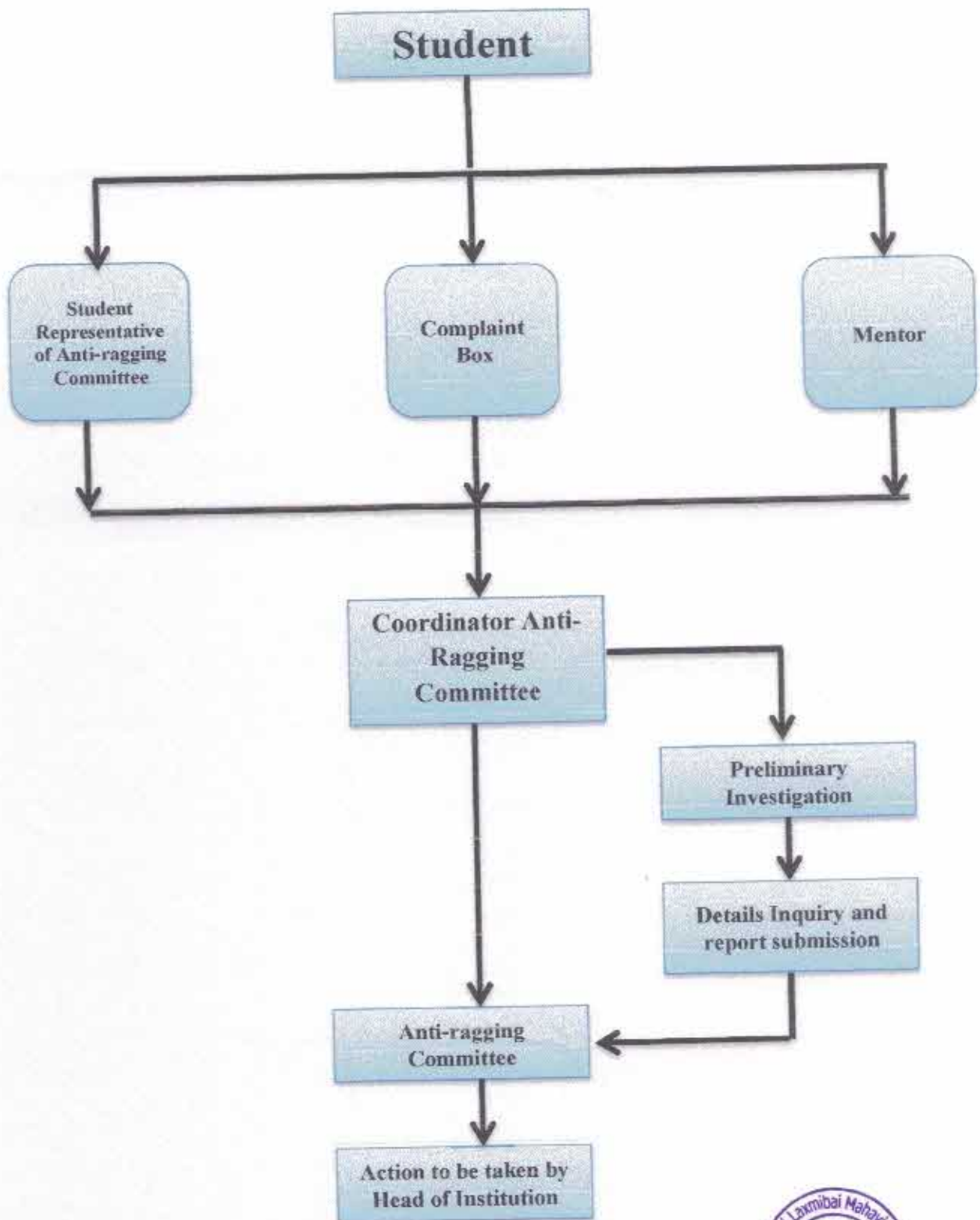
| Sr. No. | Name Of the Member | Designation | Position |
|---------|-------------------------------------|---------------------|----------|
| 1 | Dr. D. R. Patil | Acting principal | Chairman |
| 2 | Dr. S. N. Salunkhe (SDO) | Assistant Professor | Member |
| 3 | Dr. S. B. Bhavsar (V.P.) | Assistant Professor | Member |
| 4 | Dr. M. R. Karanje | Assistant Professor | Member |
| 5 | Dr. S. B. Savant (NSS Coordinator) | Assistant Professor | Member |
| 6 | Mr. J. B. Patil (Exam. Coordinator) | Assistant Professor | Member |
| 7 | Dr. G. P. Borse (IQAC Coordinator) | Assistant Professor | Member |


Coordinator, IQAC
 IQAC Coordinator
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon

SSPMS Rani Laxmibai Mahavidyalaya, Parola
MECHANISM OF ANTI-RAGGING COMMITTEE





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.ricollegeparola.org
Email : principalrcparola@gmail.com

Outward No.

Date : / / 20

IQAC & internal committee against ragging / Sexual Harassment / Students Grievance
Performa for filling of complains

1. Complainant(s):

(Students /Academic Staff /Non-teaching staff/Administrative Staff)

| | |
|----------------|--|
| Name: | |
| Age: | |
| Sex: | |
| Address: | |
| Department: | |
| Mobile Number: | |
| Email ID: | |

2. Person(s) against Whom the complaint is being logged:

(Students /Academic Staff /Non-teaching staff/Administrative Staff)

| | |
|----------------|--|
| Name: | |
| Age: | |
| Sex: | |
| Address: | |
| Department: | |
| Mobile Number: | |
| Email ID: | |

3. The Complainants with dates timing and other significant details

(Please attached extra paper if needed and signed in the end).

Name and contact details of Witness :

Name and signature of the complaint :

Date of Submission :

Note: All complaints will be kept strictly confidentially.



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

5. Statutory and Regulatory Committees





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.

Date : / /20

1. Internal Quality assurance committees composition:

| Sr.no. | Name of the members | Position | Designation |
|--------|------------------------------|--------------|------------------------|
| 1 | Dr. D.R.Patil. | Chairperson | Acting principal |
| 2 | Mr. A.S.Mahale | Member | Assistant Professor |
| 3 | Dr. D. N. Suryawanshi | Member | Assistant Professor |
| 4 | Dr. S. B. Bhavsar. | Member | Assistant Professor |
| 5 | Adv. Rohan Vasantarao More | Member | Management |
| 6 | Mr. K. P. Patil | Member | Administrative officer |
| 7 | Mr. Dinesh Navneet Gujarathi | Member | Local society/ Trust |
| 8 | Mr. A. F. Patil | Member | Alumni |
| 9 | Dr. Rajendra Sambhaji Jadhav | Member | Employer/Industrialist |
| 10 | Dr. G. P. Borse | Co-ordinator | Assistant Professor |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Principal
Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666


Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.

Date : / / 20

2. Anti-Ragging Committee

| Sr. No. | Name of Committee Members | Position | Designation |
|---------|----------------------------------|-------------|---------------------------------------|
| 1 | Dr. D. R. Patil | Chairman | Acting Principal |
| 2 | Mr. Mahesh Ramrao Patil | Member | Head Police Constable |
| 3 | Mr. Rahul Natthu Koli | Member | Police Constable |
| 4 | Adv. Abhiman Ragho Bagul | Member | Advocate |
| 5 | Adv. Rutika Jagdish Afre | Member | Advocate |
| 6 | Mr. Rakesh Madhavrao Shinde | Member | Journalist (Lokmat) |
| 7 | Prof. V. K. Sonawane | Member | Utakarsh Jeshtha Nagarik Sangha (NGO) |
| 8 | Mr. Ramkrushna Bhaidas Patil | Member | Parent |
| 9 | Dr. N. J. Bagul | Counselor | Asst. Professor |
| 10 | Dr. C. R. Patil | Member | Asst. Professor |
| 11 | Dr. V. S. Ghuge | Member | Asst. Professor |
| 12 | Miss. Bhagyashree Subhash Mahale | Member | Student (Girl) |
| 13 | Mr. Pavan Govinda Mali | Member | Student (Boy) |
| 14 | Dr. D. H. Rathod | Coordinator | Asst. Professor |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.


Date : / /20

3. Anti-sexual harassment cell

| Details | Name | Designation | Address |
|-----------------|-----------------------|--|-------------------------------------|
| Asso. Professor | Dr. D. R. Patil | Acting Principal | Rani Laxmibai Mahavidyalaya, Parola |
| Asst. Professor | Miss. P. V. Patil | Chairperson, the anti- harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Asst. Professor | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Asst. Professor | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Desale Swati Bhalerao | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org

Email : principalrlcparola@gmail.com

Outward No.

Date : / / 20

4. Internal Compliance Committee

| Sr. No. | Name of the member | Designation | Position |
|---------|--------------------------|------------------|----------|
| 1 | Dr. D. R. Patil | Acting Principal | Chairman |
| 2 | Dr. S. B. Bhavsar | Vice Principal | Member |
| 3 | Dr. G. P. Borase | Vice Principal | Member |
| 4 | Dr. D. N. Suryawanshi | Asst. Professor. | Member |
| 5 | Dr. C. R. Patil | Asst. Professor. | Member |
| 6 | Dr. R. B. Nerkar | Asst. Professor. | Member |
| 7 | Miss. Tejaswini R. Patil | Student Member | Member |
| 8 | Miss. Shubhangi R. Patil | Student Member | Member |
| 9 | Mr. Chandrakant R. Patil | Student Member | Member |



Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon





Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

6. Implementation of Guideline statutory / regulatory bodies

6.1 Regulation on curbing on the menace of ragging in HEI 2009



Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

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6. Implementation of Guideline statutory / regulatory bodies

6.2 Tobacco free environment Act. 2003



Criteria 5

Student Support and Progression

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6. Implementation of Guideline statutory / regulatory bodies

6.3 Prevention, prohibition and redressal of sexual harassment Regulation 2015



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

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6. Implementation of Guideline statutory / regulatory bodies

6.4 Right of persons with Disabilities Act.2016-reg



Criteria 5

Student Support and Progression

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3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

6. Implementation of Guideline statutory / regulatory bodies

6.5 Women prevention, prohibition and redressal Act. 2013





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

NAAC Accredited "B" Grade

Web : www.rlcollegeparola.com
Email : principalrlcparola@gmail.com

Implementation of Guideline of Statutory /Regulatory bodies:

There is zero tolerance policy regarding racial religious, caste and gender discrimination. The Mahavidyalaya has constituted following committees for development and redressal of any type of grievances of students and staff

1. Student welfare committee
2. Women Empowerment Cell
3. Staff Welfare committee
4. SC, ST, and OBC student grievance cell
5. Discipline committee
6. Examination Grievance Committee

All these committees work in consultation with Principal and IQAC Co-ordinator. Periodic meetings are held to discuss the issue regarding any grievances received about ragging, sexual harassment, discrimination Scholarship.

The committee member reports the grievance if any and action taken on the said grievance of staff.

HEI strive to follow the new ideas to resolve grievances. The Government resolution letter of statutory / regulatory bodies.

http://www.ugc.gov.in/pdfnews/7258519_poster-letter.pdf

http://www.ugc.gov.in/pdfnews/4438325_Tobacco-free-environment.pdf

http://www.ugc.gov.in/pdfnews/7284474_Gender-SensitizationICC.pdf

http://www.ugc.gov.in/pdfnews/3987733_UGC-Letter-Gazette-Right-of-PWD.pdf

http://www.ugc.gov.in/pdfnews/9381599_GS-letter.pdf


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा विभाग, भारत सरकार)
(Ministry of Education, Govt. of India)

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

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secyugc@nic.in

D.O.No.91-3/2021 (GS)

7th December, 2021

Respected Madam/Sir,

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was notified on 9th December, 2013 to provide a safe and secure environment to women at the workplace.

Sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

The protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India.

University Grants Commission has also notified University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 in the Gazette of India which are available on UGC website i.e. www.ugc.ac.in. These Regulations clearly describes responsibilities of the higher educational institutions, grievance redressal mechanism, process for making complaint and conducting inquiry, interim redressal, punishment and compensation, consequences of non-compliance etc. UGC Regulations being statutory in nature are binding for universities and colleges.

This year the Ministry of Women and Child Development has decided to commemorate the eighth anniversary of notification of this landmark legislation that is 9th December, 2021.

I write this to request you to kindly conduct one-day awareness programmes on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 at your university and the colleges affiliated to the university on 9th December, 2021 to sensitize the students and employees about the provisions of this Act. The details of the programmes conducted by your institution may be provided to Government of India Ministry of Women & Child Department on secy.wcd@nic.in

With kind regards,

Yours sincerely,

(Rajnish Jain)

To

The Vice-Chancellors of All Universities





ज्ञान-विद्यान विभूतये

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

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

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

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

D.O. No.1-15/2015 (ARC) Pt.I

25th May, 2018

Dear Sir/Madam,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website i.e. www.ugc.ac.in.

It is once again brought to your kind notice that ragging is a criminal offence and UGC has framed Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These Regulations are mandatory and all institutions are required to take necessary steps for its implementation in toto including the monitoring mechanism as per provisions in the above Regulations and ensure its strict compliance.

As per provision in the above Regulations and for ensuring its strict compliance, UGC has designed and printed four types of posters (available on UGC website www.ugc.ac.in) to create awareness in the students about ill effects of ragging.

You are requested to prominently display these posters on the university campus, especially in the areas where students generally assemble like hostels, canteen, mess, academic blocks and common places etc. You are also requested to send some posters to your affiliated colleges for prominent display on their campuses.

We are sending —————packets of 04 types of posters to your university.

You are also requested to fill an online compliance of the prominent display of posters on UGC Anti-Ragging website i.e. www.antiragging.in

With kind regards,

Yours sincerely,

(Rajnish Jain)

Encl: as above

The Vice-Chancellors of All Universities.

Copy to:

The Publication Officer, UGC, New Delhi for uploading on UGC website.

(Rajnish Jain)





ज्ञान-विज्ञान विमुक्तये

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

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E-mail : secy.ugr@nic.in

F.No. 21-129/2021(CPP-II)

04 FEB 2022
2nd February, 2022

Subject : Creating a health and tobacco free environment in Educational Institutions

Respected Madam/Sir,

As you are aware, tobacco control has been one of the high priorities of the Government of India. UGC has been issuing letters to all the HEIs to take steps for both prevention of initiation of tobacco use among the youth and providing cessation services. Cigarettes and Other Tobacco Products Act (COTPA)-2003 contains specific provision to discourage tobacco use among youth, such as ban on smoking in public places in higher educational institutions and prohibition of sales of tobacco products within 100 yards of any educational institutions.

You may also be aware that Ministry of Health and Family Welfare, Government of India have notified the guidelines for Tobacco Free Educational Institution containing measures for tobacco control and role and responsibilities of Educational Institutions to achieve the objective of creating tobacco free environment. These guidelines are available on <https://ntcp.nhp.gov.in/assets/document/TEFI-Guidelines.pdf>.

It is important that all possible measures are taken to curb the use of tobacco and create awareness about harms due to tobacco use. All HEIs are requested to take appropriate action/measures to create awareness among students on the harmful effects of tobacco use which shall lead to realize the goal of creating a healthy and tobacco free environment in educational institutions.

With kind regards,

Yours sincerely,

(Rajnish Jain)

To,

The Vice-Chancellors of All Universities





ज्ञान-विज्ञान विमुक्तये

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

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E-mail : secy.ugc@nic.in

10 JUN 2022

DO. No. F.91-2/2020(GS)

7th June, 2022

Respected Madam/Sir,

This is in continuation of earlier letter of even number dated 10-06-2021 (available on UGC website www.ugc.ac.in under Notices) requesting the Universities / Colleges to Constitute an Internal Complaint Committee (ICC) and a special cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme.

You are requested to ensure that ICC constituted in your Esteemed University is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

You are, also requested to fill an online compliance of Gender Audit on SAKSHAM Portal (i.e.saksham.ugc.ac.in) and also inform the same to your affiliated colleges.

An early action in this matter would be highly appreciated.

With kind regards,

Yours sincerely,

(Rajnish Jain)

To

- The Vice-Chancellors of all Universities.
- The Principals of all Colleges.



2.10.2 (Issue)

39



University Grants Commission
35-Feroze Shah Road
New Delhi-110001

F.No.6-5/2017 (SCT)

March, 2017

The Registrar,
All Central Universities, Deemed
to be Universities and State Universities

7 APR 2017
~~03 APR 2017~~

Subject:- Circulation of a copy of Gazette Notification of the Rights of Persons with Disabilities Act, 2016-reg

Sir/Madam

With reference to a letter No. 16-08/2015-DD-III dated 06.01.2017 from Government of India, Ministry of Social Justice and Empowerment, Dept. of Empowerment of Persons with Disabilities, (Divyangjan), Pt. Deendyal Antyodya Bhawan, New Delhi received from K.V.S Rao, Director of above Ministry which is forwarded by Shri. Vikas Tripathi, Under Secretary, Government of India, Ministry of HRD, Department of Higher Education, Shastri Bhawan, New Delhi vide letter No. F.19-9/2017-CU.Cdn. dated 13.02.2017 (copy enclosed) on the subject mentioned above I am directed to request to circulate the Gazette Notification of the Rights of Persons with Disabilities Act, 2016 to your affiliated colleges and send the compliance report of University as well as your affiliated colleges immediately within 1 month positively.

Yours faithfully,

Madhu Mehra

(Madhu Mehra)
Under Secretary

Enclos:- As above
Copy to:

Shri Vikas Tripathi, Under Secretary, Government of India, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi with reference to your letter No. F.19-9/2017-CU.Cdn. dated 13.02.2017 for your information.

Meena Kumari Nirmal
22/03/17
(Meena Kumari Nirmal)
Section Officer



Rank
28/3/2017

File No. 16-08/2015-DD III

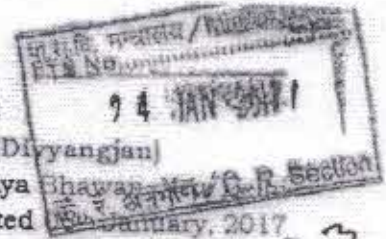
Government of India

Ministry of Social Justice & Empowerment

Department of Empowerment of Persons with Disabilities (Divyangjan)

Pt Deendayal Antodaya Bhawan, New C.R. Section

Dated 14 January, 2017



OFFICE MEMORANDUM

1672483

Subject: Circulation of a copy of Gazette Notification of the Rights of Persons with Disabilities Act, 2016- reg

The undersigned is directed to forward herewith a copy of the Rights of Persons with Disabilities Act, 2016 notified on 28th December, 2016 and to say that the said Act gives effect to the provisions of the United Nations Convention for the Rights of Persons with Disabilities (UNCRPD) to which India is a signatory. The above Act provides a number of Rights and Entitlements for the persons with disabilities as well as casts duties and responsibilities on the Central and State Governments to take measures in various sectors to achieve the inclusion and empowerment of persons with disabilities.

3. In order to bring the Rights of Persons with Disabilities Act, 2016 into force at an early date, this Department has initiated the process of setting up of various Committees and also for framing Rules.

4. In the meantime, all the Central Ministries/Departments may go through various provisions of the Rights of Persons with Disabilities Act, 2016 to acquaint themselves about its provisions and initiate necessary action with respect to the relevant sections concerning them.

5. Copy of the Rights of Persons with Disabilities Act can also be downloaded from our website:-

<http://www.disabilityaffairs.gov.in/upload/uploadfiles/files/RPWD%20ACT%202016.pdf>

Yours sincerely

(K.V.S. Rao)

Director

Tel: 24369054

in meeting
Encl: As above

EA (HE)
for SCRP - O-Tam
WYK
but up

Secretaries of all Central Ministries/Departments

DS (ME)
27/1/17
US (SE) (TU)
27.1.2017
8/89





भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं० 59] नई दिल्ली, बुधवार, दिसम्बर 28, 2016/पौष 07, 1938 (शक)
No. 59] NEW DELHI, WEDNESDAY, DECEMBER 28, 2016/PAUSHA 07, 1938 (SAKA)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 28th December, 2016/Pausha 17, 1938 (Saka)

The following Act of Parliament received the assent of the President on the 27th December, 2016, and is hereby published for general information:—

THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016

(No. 49 of 2016)

[27th December, 2016]

An Act to give effect to the United Nations Convention on the Rights of Persons with Disabilities and for matters connected therewith or incidental thereto.

WHEREAS the United Nations General Assembly adopted its Convention on the Rights of Persons with Disabilities on the 13th day of December, 2006;

AND WHEREAS the aforesaid Convention lays down the following principles for empowerment of persons with disabilities,—

(a) respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;

(b) non-discrimination;

(c) full and effective participation and inclusion in society;

(d) respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;



(e) equality of opportunity;

(f) accessibility;

(g) equality between men and women;

(h) respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities;

AND WHEREAS India is a signatory to the said Convention;

AND WHEREAS India ratified the said Convention on the 1st day of October, 2007;

AND WHEREAS it is considered necessary to implement the Convention aforesaid.

BE it enacted by Parliament in the Sixty-seventh Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

Short title and commencement.

1. (1) This Act may be called the Rights of Persons with Disabilities Act, 2016.

(2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions.

2. In this Act, unless the context otherwise requires,—

(a) “appellate authority” means an authority notified under sub-section (3) of section 14 or sub-section (1) of section 53 or designated under sub-section (1) of section 59, as the case may be;

(b) “appropriate Government” means,—

(i) in relation to the Central Government or any establishment wholly or substantially financed by that Government, or a Cantonment Board constituted under the Cantonments Act, 2006, the Central Government;

(ii) in relation to a State Government or any establishment, wholly or substantially financed by that Government, or any local authority, other than a Cantonment Board, the State Government.

(c) “barrier” means any factor including communicational, cultural, economic, environmental, institutional, political, social, attitudinal or structural factors which hampers the full and effective participation of persons with disabilities in society;

(d) “care-giver” means any person including parents and other family Members who with or without payment provides care, support or assistance to a person with disability;

(e) “certifying authority” means an authority designated under sub-section (1) of section 57;

(f) “communication” includes means and formats of communication, languages, display of text, Braille, tactile communication, signs, large print, accessible multimedia, written, audio, video, visual displays, sign language, plain-language, human-reader, augmentative and alternative modes and accessible information and communication technology;

(g) “competent authority” means an authority appointed under section 49;

(h) “discrimination” in relation to disability, means any distinction, exclusion, restriction on the basis of disability which is the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field and includes all forms of discrimination and denial of reasonable accommodation;

41 of 2006.



(i) "establishment" includes a Government establishment and private establishment;

(j) "Fund" means the National Fund constituted under section 86;

(k) "Government establishment" means a corporation established by or under a Central Act or State Act or an authority or a body owned or controlled or aided by the Government or a local authority or a Government company as defined in section 2 of the Companies Act, 2013 and includes a Department of the Government;

(l) "high support" means an intensive support, physical, psychological and otherwise, which may be required by a person with benchmark disability for daily activities, to take independent and informed decision to access facilities and participating in all areas of life including education, employment, family and community life and treatment and therapy;

(m) "inclusive education" means a system of education wherein students with and without disability learn together and the system of teaching and learning is suitably adapted to meet the learning needs of different types of students with disabilities;

(n) "information and communication technology" includes all services and innovations relating to information and communication, including telecom services, web based services, electronic and print services, digital and virtual services;

(o) "institution" means an institution for the reception, care, protection, education, training, rehabilitation and any other activities for persons with disabilities;

(p) "local authority" means a Municipality or a Panchayat, as defined in clause (e) and clause (f) of article 243P of the Constitution; a Cantonment Board constituted under the Cantonments Act, 2006; and any other authority established under an Act of Parliament or a State Legislature to administer the civic affairs;

(q) "notification" means a notification published in the Official Gazette and the expression "notify" or "notified" shall be construed accordingly;

(r) "person with benchmark disability" means a person with not less than forty per cent. of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority;

(s) "person with disability" means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others;

(t) "person with disability having high support needs" means a person with benchmark disability certified under clause (a) of sub-section (2) of section 58 who needs high support;

(u) "prescribed" means prescribed by rules made under this Act;

(v) "private establishment" means a company, firm, cooperative or other society, associations, trust, agency, institution, organisation, union, factory or such other establishment as the appropriate Government may, by notification, specify;

(w) "public building" means a Government or private building, used or accessed by the public at large, including a building used for educational or vocational purposes, workplace, commercial activities, public utilities, religious, cultural, leisure or recreational activities, medical or health services, law enforcement agencies, reformatories or judicial foras, railway stations or platforms, roadways bus stands or terminus, airports or waterways;

(x) "public facilities and services" includes all forms of delivery of services to the public at large, including housing, educational and vocational trainings, employment

18 of 2013.

41 of 2006.



and career advancement, shopping or marketing, religious, cultural, leisure or recreational, medical, health and rehabilitation, banking, finance and insurance, communication, postal and information, access to justice, public utilities, transportation;

(y) "reasonable accommodation" means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others;

(z) "registered organisation" means an association of persons with disabilities or a disabled person organisation, association of parents of persons with disabilities, association of persons with disabilities and family members, or a voluntary or non-governmental or charitable organisation or trust, society, or non-profit company working for the welfare of the persons with disabilities, duly registered under an Act of Parliament or a State Legislature;

(za) "rehabilitation" refers to a process aimed at enabling persons with disabilities to attain and maintain optimal, physical, sensory, intellectual, psychological environmental or social function levels;

(zb) "Special Employment Exchange" means any office or place established and maintained by the Government for the collection and furnishing of information, either by keeping of registers or otherwise, regarding—

(i) persons who seek to engage employees from amongst the persons with disabilities;

(ii) persons with benchmark disability who seek employment;

(iii) vacancies to which persons with benchmark disabilities seeking employment may be appointed;

(zc) "specified disability" means the disabilities as specified in the Schedule;

(zd) "transportation systems" includes road transport, rail transport, air transport, water transport, para transit systems for the last mile connectivity, road and street infrastructure, etc.;

(ze) "universal design" means the design of products, environments, programmes and services to be usable by all people to the greatest extent possible, without the need for adaptation or specialised design and shall apply to assistive devices including advanced technologies for particular group of persons with disabilities.

CHAPTER II

RIGHTS AND ENTITLEMENTS

Equality and
non-
discrimination.

3. (1) The appropriate Government shall ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

(2) The appropriate Government shall take steps to utilise the capacity of persons with disabilities by providing appropriate environment.

(3) No person with disability shall be discriminated on the ground of disability, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim.

(4) No person shall be deprived of his or her personal liberty only on the ground of disability.

(5) The appropriate Government shall take necessary steps to ensure reasonable accommodation for persons with disabilities.



4. (1) The appropriate Government and the local authorities shall take measures to ensure that the women and children with disabilities enjoy their rights equally with others.

Women and children with disabilities.

(2) The appropriate Government and local authorities shall ensure that all children with disabilities shall have right on an equal basis to freely express their views on all matters affecting them and provide them appropriate support keeping in view their age and disability.”.

5. (1) The persons with disabilities shall have the right to live in the community.

Community life.

(2) The appropriate Government shall endeavour that the persons with disabilities are,—

(a) not obliged to live in any particular living arrangement; and

(b) given access to a range of in-house, residential and other community support services, including personal assistance necessary to support living with due regard to age and gender.

6. (1) The appropriate Government shall take measures to protect persons with disabilities from being subjected to torture, cruel, inhuman or degrading treatment.

Protection from cruelty and inhuman treatment.

(2) No person with disability shall be a subject of any research without,—

(i) his or her free and informed consent obtained through accessible modes, means and formats of communication; and

(ii) prior permission of a Committee for Research on Disability constituted in the prescribed manner for the purpose by the appropriate Government in which not less than half of the Members shall themselves be either persons with disabilities or Members of the registered organisation as defined under clause (z) of section 2.

7. (1) The appropriate Government shall take measures to protect persons with disabilities from all forms of abuse, violence and exploitation and to prevent the same, shall—

Protection from abuse, violence and exploitation.

(a) take cognizance of incidents of abuse, violence and exploitation and provide legal remedies available against such incidents;

(b) take steps for avoiding such incidents and prescribe the procedure for its reporting;

(c) take steps to rescue, protect and rehabilitate victims of such incidents; and

(d) create awareness and make available information among the public.

(2) Any person or registered organisation who or which has reason to believe that an act of abuse, violence or exploitation has been, or is being, or is likely to be committed against any person with disability, may give information about it to the Executive Magistrate within the local limits of whose jurisdiction such incidents occur.

(3) The Executive Magistrate on receipt of such information, shall take immediate steps to stop or prevent its occurrence, as the case may be, or pass such order as he deems fit for the protection of such person with disability including an order—

(a) to rescue the victim of such act, authorising the police or any organisation working for persons with disabilities to provide for the safe custody or rehabilitation of such person, or both, as the case may be;

(b) for providing protective custody to the person with disability, if such person so desires;

(c) to provide maintenance to such person with disability.

(4) Any police officer who receives a complaint or otherwise comes to know of abuse, violence or exploitation towards any person with disability shall inform the aggrieved person of—



(a) his or her right to apply for protection under sub-section (2) and the particulars of the Executive Magistrate having jurisdiction to provide assistance;

(b) the particulars of the nearest organisation or institution working for the rehabilitation of persons with disabilities;

(c) the right to free legal aid; and

(d) the right to file a complaint under the provisions of this Act or any other law dealing with such offence:

Provided that nothing in this section shall be construed in any manner as to relieve the police officer from his duty to proceed in accordance with law upon receipt of information as to the commission of a cognizable offence.

(5) If the Executive Magistrate finds that the alleged act or behaviour constitutes an offence under the Indian Penal Code, or under any other law for the time being in force, he may forward the complaint to that effect to the Judicial or Metropolitan Magistrate, as the case may be, having jurisdiction in the matter.

45 of 1860.

Protection and safety.

8. (1) The persons with disabilities shall have equal protection and safety in situations of risk, armed conflict, humanitarian emergencies and natural disasters.

(2) The National Disaster Management Authority and the State Disaster Management Authority shall take appropriate measures to ensure inclusion of persons with disabilities in its disaster management activities as defined under clause (e) of section 2 of the Disaster Management Act, 2005 for the safety and protection of persons with disabilities.

53 of 2005.

(3) The District Disaster Management Authority constituted under section 25 of the Disaster Management Act, 2005 shall maintain record of details of persons with disabilities in the district and take suitable measures to inform such persons of any situations of risk so as to enhance disaster preparedness.

53 of 2005.

(4) The authorities engaged in reconstruction activities subsequent to any situation of risk, armed conflict or natural disasters shall undertake such activities, in consultation with the concerned State Commissioner, in accordance with the accessibility requirements of persons with disabilities.

Home and family.

9. (1) No child with disability shall be separated from his or her parents on the ground of disability except on an order of competent court, if required, in the best interest of the child.

(2) Where the parents are unable to take care of a child with disability, the competent court shall place such child with his or her near relations, and failing that within the community in a family setting or in exceptional cases in shelter home run by the appropriate Government or non-governmental organisation, as may be required.

Reproductive rights.

10. (1) The appropriate Government shall ensure that persons with disabilities have access to appropriate information regarding reproductive and family planning.

(2) No person with disability shall be subject to any medical procedure which leads to infertility without his or her free and informed consent.

Accessibility in voting.

11. The Election Commission of India and the State Election Commissions shall ensure that all polling stations are accessible to persons with disabilities and all materials related to the electoral process are easily understandable by and accessible to them.

Access to justice.

12. (1) The appropriate Government shall ensure that persons with disabilities are able to exercise the right to access any court, tribunal, authority, commission or any other body having judicial or quasi-judicial or investigative powers without discrimination on the basis of disability.

(2) The appropriate Government shall take steps to put in place suitable support measures for persons with disabilities specially those living outside family and those disabled requiring high support for exercising legal rights.



39 of 1987.

(3) The National Legal Services Authority and the State Legal Services Authorities constituted under the Legal Services Authorities Act, 1987 shall make provisions including reasonable accommodation to ensure that persons with disabilities have access to any scheme, programme, facility or service offered by them equally with others.

(4) The appropriate Government shall take steps to—

(a) ensure that all their public documents are in accessible formats;

(b) ensure that the filing departments, registry or any other office of records are supplied with necessary equipment to enable filing, storing and referring to the documents and evidence in accessible formats; and

(c) make available all necessary facilities and equipment to facilitate recording of testimonies, arguments or opinion given by persons with disabilities in their preferred language and means of communication.

13. (1) The appropriate Government shall ensure that the persons with disabilities have right, equally with others, to own or inherit property, movable or immovable, control their financial affairs and have access to bank loans, mortgages and other forms of financial credit.

Legal capacity.

(2) The appropriate Government shall ensure that the persons with disabilities enjoy legal capacity on an equal basis with others in all aspects of life and have the right to equal recognition everywhere as any other person before the law.

(3) When a conflict of interest arises between a person providing support and a person with disability in a particular financial, property or other economic transaction, then such supporting person shall abstain from providing support to the person with disability in that transaction:

Provided that there shall not be a presumption of conflict of interest just on the basis that the supporting person is related to the person with disability by blood, affinity or adoption.

(4) A person with disability may alter, modify or dismantle any support arrangement and seek the support of another:

Provided that such alteration, modification or dismantling shall be prospective in nature and shall not nullify any third party transaction entered into by the person with disability with the aforesaid support arrangement.

(5) Any person providing support to the person with disability shall not exercise undue influence and shall respect his or her autonomy, dignity and privacy.

14. (1) Notwithstanding anything contained in any other law for the time being in force, on and from the date of commencement of this Act, where a district court or any designated authority, as notified by the State Government, finds that a person with disability, who had been provided adequate and appropriate support but is unable to take legally binding decisions, may be provided further support of a limited guardian to take legally binding decisions on his behalf in consultation with such person, in such manner, as may be prescribed by the State Government:

Provision for guardianship.

Provided that the District Court or the designated authority, as the case may be, may grant total support to the person with disability requiring such support or where the limited guardianship is to be granted repeatedly, in which case, the decision regarding the support to be provided shall be reviewed by the Court or the designated authority, as the case may be, to determine the nature and manner of support to be provided.

Explanation.—For the purposes of this sub-section, “limited guardianship” means a system of joint decision which operates on mutual understanding and trust between the guardian and the person with disability, which shall be limited to a specific period and for specific decision and situation and shall operate in accordance to the will of the person with disability.



(2) On and from the date of commencement of this Act, every guardian appointed under any provision of any other law for the time being in force, for a person with disability shall be deemed to function as a limited guardian.

(3) Any person with disability aggrieved by the decision of the designated authority appointing a legal guardian may prefer an appeal to such appellate authority, as may be notified by the State Government for the purpose.

Designation of authorities to support.

15. (1) The appropriate Government shall designate one or more authorities to mobilise the community and create social awareness to support persons with disabilities in exercise of their legal capacity.

(2) The authority designated under sub-section (1) shall take measures for setting up suitable support arrangements to exercise legal capacity by persons with disabilities living in institutions and those with high support needs and any other measures as may be required.

CHAPTER III

EDUCATION

Duty of educational institutions.

16. The appropriate Government and the local authorities shall endeavour that all educational institutions funded or recognised by them provide inclusive education to the children with disabilities and towards that end shall—

(i) admit them without discrimination and provide education and opportunities for sports and recreation activities equally with others;

(ii) make building, campus and various facilities accessible;

(iii) provide reasonable accommodation according to the individual's requirements;

(iv) provide necessary support individualised or otherwise in environments that maximise academic and social development consistent with the goal of full inclusion;

(v) ensure that the education to persons who are blind or deaf or both is imparted in the most appropriate languages and modes and means of communication;

(vi) detect specific learning disabilities in children at the earliest and take suitable pedagogical and other measures to overcome them;

(vii) monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disability;

(viii) provide transportation facilities to the children with disabilities and also the attendant of the children with disabilities having high support needs.

Specific measures to promote and facilitate inclusive education.

17. The appropriate Government and the local authorities shall take the following measures for the purpose of section 16, namely:—

(a) to conduct survey of school going children in every five years for identifying children with disabilities, ascertaining their special needs and the extent to which these are being met:

Provided that the first survey shall be conducted within a period of two years from the date of commencement of this Act;

(b) to establish adequate number of teacher training institutions;

(c) to train and employ teachers, including teachers with disability who are qualified in sign language and Braille and also teachers who are trained in teaching children with intellectual disability;

(d) to train professionals and staff to support inclusive education at all levels of school education;



(e) to establish adequate number of resource centres to support educational institutions at all levels of school education;

(f) to promote the use of appropriate augmentative and alternative modes including means and formats of communication, Braille and sign language to supplement the use of one's own speech to fulfill the daily communication needs of persons with speech, communication or language disabilities and enables them to participate and contribute to their community and society;

(g) to provide books, other learning materials and appropriate assistive devices to students with benchmark disabilities free of cost up to the age of eighteen years;

(h) to provide scholarships in appropriate cases to students with benchmark disability;

(i) to make suitable modifications in the curriculum and examination system to meet the needs of students with disabilities such as extra time for completion of examination paper, facility of scribe or amanuensis, exemption from second and third language courses;

(j) to promote research to improve learning; and

(k) any other measures, as may be required.

18. The appropriate Government and the local authorities shall take measures to promote, protect and ensure participation of persons with disabilities in adult education and continuing education programmes equally with others.

Adult
education.

CHAPTER IV

SKILL DEVELOPMENT AND EMPLOYMENT

19. (1) The appropriate Government shall formulate schemes and programmes including provision of loans at concessional rates to facilitate and support employment of persons with disabilities especially for their vocational training and self-employment.

Vocational
training and
self-
employment.

(2) The schemes and programmes referred to in sub-section (1) shall provide for—

(a) inclusion of person with disability in all mainstream formal and non-formal vocational and skill training schemes and programmes;

(b) to ensure that a person with disability has adequate support and facilities to avail specific training;

(c) exclusive skill training programmes for persons with disabilities with active links with the market, for those with developmental, intellectual, multiple disabilities and autism;

(d) loans at concessional rates including that of microcredit;

(e) marketing the products made by persons with disabilities; and

(f) maintenance of disaggregated data on the progress made in the skill training and self-employment, including persons with disabilities.

20. (1) No Government establishment shall discriminate against any person with disability in any matter relating to employment:

Non-
discrimination
in
employment.

Provided that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, if any, exempt any establishment from the provisions of this section.

(2) Every Government establishment shall provide reasonable accommodation and appropriate barrier free and conducive environment to employees with disability.

(3) No promotion shall be denied to a person merely on the ground of disability.

(4) No Government establishment shall dispense with or reduce in rank, an employee who acquires a disability during his or her service:



Provided that, if an employee after acquiring disability is not suitable for the post he was holding, shall be shifted to some other post with the same pay scale and service benefits:

Provided further that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.

(5) The appropriate Government may frame policies for posting and transfer of employees with disabilities.

Equal
opportunity
policy.

21. (1) Every establishment shall notify equal opportunity policy detailing measures proposed to be taken by it in pursuance of the provisions of this Chapter in the manner as may be prescribed by the Central Government.

(2) Every establishment shall register a copy of the said policy with the Chief Commissioner or the State Commissioner, as the case may be.

Maintenance
of records.

22. (1) Every establishment shall maintain records of the persons with disabilities in relation to the matter of employment, facilities provided and other necessary information in compliance with the provisions of this Chapter in such form and manner as may be prescribed by the Central Government.

(2) Every employment exchange shall maintain records of persons with disabilities seeking employment.

(3) The records maintained under sub-section (1) shall be open to inspection at all reasonable hours by such persons as may be authorised in their behalf by the appropriate Government.

Appointment
of Grievance
Redressal
Officer.

23. (1) Every Government establishment shall appoint a Grievance Redressal Officer for the purpose of section 19 and shall inform the Chief Commissioner or the State Commissioner, as the case may be, about the appointment of such officer.

(2) Any person aggrieved with the non-compliance of the provisions of section 20, may file a complaint with the Grievance Redressal Officer, who shall investigate it and shall take up the matter with the establishment for corrective action.

(3) The Grievance Redressal Officer shall maintain a register of complaints in the manner as may be prescribed by the Central Government, and every complaint shall be inquired within two weeks of its registration.

(4) If the aggrieved person is not satisfied with the action taken on his or her complaint, he or she may approach the District-Level Committee on disability.

CHAPTER V

SOCIAL SECURITY, HEALTH, REHABILITATION AND RECREATION

Social security.

24. (1) The appropriate Government shall within the limit of its economic capacity and development formulate necessary schemes and programmes to safeguard and promote the right of persons with disabilities for adequate standard of living to enable them to live independently or in the community:

Provided that the quantum of assistance to the persons with disabilities under such schemes and programmes shall be at least twenty-five per cent. higher than the similar schemes applicable to others.

(2) The appropriate Government while devising these schemes and programmes shall give due consideration to the diversity of disability, gender, age, and socio-economic status.

(3) The schemes under sub-section (1) shall provide for,—

(a) community centres with good living conditions in terms of safety, sanitation, health care and counselling;

(b) facilities for persons including children with disabilities who have no family or have been abandoned, or are without shelter or livelihood;

(c) support during natural or man-made disasters and in areas of conflict;



(d) support to women with disability for livelihood and for upbringing of their children;

(e) access to safe drinking water and appropriate and accessible sanitation facilities especially in urban slums and rural areas;

(f) provisions of aids and appliances, medicine and diagnostic services and corrective surgery free of cost to persons with disabilities with such income ceiling as may be notified;

(g) disability pension to persons with disabilities subject to such income ceiling as may be notified;

(h) unemployment allowance to persons with disabilities registered with Special Employment Exchange for more than two years and who could not be placed in any gainful occupation;

(i) care-giver allowance to persons with disabilities with high support needs;

(j) comprehensive insurance scheme for persons with disability, not covered under the Employees State Insurance Schemes, or any other statutory or Government-sponsored insurance schemes;

(k) any other matter which the appropriate Government may think fit.

25. (1) The appropriate Government and the local authorities shall take necessary measures for the persons with disabilities to provide,— Healthcare.

(a) free healthcare in the vicinity specially in rural area subject to such family income as may be notified;

(b) barrier-free access in all parts of Government and private hospitals and other healthcare institutions and centres;

(c) priority in attendance and treatment.

(2) The appropriate Government and the local authorities shall take measures and make schemes or programmes to promote healthcare and prevent the occurrence of disabilities and for the said purpose shall—

(a) undertake or cause to be undertaken surveys, investigations and research concerning the cause of occurrence of disabilities;

(b) promote various methods for preventing disabilities;

(c) screen all the children at least once in a year for the purpose of identifying "at-risk" cases;

(d) provide facilities for training to the staff at the primary health centres;

(e) sponsor or cause to be sponsored awareness campaigns and disseminate or cause to be disseminated information for general hygiene, health and sanitation;

(f) take measures for pre-natal, perinatal and post-natal care of mother and child;

(g) educate the public through the pre-schools, schools, primary health centres, village level workers and *anganwadi* workers;

(h) create awareness amongst the masses through television, radio and other mass media on the causes of disabilities and the preventive measures to be adopted;

(i) healthcare during the time of natural disasters and other situations of risk;

(j) essential medical facilities for life saving emergency treatment and procedures;

and

(k) sexual and reproductive healthcare especially for women with disability.

26. The appropriate Government shall, by notification, make insurance schemes for their employees with disabilities. Insurance schemes.

27. (1) The appropriate Government and the local authorities shall within their economic capacity and development, undertake or cause to be undertaken services and programmes of Rehabilitation.



rehabilitation, particularly in the areas of health, education and employment for all persons with disabilities.

(2) For the purposes of sub-section (1), the appropriate Government and the local authorities may grant financial assistance to non-Governmental Organisations.

(3) The appropriate Government and the local authorities, while formulating rehabilitation policies shall consult the non-Governmental Organisations working for the cause of persons with disabilities.

Research and development.

28. The appropriate Government shall initiate or cause to be initiated research and development through individuals and institutions on issues which shall enhance habilitation and rehabilitation and on such other issues which are necessary for the empowerment of persons with disabilities.

Culture and recreation.

29. The appropriate Government and the local authorities shall take measures to promote and protect the rights of all persons with disabilities to have a cultural life and to participate in recreational activities equally with others which include,—

(a) facilities, support and sponsorships to artists and writers with disability to pursue their interests and talents;

(b) establishment of a disability history museum which chronicles and interprets the historical experiences of persons with disabilities;

(c) making art accessible to persons with disabilities;

(d) promoting recreation centres, and other associational activities;

(e) facilitating participation in scouting, dancing, art classes, outdoor camps and adventure activities;

(f) redesigning courses in cultural and arts subjects to enable participation and access for persons with disabilities;

(g) developing technology, assistive devices and equipments to facilitate access and inclusion for persons with disabilities in recreational activities; and

(h) ensuring that persons with hearing impairment can have access to television programmes with sign language interpretation or sub-titles.

Sporting activities.

30. (1) The appropriate Government shall take measures to ensure effective participation in sporting activities of the persons with disabilities.

(2) The sports authorities shall accord due recognition to the right of persons with disabilities to participate in sports and shall make due provisions for the inclusion of persons with disabilities in their schemes and programmes for the promotion and development of sporting talents.

(3) Without prejudice to the provisions contained in sub-sections (1) and (2), the appropriate Government and the sports authorities shall take measures to,—

(a) restructure courses and programmes to ensure access, inclusion and participation of persons with disabilities in all sporting activities;

(b) redesign and support infrastructure facilities of all sporting activities for persons with disabilities;

(c) develop technology to enhance potential, talent, capacity and ability in sporting activities of all persons with disabilities;

(d) provide multi-sensory essentials and features in all sporting activities to ensure effective participation of all persons with disabilities;

(e) allocate funds for development of state of art sport facilities for training of persons with disabilities;

(f) promote and organise disability specific sporting events for persons with disabilities and also facilitate awards to the winners and other participants of such sporting events.



CHAPTER VI

SPECIAL PROVISIONS FOR PERSONS WITH BENCHMARK DISABILITIES

35 of 2009. 31. (1) Notwithstanding anything contained in the Rights of Children to Free and Compulsory Education Act, 2009, every child with benchmark disability between the age of six to eighteen years shall have the right to free education in a neighbourhood school, or in a special school, of his choice.

Free education for children with benchmark disabilities.

(2) The appropriate Government and local authorities shall ensure that every child with benchmark disability has access to free education in an appropriate environment till he attains the age of eighteen years.

32. (1) All Government institutions of higher education and other higher education institutions receiving aid from the Government shall reserve not less than five per cent. seats for persons with benchmark disabilities.

Reservation in higher educational institutions.

(2) The persons with benchmark disabilities shall be given an upper age relaxation of five years for admission in institutions of higher education.

33. The appropriate Government shall—

Identification of posts for reservation.

(i) identify posts in the establishments which can be held by respective category of persons with benchmark disabilities in respect of the vacancies reserved in accordance with the provisions of section 34;

(ii) constitute an expert committee with representation of persons with benchmark disabilities for identification of such posts; and

(iii) undertake periodic review of the identified posts at an interval not exceeding three years.

34. (1) Every appropriate Government shall appoint in every Government establishment, not less than four per cent. of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one per cent. each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one per cent. for persons with benchmark disabilities under clauses (d) and (e), namely:—

Reservation.

(a) blindness and low vision;

(b) deaf and hard of hearing;

(c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;

(d) autism, intellectual disability, specific learning disability and mental illness;

(e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities:

Provided that the reservation in promotion shall be in accordance with such instructions as are issued by the appropriate Government from time to time:

Provided further that the appropriate Government, in consultation with the Chief Commissioner or the State Commissioner, as the case may be, may, having regard to the type of work carried out in any Government establishment, by notification and subject to such conditions, if any, as may be specified in such notifications exempt any Government establishment from the provisions of this section.

(2) Where in any recruitment year any vacancy cannot be filled up due to non-availability of a suitable person with benchmark disability or for any other sufficient reasons, such vacancy shall be carried forward in the succeeding recruitment year and if in the succeeding recruitment year also suitable person with benchmark disability is not available, it may first be filled by interchange among the five categories and only when there is no person with disability available for the post in that year, the employer shall fill up the vacancy by appointment of a person, other than a person with disability:



Provided that if the nature of vacancies in an establishment is such that a given category of person cannot be employed, the vacancies may be interchanged among the five categories with the prior approval of the appropriate Government.

(3) The appropriate Government may, by notification, provide for such relaxation of upper age limit for employment of persons with benchmark disability, as it thinks fit.

Incentives to employers in private sector.

35. The appropriate Government and the local authorities shall, within the limit of their economic capacity and development, provide incentives to employer in private sector to ensure that at least five per cent. of their work force is composed of persons with benchmark disability.

Special employment exchange.

36. The appropriate Government may, by notification, require that from such date, the employer in every establishment shall furnish such information or return as may be prescribed by the Central Government in relation to vacancies appointed for persons with benchmark disability that have occurred or are about to occur in that establishment to such special employment exchange as may be notified by the Central Government and the establishment shall thereupon comply with such requisition.

Special schemes and development programmes.

37. The appropriate Government and the local authorities shall, by notification, make schemes in favour of persons with benchmark disabilities, to provide,—

(a) five per cent. reservation in allotment of agricultural land and housing in all relevant schemes and development programmes, with appropriate priority to women with benchmark disabilities;

(b) five per cent. reservation in all poverty alleviation and various developmental schemes with priority to women with benchmark disabilities;

(c) five per cent. reservation in allotment of land on concessional rate, where such land is to be used for the purpose of promoting housing, shelter, setting up of occupation, business, enterprise, recreation centres and production centres.

CHAPTER VII

SPECIAL PROVISIONS FOR PERSONS WITH DISABILITIES WITH HIGH SUPPORT NEEDS

Special provisions for persons with disabilities with high support.

38. (1) Any person with benchmark disability, who considers himself to be in need of high support, or any person or organisation on his or her behalf, may apply to an authority, to be notified by the appropriate Government, requesting to provide high support.

(2) On receipt of an application under sub-section (1), the authority shall refer it to an Assessment Board consisting of such Members as may be prescribed by the Central Government.

(3) The Assessment Board shall assess the case referred to it under sub-section (1) in such manner as may be prescribed by the Central Government, and shall send a report to the authority certifying the need of high support and its nature.

(4) On receipt of a report under sub-section (3), the authority shall take steps to provide support in accordance with the report and subject to relevant schemes and orders of the appropriate Government in this behalf.

CHAPTER VIII

DUTIES AND RESPONSIBILITIES OF APPROPRIATE GOVERNMENTS

Awareness campaigns.

39. (1) The appropriate Government, in consultation with the Chief Commissioner or the State Commissioner, as the case may be, shall conduct, encourage, support or promote awareness campaigns and sensitisation programmes to ensure that the rights of the persons with disabilities provided under this Act are protected.

(2) The programmes and campaigns specified under sub-section (1) shall also,—

(a) promote values of inclusion, tolerance, empathy and respect for diversity;

(b) advance recognition of the skills, merits and abilities of persons with disabilities and of their contributions to the workforce, labour market and professional fee;



(c) foster respect for the decisions made by persons with disabilities on all matters related to family life, relationships, bearing and raising children;

(d) provide orientation and sensitisation at the school, college, University and professional training level on the human condition of disability and the rights of persons with disabilities;

(e) provide orientation and sensitisation on disabling conditions and rights of persons with disabilities to employers, administrators and co-workers;

(f) ensure that the rights of persons with disabilities are included in the curriculum in Universities, colleges and schools.

40. The Central Government shall, in consultation with the Chief Commissioner, formulate rules for persons with disabilities laying down the standards of accessibility for the physical environment, transportation, information and communications, including appropriate technologies and systems, and other facilities and services provided to the public in urban and rural areas.

Accessibility.

41. (1) The appropriate Government shall take suitable measures to provide,—

Access to transport.

(a) facilities for persons with disabilities at bus stops, railway stations and airports conforming to the accessibility standards relating to parking spaces, toilets, ticketing counters and ticketing machines;

(b) access to all modes of transport that conform the design standards, including retrofitting old modes of transport, wherever technically feasible and safe for persons with disabilities, economically viable and without entailing major structural changes in design;

(c) accessible roads to address mobility necessary for persons with disabilities.

(2) The appropriate Government shall develop schemes programmes to promote the personal mobility of persons with disabilities at affordable cost to provide for,—

(a) incentives and concessions;

(b) retrofitting of vehicles; and

(c) personal mobility assistance.

42. The appropriate Government shall take measures to ensure that,—

(i) all contents available in audio, print and electronic media are in accessible format;

(ii) persons with disabilities have access to electronic media by providing audio description, sign language interpretation and close captioning;

(iii) electronic goods and equipment which are meant for every day use are available in universal design.

Access to information and communication technology.

43. The appropriate Government shall take measures to promote development, production and distribution of universally designed consumer products and accessories for general use for persons with disabilities.

Consumer goods.

44. (1) No establishment shall be granted permission to build any structure if the building plan does not adhere to the rules formulated by the Central Government under section 40.

Mandatory observance of accessibility norms.

(2) No establishment shall be issued a certificate of completion or allowed to take occupation of a building unless it has adhered to the rules formulated by the Central Government.

45. (1) All existing public buildings shall be made accessible in accordance with the rules formulated by the Central Government within a period not exceeding five years from the date of notification of such rules:

Time limit for making existing infrastructure and premises accessible and action for that purpose.

Provided that the Central Government may grant extension of time to the States on a case to case basis for adherence to this provision depending on their state of preparedness and other related parameters.



(2) The appropriate Government and the local authorities shall formulate and publish an action plan based on prioritisation, for providing accessibility in all their buildings and spaces providing essential services such as all primary health centres, civil hospitals, schools, railway stations and bus stops.

Time limit
for
accessibility
by service
providers.

46. The service providers whether Government or private shall provide services in accordance with the rules on accessibility formulated by the Central Government under section 40 within a period of two years from the date of notification of such rules:

Provided that the Central Government in consultation with the Chief Commissioner may grant extension of time for providing certain category of services in accordance with the said rules.

Human
resource
development.

47. (1) Without prejudice to any function and power of Rehabilitation Council of India constituted under the Rehabilitation Council of India Act, 1992, the appropriate Government shall endeavour to develop human resource for the purposes of this Act and to that end shall,—

34 of 1992.

(a) mandate training on disability rights in all courses for the training of Panchayati Raj Members, legislators, administrators, police officials, judges and lawyers;

(b) induct disability as a component for all education courses for schools, colleges and University teachers, doctors, nurses, para-medical personnel, social welfare officers, rural development officers, asha workers, *anganwadi* workers, engineers, architects, other professionals and community workers;

(c) initiate capacity building programmes including training in independent living and community relationships for families, members of community and other stakeholders and care providers on care giving and support;

(d) ensure independence training for persons with disabilities to build community relationships on mutual contribution and respect;

(e) conduct training programmes for sports teachers with focus on sports, games, adventure activities;

(f) any other capacity development measures as may be required.

(2) All Universities shall promote teaching and research in disability studies including establishment of study centres for such studies.

(3) In order to fulfil the obligation stated in sub-section (1), the appropriate Government shall in every five years undertake a need based analysis and formulate plans for the recruitment, induction, sensitisation, orientation and training of suitable personnel to undertake the various responsibilities under this Act.

Social audit.

48. The appropriate Government shall undertake social audit of all general schemes and programmes involving the persons with disabilities to ensure that the scheme and programmes do not have an adverse impact upon the persons with disabilities and need the requirements and concerns of persons with disabilities.

CHAPTER IX

REGISTRATION OF INSTITUTIONS FOR PERSONS WITH DISABILITIES AND GRANTS TO SUCH INSTITUTIONS

Competent
authority.

49. The State Government shall appoint an authority as it deems fit to be a competent authority for the purposes of this Chapter.

Registration.

50. Save as otherwise provided under this Act, no person shall establish or maintain any institution for persons with disabilities except in accordance with a certificate of registration issued in this behalf by the competent authority:

Provided that an institution for care of mentally ill persons, which holds a valid licence under section 8 of the Mental Health Act, 1987 or any other Act for the time being in force, shall not be required to be registered under this Act.

14 of 1987.



51. (1) Every application for a certificate of registration shall be made to the competent authority in such form and in such manner as may be prescribed by the State Government.

(2) On receipt of an application under sub-section (1), the competent authority shall make such enquiries as it may deem fit and on being satisfied that the applicant has complied with the requirements of this Act and the rules made thereunder, it shall grant a certificate of registration to the applicant within a period of ninety days of receipt of application and if not satisfied, the competent authority shall, by order, refuse to grant the certificate applied for:

Provided that before making any order refusing to grant a certificate, the competent authority shall give the applicant a reasonable opportunity of being heard and every order of refusal to grant a certificate shall be communicated to the applicant in writing.

(3) No certificate of registration shall be granted under sub-section (2) unless the institution with respect to which an application has been made is in a position to provide such facilities and meet such standards as may be prescribed by the State Government.

(4) The certificate of registration granted under sub-section (2),—

(a) shall, unless revoked under section 52 remain in force for such period as may be prescribed by the State Government;

(b) may be renewed from time to time for a like period; and

(c) shall be in such form and shall be subject to such conditions as may be prescribed by the State Government.

(5) An application for renewal of a certificate of registration shall be made not less than sixty days before the expiry of the period of validity.

(6) A copy of the certificate of registration shall be displayed by the institution in a conspicuous place.

(7) Every application made under sub-section (1) or sub-section (5) shall be disposed of by the competent authority within such period as may be prescribed by the State Government.

52. (1) The competent authority may, if it has reason to believe that the holder of a certificate of registration granted under sub-section (2) of section 51 has,—

(a) made a statement in relation to any application for the issue or renewal of the certificate which is incorrect or false in material particulars; or

(b) committed or has caused to be committed any breach of rules or any conditions subject to which the certificate was granted,

it may, after making such inquiry, as it deems fit, by order, revoke the certificate:

Provided that no such order shall be made until an opportunity is given to the holder of the certificate to show cause as to why the certificate of registration shall not be revoked.

(2) Where a certificate of registration in respect of an institution has been revoked under sub-section (1), such institution shall cease to function from the date of such revocation:

Provided that where an appeal lies under section 53 against the order of revocation, such institution shall cease to function,—

(a) where no appeal has been preferred immediately on the expiry of the period prescribed for the filing of such appeal; or

(b) where such appeal has been preferred, but the order of revocation has been upheld, from the date of the order of appeal.

(3) On the revocation of a certificate of registration in respect of an institution, the competent authority may direct that any person with disability who is an inmate of such institution on the date of such revocation, shall be—

(a) restored to the custody of his or her parent, spouse or lawful guardian, as the case may be; or

Application
and grant of
certificate of
registration.

Revocation
of
registration.



(b) transferred to any other institution specified by the competent authority.

(4) Every institution which holds a certificate of registration which is revoked under this section shall, immediately after such revocation, surrender such certificate to the competent authority.

Appeal.

53. (1) Any person aggrieved by the order of the competent authority refusing to grant a certificate of registration or revoking a certificate of registration may, within such period as may be prescribed by the State Government, prefer an appeal to such appellate authority, as may be notified by the State Government against such refusal or revocation.

(2) The order of the appellate authority on such appeal shall be final.

Act not to apply to institutions established or maintained by Central or State Government.

54. Nothing contained in this Chapter shall apply to an institution for persons with disabilities established or maintained by the Central Government or a State Government.

Assistance to registered institutions.

55. The appropriate Government may within the limits of their economic capacity and development, grant financial assistance to registered institutions to provide services and to implement the schemes and programmes in pursuance of the provisions of this Act.

CHAPTER X

CERTIFICATION OF SPECIFIED DISABILITIES

Guidelines for assessment of specified disabilities.

56. The Central Government shall notify guidelines for the purpose of assessing the extent of specified disability in a person.

Designation of certifying authorities.

57. (1) The appropriate Government shall designate persons, having requisite qualifications and experience, as certifying authorities, who shall be competent to issue the certificate of disability.

(2) The appropriate Government shall also notify the jurisdiction within which and the terms and conditions subject to which, the certifying authority shall perform its certification functions.

Procedure for certification.

58. (1) Any person with specified disability, may apply, in such manner as may be prescribed by the Central Government, to a certifying authority having jurisdiction, for issuing of a certificate of disability.

(2) On receipt of an application under sub-section (1), the certifying authority shall assess the disability of the concerned person in accordance with relevant guidelines notified under section 56, and shall, after such assessment, as the case may be,—

(a) issue a certificate of disability to such person, in such form as may be prescribed by the Central Government;

(b) inform him in writing that he has no specified disability.

(3) The certificate of disability issued under this section shall be valid across the country.

Appeal against a decision of certifying authority.

59. (1) Any person aggrieved with decision of the certifying authority, may appeal against such decision, within such time and in such manner as may be prescribed by the State Government, to such appellate authority as the State Government may designate for the purpose.

(2) On receipt of an appeal, the appellate authority shall decide the appeal in such manner as may be prescribed by the State Government.



CHAPTER XI

CENTRAL AND STATE ADVISORY BOARDS ON DISABILITY AND DISTRICT LEVEL COMMITTEE

60. (1) The Central Government shall, by notification, constitute a body to be known as the Central Advisory Board on Disability to exercise the powers conferred on, and to perform the functions assigned to it, under this Act.

Constitution
of Central
Advisory
Board on
Disability.

(2) The Central Advisory Board shall consist of,—

(a) the Minister in charge of Department of Disability Affairs in the Central Government, Chairperson, *ex officio*;

(b) the Minister of State in charge dealing with Department of Disability Affairs in the Ministry in the Central Government, Vice Chairperson, *ex officio*;

(c) three Members of Parliament, of whom two shall be elected by Lok Sabha and one by the Rajya Sabha, Members, *ex officio*;

(d) the Ministers in charge of Disability Affairs of all States and Administrators or Lieutenant Governors of the Union territories, Members, *ex officio*;

(e) Secretaries to the Government of India in charge of the Ministries or Departments of Disability Affairs, Social Justice and Empowerment, School Education and Literacy, and Higher Education, Women and Child Development, Expenditure, Personnel and Training, Administrative Reforms and Public Grievances, Health and Family Welfare, Rural Development, Panchayati Raj, Industrial Policy and Promotion, Urban Development, Housing and Urban Poverty Alleviation, Science and Technology, Communications and Information Technology, Legal Affairs, Public Enterprises, Youth Affairs and Sports, Road Transport and Highways and Civil Aviation, Members, *ex officio*;

(f) Secretary, National Institute of Transforming India (NITI) Aayog, Member, *ex officio*;

(g) Chairperson, Rehabilitation Council of India, Member, *ex officio*;

(h) Chairperson, National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities, Member, *ex officio*;

(i) Chairman-cum-Managing Director, National Handicapped Finance Development Corporation, Member, *ex officio*;

(j) Chairman-cum-Managing Director, Artificial Limbs Manufacturing Corporation, Member, *ex officio*;

(k) Chairman, Railway Board, Member, *ex officio*;

(l) Director-General, Employment and Training, Ministry of Labour and Employment, Member, *ex officio*;

(m) Director, National Council for Educational Research and Training, Member, *ex officio*;

(n) Chairperson, National Council of Teacher Education, Member, *ex officio*;

(o) Chairperson, University Grants Commission, Member, *ex officio*;

(p) Chairperson, Medical Council of India, Member, *ex officio*;

(q) Directors of the following Institutes:—

(i) National Institute for the Visually Handicapped, Dehradun;

(ii) National Institute for the Mentally Handicapped, Secundrabad;

(iii) Pandit Deen Dayal Upadhyay Institute for the Physically Handicapped, New Delhi;

(iv) Ali Yavar Jung National Institute for the Hearing Handicapped, Mumbai;



- (v) National Institute for the Orthopaedically Handicapped, Kolkata;
 (vi) National Institute of Rehabilitation Training and Research, Cuttack;
 (vii) National Institute for Empowerment of Persons with Multiple Disabilities, Chennai;
 (viii) National Institute for Mental Health and Sciences, Bangalore;
 (ix) Indian Sign Language Research and Training Centre, New Delhi, Members, *ex officio*;
 (r) Members to be nominated by the Central Government,—
 (i) five Members who are experts in the field of disability and rehabilitation;
 (ii) ten Members, as far as practicable, being persons with disabilities, to represent non-Governmental Organisations concerned with disabilities or disabled persons organisations:

Provided that out of the ten Members nominated, at least, five Members shall be women and at least one person each shall be from the Scheduled Castes and the Scheduled Tribes;

(iii) up to three representatives of national level chambers of commerce and industry;

(s) Joint Secretary to the Government of India dealing with the subject of disability policy, Member-Secretary, *ex officio*.

Terms and conditions of Service of members.

61. (1) Save as otherwise provided under this Act, a Member of the Central Advisory Board nominated under clause (r) of sub-section (2) of section 60 shall hold office for a term of three years from the date of his nomination:

Provided that such a Member shall, notwithstanding the expiration of his term, continue to hold office until his successor enters upon his office.

(2) The Central Government may, if it thinks fit, remove any Member nominated under clause (r) of sub-section (2) of section 60, before the expiry of his term of office after giving him a reasonable opportunity of showing cause against the same.

(3) A Member nominated under clause (r) of sub-section (2) of section 60 may at any time resign his office by writing under his hand addressed to the Central Government and the seat of the said Member shall thereupon become vacant.

(4) A casual vacancy in the Central Advisory Board shall be filled by a fresh nomination and the person nominated to fill the vacancy shall hold office only for the remainder of the term for which the Member in whose place he was so nominated.

(5) A Member nominated under sub-clause (i) or sub-clause (iii) of clause (r) of sub-section (2) of section 60 shall be eligible for renomination.

(6) The Members nominated under sub-clause (i) and sub-clause (ii) of clause (r) of sub-section (2) of section 60 shall receive such allowances as may be prescribed by the Central Government.

Disqualifications.

62. (1) No person shall be a Member of the Central Advisory Board, who —

(a) is, or at any time has been, adjudged insolvent or has suspended payment of his debts or has compounded with his creditors, or

(b) is of unsound mind and stands so declared by a competent court, or

(c) is, or has been, convicted of an offence which, in the opinion of the Central Government, involves moral turpitude, or

(d) is, or at any time has been, convicted of an offence under this Act, or

(e) has so abused his position in the opinion of the Central Government as a Member so as to render his continuance in the office is prejudicial interests of the general public.

(2) No order of removal shall be made by the Central Government under this section unless the Member concerned has been given a reasonable opportunity of showing cause against the same.



(3) Notwithstanding anything contained in sub-section (1) or sub-section (5) of section 61, a Member who has been removed under this section shall not be eligible for renomination as a Member.

63. If a Member of the Central Advisory Board becomes subject to any of the disqualifications specified in section 62, his seat shall become vacant.

64. The Central Advisory Board shall meet at least once in every six months and shall observe such rules of procedure in regard to the transaction of business at its meetings as may be prescribed.

65. (1) Subject to the provisions of this Act, the Central Advisory Board on disability shall be the national-level consultative and advisory body on disability matters, and shall facilitate the continuous evolution of a comprehensive policy for the empowerment of persons with disabilities and the full enjoyment of rights.

(2) In particular and without prejudice to the generality of the foregoing provisions, the Central Advisory Board on disability shall perform the following functions, namely:—

(a) advise the Central Government and the State Governments on policies, programmes, legislation and projects with respect to disability;

(b) develop a national policy to address issues concerning persons with disabilities;

(c) review and coordinate the activities of all Departments of the Government and other Governmental and non-Governmental Organisations which are dealing with matters relating to persons with disabilities;

(d) take up the cause of persons with disabilities with the concerned authorities and the international organisations with a view to provide for schemes and projects for the persons with disabilities in the national plans;

(e) recommend steps to ensure accessibility, reasonable accommodation, non-discrimination for persons with disabilities *vis-à-vis* information, services and the built environment and their participation in social life;

(f) monitor and evaluate the impact of laws, policies and programmes to achieve full participation of persons with disabilities; and

(g) such other functions as may be assigned from time to time by the Central Government.

66. (1) Every State Government shall, by notification, constitute a body to be known as the State Advisory Board on disability to exercise the powers conferred on, and to perform the function assigned to it, under this Act.

(2) The State Advisory Board shall consist of—

(a) the Minister in charge of the Department in the State Government dealing with disability matters, Chairperson, *ex officio*;

(b) the Minister of State or the Deputy Minister in charge of the Department in the State Government dealing with disability matters, if any, Vice-Chairperson, *ex officio*;

(c) secretaries to the State Government in charge of the Departments of Disability Affairs, School Education, Literacy and Higher Education, Women and Child Development, Finance, Personnel and Training, Health and Family Welfare, Rural Development, Panchayati Raj, Industrial Policy and Promotion, Labour and Employment, Urban Development, Housing and Urban Poverty Alleviation, Science and Technology, Information Technology, Public Enterprises, Youth Affairs and Sports, Road Transport and any other Department, which the State Government considers necessary, Members, *ex officio*;

(d) three Members of the State Legislature of whom two shall be elected by the Legislative Assembly and one by the Legislative Council, if any, and where there is no Legislative Council, three Members shall be elected by the Legislative Assembly, Members, *ex officio*;

Vacation of seats by Members.

Meetings of the Central Advisory Board on disability.

Functions of Central Advisory Board on disability.

State Advisory Board on disability.



(e) Members to be nominated by the State Government:—

(i) five Members who are experts in the field of disability and rehabilitation;

(ii) five Members to be nominated by the State Government by rotation to represent the districts in such manner as may be prescribed;

Provided that no nomination under this sub-clause shall be made except on the recommendation of the district administration concerned;

(iii) ten persons as far as practicable, being persons with disabilities, to represent non-Governmental Organisations or associations which are concerned with disabilities;

Provided that out of the ten persons nominated under this clause, at least, five shall be women and at least one person each shall be from the Scheduled Castes and the Scheduled Tribes;

(iv) not more than three representatives of the State Chamber of Commerce and Industry;

(f) officer not below the rank of Joint Secretary in the Department dealing with disability matters in the State Government, Member-Secretary, *ex officio*.

67. (1) Save as otherwise provided under this Act, a Member of the State Advisory Board nominated under clause (e) of sub-section (2) of section 66, shall hold office for a term of three years from the date of his nomination:

Provided that such a Member shall, notwithstanding the expiration of his term, continue to hold office until his successor enters upon his office.

(2) The State Government may, if it thinks fit, remove any Member nominated under clause (e) of sub-section (2) of section 66, before the expiry of his term of office after giving him a reasonable opportunity of showing cause against the same.

(3) A Member nominated under clause (e) of sub-section (2) of section 66 may at any time resign his office by writing under his hand addressed to the State Government and the seat of the said Member shall thereupon become vacant.

(4) A casual vacancy in the State Advisory Board shall be filled by a fresh nomination and the person nominated to fill the vacancy shall hold office only for the remainder of the term for which the Member in whose place he was so nominated.

(5) A Member nominated under sub-clause (i) or sub-clause (iii) of clause (e) of sub-section (2) of section 66 shall be eligible for renomination.

(6) the Members nominated under sub-clause (i) and sub-clause (ii) of clause (e) of sub-section (2) of section 66 shall receive such allowances as may be prescribed by the State Government.

Disqualification.

68. (1) No person shall be a Member of the State Advisory Board, who—

(a) is, or at any time has been, adjudged insolvent or has suspended payment of his debts or has compounded with his creditors, or

(b) is of unsound mind and stands so declared by a competent court, or

(c) is, or has been, convicted of an offence which, in the opinion of the State Government, involves moral turpitude, or

(d) is, or at any time has been, convicted of an offence under this Act, or

(e) has so abused in the opinion of the State Government his position as a Member as to render his continuance in the State Advisory Board detrimental to the interests of the general public.

(2) No order of removal shall be made by the State Government under this section unless the Member concerned has been given a reasonable opportunity of showing cause against the same.



Terms and conditions of service of Members.

(3) Notwithstanding anything contained in sub-section (1) or sub-section (5) of section 67, a Member who has been removed under this section shall not be eligible for renomination as a Member.

69. If a Member of the State Advisory Board becomes subject to any of the disqualifications specified in section 68 his seat shall become vacant.

Vacation of seats.

70. The State Advisory Board shall meet at least once in every six months and shall observe such rules or procedure in regard to the transaction of business at its meetings as may be prescribed by the State Government.

Meetings of State Advisory Board on disability.

71. (1) Subject to the provisions of this Act, the State Advisory Board shall be the State-level consultative and advisory body on disability matters, and shall facilitate the continuous evolution of a comprehensive policy for the empowerment of persons with disabilities and the full enjoyment of rights.

Functions of State Advisory Board on disability.

(2) In particular and without prejudice to the generality of the foregoing provisions, the State Advisory Board on disability shall perform the following functions, namely:—

(a) advise the State Government on policies, programmes, legislation and projects with respect to disability;

(b) develop a State policy to address issues concerning persons with disabilities;

(c) review and coordinate the activities of all Departments of the State Government and other Governmental and non-Governmental Organisations in the State which are dealing with matters relating to persons with disabilities;

(d) take up the cause of persons with disabilities with the concerned authorities and the international organisations with a view to provide for schemes and projects for the persons with disabilities in the State plans;

(e) recommend steps to ensure accessibility, reasonable accommodation, non-discrimination for persons with disabilities, services and the built environment and their participation in social life on an equal basis with others;

(f) monitor and evaluate the impact of laws, policies and programmes designed to achieve full participation of persons with disabilities; and

(g) such other functions as may be assigned from time to time by the State Government.

72. The State Government shall constitute District-level Committee on disability to perform such functions as may be prescribed by it.

District-level Committee on disability.

73. No act or proceeding of the Central Advisory Board on disability, a State Advisory Board on disability, or a District-level Committee on disability shall be called in question on the ground merely of the existence of any vacancy in or any defect in the constitution of such Board or Committee, as the case may be.

Vacancies not to invalidate proceedings.

CHAPTER XII

CHIEF COMMISSIONER AND STATE COMMISSIONER FOR PERSONS WITH DISABILITIES

74. (1) The Central Government may, by notification, appoint a Chief Commissioner for Persons with Disabilities (hereinafter referred to as the "Chief Commissioner") for the purposes of this Act.

Appointment of Chief Commissioner and Commissioners.

(2) The Central Government may, by notification appoint two Commissioners to assist the Chief Commissioner, of which one Commissioner shall be a persons with disability.



(3) A person shall not be qualified for appointment as the Chief Commissioner or Commissioner unless he has special knowledge or practical experience in respect of matters relating to rehabilitation.

(4) The salary and allowances payable to and other terms and conditions of service (including pension, gratuity and other retirement benefits) of the Chief Commissioner and Commissioners shall be such as may be prescribed by the Central Government.

(5) The Central Government shall determine the nature and categories of officers and other employees required to assist the Chief Commissioner in the discharge of his functions and provide the Chief Commissioner with such officers and other employees as it thinks fit.

(6) The officers and employees provided to the Chief Commissioner shall discharge their functions under the general superintendence and control of the Chief Commissioner.

(7) The salaries and allowances and other conditions of service of officers and employees shall be such as may be prescribed by the Central Government.

(8) The Chief Commissioner shall be assisted by an advisory committee comprising of not more than eleven members drawn from the experts from different disabilities in such manner as may be prescribed by the Central Government.

Functions of
Chief
Commissioner.

75. (1) The Chief Commissioner shall—

(a) identify, *suo motu* or otherwise, the provisions of any law or policy, programme and procedures, which are inconsistent with this Act and recommend necessary corrective steps;

(b) inquire, *suo motu* or otherwise, deprivation of rights of persons with disabilities and safeguards available to them in respect of matters for which the Central Government is the appropriate Government and take up the matter with appropriate authorities for corrective action;

(c) review the safeguards provided by or under this Act or any other law for the time being in force for the protection of rights of persons with disabilities and recommend measures for their effective implementation;

(d) review the factors that inhibit the enjoyment of rights of persons with disabilities and recommend appropriate remedial measures;

(e) study treaties and other international instruments on the rights of persons with disabilities and make recommendations for their effective implementation;

(f) undertake and promote research in the field of the rights of persons with disabilities;

(g) promote awareness of the rights of persons with disabilities and the safeguards available for their protection;

(h) monitor implementation of the provisions of this Act and schemes, programmes meant for persons with disabilities;

(i) monitor utilisation of funds disbursed by the Central Government for the benefit of persons with disabilities; and

(j) perform such other functions as the Central Government may assign.

(2) The Chief Commissioner shall consult the Commissioners on any matter while discharging its functions under this Act.

Action of
appropriate
authorities on
recommendation
of Chief
Commissioner.

76. Whenever the Chief Commissioner makes a recommendation to an authority in pursuance of clause (b) of section 75, that authority shall take necessary action on it, and inform the Chief Commissioner of the action taken within three months from the date of receipt of the recommendation:

Provided that where an authority does not accept a recommendation, it shall convey reasons for non-acceptance to the Chief Commissioner within a period of three months, and shall also inform the aggrieved person.



5 of 1908. 77. (1) The Chief Commissioner shall, for the purpose of discharging his functions under this Act, have the same powers of a civil court as are vested in a court under the Code of Civil Procedure, 1908 while trying a suit, in respect of the following matters, namely:—

Powers of
Chief
Commissioner.

- (a) summoning and enforcing the attendance of witnesses;
- (b) requiring the discovery and production of any documents;
- (c) requisitioning any public record or copy thereof from any court or office;
- (d) receiving evidence on affidavits; and
- (e) issuing commissions for the examination of witnesses or documents.

45 of 1860. (2) Every proceeding before the Chief Commissioner shall be a judicial proceeding within the meaning of sections 193 and 228 of the Indian Penal Code and the Chief Commissioner shall be deemed to be a civil court for the purposes of section 195 and Chapter XXVI of the Code of Criminal Procedure, 1973.

2 of 1974.

78. (1) The Chief Commissioner shall submit an annual report to the Central Government and may at any time submit special reports on any matter, which, in his opinion, is of such urgency or importance that it shall not be deferred till submission of the annual report.

Annual and
special
reports by
Chief
Commissioner.

(2) The Central Government shall cause the annual and the special reports of the Chief Commissioner to be laid before each House of Parliament, along with a memorandum of action taken or proposed to be taken on his recommendations and the reasons for non-acceptance the recommendations, if any.

(3) The annual and special reports shall be prepared in such form, manner and contain such details as may be prescribed by the Central Government.

79. (1) The State Government may, by notification, appoint a State Commissioner for Persons with Disabilities (hereinafter referred to as the "State Commissioner") for the purposes of this Act.

Appointment
of State
Commissioner
in States.

(2) A person shall not be qualified for appointment as the State Commissioner unless he has special knowledge or practical experience in respect of matters relating to rehabilitation.

(3) The salary and allowances payable to and other terms and conditions of service (including pension, gratuity and other retirement benefits) of the State Commissioner shall be such as may be prescribed by the State Government.

(4) The State Government shall determine the nature and categories of officers and other employees required to assist the State Commissioner in the discharge of his functions and provide the State Commissioner with such officers and other employees as it thinks fit.

(5) The officers and employees provided to the State Commissioner shall discharge his functions under the general superintendence and control of the State Commissioner.

(6) The salaries and allowances and other conditions of service of officers and employees shall be such as may be prescribed by the State Government.

(7) The State Commissioner shall be assisted by an advisory committee comprising of not more than five members drawn from the experts in the disability sector in such manner as may be prescribed by the State Government.

80. The State Commissioner shall—

(a) identify, *suo motu* or otherwise, provision of any law or policy, programme and procedures, which are in consistent with this Act, and recommend necessary corrective steps;

(b) inquire, *suo motu* or otherwise deprivation of rights of persons with disabilities and safeguards available to them in respect of matters for which the State Government is the appropriate Government and take up the matter with appropriate authorities for corrective action;

Functions of
State
Commissioner.



(c) review the safeguards provided by or under this Act or any other law for the time being in force for the protection of rights of persons with disabilities and recommend measures for their effective implementation;

(d) review the factors that inhibit the enjoyment of rights of persons with disabilities and recommend appropriate remedial measures;

(e) undertake and promote research in the field of the rights of persons with disabilities;

(f) promote awareness of the rights of persons with disabilities and the safeguards available for their protection;

(g) monitor implementation of the provisions of this Act and schemes, programmes meant for persons with disabilities;

(h) monitor utilisation of funds disbursed by the State Government for the benefits of persons with disabilities; and

(i) perform such other functions as the State Government may assign.

Action by appropriate authorities on recommendation of State Commissioner.

81. Whenever the State Commissioner makes a recommendation to an authority in pursuance of clause (b) of section 80, that authority shall take necessary action on it, and inform the State Commissioner of the action taken within three months from the date of receipt of the recommendation:

Provided that where an authority does not accept a recommendation, it shall convey reasons for non-acceptance to the State Commissioner for Persons with Disabilities within the period of three months, and shall also inform the aggrieved person.

Powers of State Commissioner.

82. (1) The State Commissioner shall, for the purpose of discharging their functions under this Act, have the same powers of a civil court as are vested in a court under the Code of Civil Procedure, 1908 while trying a suit, in respect of the following matters, namely:—

(a) summoning and enforcing the attendance of witnesses;

(b) requiring the discovery and production of any documents;

(c) requisitioning any public record or copy thereof from any court or office;

(d) receiving evidence on affidavits; and

(e) issuing commissions for the examination of witnesses or documents.

(2) Every proceeding before the State Commissioner shall be a judicial proceeding within the meaning of sections 193 and 228 of the Indian Penal Code and the State Commissioners shall be deemed to be a civil court for the purposes of section 195 and Chapter XXVI of the Code of Criminal Procedure, 1973.

5 of 1908.

45 of 1860.

2 of 1974.

Annual and special reports by State Commissioner.

83. (1) The State Commissioner shall submit an annual report to the State Government and may at any time submit special reports on any matter, which, in its opinion, is of such urgency or importance that it shall not be deferred till submission of the annual report.

(2) The State Government shall cause the annual and the special reports of the State Commissioner for persons with disabilities to be laid before each House of State Legislature where it consists of two Houses or where such Legislature consist of one House, before that House along with a memorandum of action taken or proposed to be taken on the recommendation of the State Commissioner and the reasons for non-acceptance the recommendations, if any.

(3) The annual and special reports shall be prepared in such form, manner and contain such details as may be prescribed by the State Government.



CHAPTER XIII

SPECIAL COURT

84. For the purpose of providing speedy trial, the State Government shall, with the concurrence of the Chief Justice of the High Court, by notification, specify for each district, a Court of Session to be a Special Court to try the offences under this Act.

Special Court.

85. (1) For every Special Court, the State Government may, by notification, specify a Public Prosecutor or appoint an advocate, who has been in practice as an advocate for not less than seven years, as a Special Public Prosecutor for the purpose of conducting cases in that Court.

Special Public Prosecutor.

(2) The Special Public Prosecutor appointed under sub-section (1) shall be entitled to receive such fees or remuneration as may be prescribed by the State Government.

CHAPTER XIV

NATIONAL FUND FOR PERSONS WITH DISABILITIES

86. (1) There shall be constituted a Fund to be called the National Fund for persons with disabilities and there shall be credited thereto—

National Fund for persons with disabilities.

(a) all sums available under the Fund for people with disabilities, constituted *vide* notification No. S.O. 573 (E), dated the 11th August, 1983 and the Trust Fund for Empowerment of Persons with Disabilities, constituted *vide* notification No. 30-03/2004-DDII, dated the 21st November, 2006, under the Charitable Endowment Act, 1890.

(b) all sums payable by banks, corporations, financial institutions in pursuance of judgment dated the 16th April, 2004 of the Hon'ble Supreme Court in Civil Appeal Nos. 4655 and 5218 of 2000;

(c) all sums received by way of grant, gifts, donations, benefactions, bequests or transfers;

(d) all sums received from the Central Government including grants-in-aid;

(e) all sums from such other sources as may be decided by the Central Government.

(2) The Fund for persons with disabilities shall be utilised and managed in such manner as may be prescribed.

87. (1) The Central Government shall maintain proper accounts and other relevant records and prepare an annual statement of accounts of the Fund including the income and expenditure accounts in such form as may be prescribed in consultation with the Comptroller and Auditor-General of India.

Accounts and audit.

(2) The accounts of the Fund shall be audited by the Comptroller and Auditor-General of India at such intervals as may be specified by him and any expenditure incurred by him in connection with such audit shall be payable from the Fund to the Comptroller and Auditor-General of India.

(3) The Comptroller and Auditor-General of India and any other person appointed by him in connection with the audit of the accounts of the Fund shall have the same rights, privileges and authority in connection with such audit as the Comptroller and Auditor-General of India generally has in connection with the audit of the Government accounts, and in particular, shall have the right to demand production of books of account, connected vouchers and other documents and papers and to inspect any of the offices of the Fund.

(4) The accounts of the Fund as certified by the Comptroller and Auditor-General of India or any other person appointed by him in this behalf, together with the audit report thereon, shall be laid before each House of Parliament by the Central Government.



CHAPTER XV

STATE FUND FOR PERSONS WITH DISABILITIES

State Fund for persons with disabilities.

88. (1) There shall be constituted a Fund to be called the State Fund for persons with disabilities by a State Government in such manner as may be prescribed by the State Government.

(2) The State Fund for persons with disabilities shall be utilised and managed in such manner as may be prescribed by the State Government.

(3) Every State Government shall maintain proper accounts and other relevant records of the State Fund for persons with disabilities including the income and expenditure accounts in such form as may be prescribed by the State Government in consultation with the Comptroller and Auditor-General of India.

(4) The accounts of the State Fund for persons with disabilities shall be audited by the Comptroller and Auditor-General of India at such intervals as may be specified by him and any expenditure incurred by him in connection with such audit shall be payable from the State Fund to the Comptroller and Auditor-General of India.

(5) The Comptroller and Auditor-General of India and any person appointed by him in connection with the audit of the accounts of the State Fund for persons with disabilities shall have the same rights, privileges and authority in connection with such audit as the Comptroller and Auditor-General of India generally has in connection with the audit of the Government accounts, and in particular, shall have right to demand production of books of accounts, connected vouchers and other documents and papers and to inspect any of the offices of the State Fund.

(6) The accounts of the State Fund for persons with disabilities as certified by the Comptroller and Auditor-General of India or any other person appointed by him in this behalf together with the audit report thereon shall be laid before each House of the State Legislature where it consists of two Houses or where such Legislature consists of one House before that House.

CHAPTER XVI

OFFENCES AND PENALTIES

Punishment for contravention of provisions of Act or rules or regulations made thereunder.

89. Any person who contravenes any of the provisions of this Act, or of any rule made thereunder shall for first contravention be punishable with fine which may extend to ten thousand rupees and for any subsequent contravention with fine which shall not be less than fifty thousand rupees but which may extend to five lakh rupees.

Offences by companies.

90. (1) Where an offence under this Act has been committed by a company, every person who at the time the offence was committed, was in charge of, and was responsible to, the company for the conduct of the business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Provided that nothing contained in this sub-section shall render any such person liable to any punishment provided in this Act, if he proves that the offence was committed without his knowledge or that he had exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where an offence under this Act has been committed by a company and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any neglect on the part of any director, manager, secretary or other officer of the company, such director, manager, secretary or other officer shall also be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.



Explanation.—For the purposes of this section,—

(a) “company” means any body corporate and includes a firm or other association of individuals; and

(b) “director”, in relation to a firm, means a partner in the firm.

91. Whoever, fraudulently avails or attempts to avail any benefit meant for persons with benchmark disabilities, shall be punishable with imprisonment for a term which may extend to two years or with fine which may extend to one lakh rupees or with both.

Punishment for fraudulently availing any benefit meant for persons with benchmark disabilities.

92. Whoever,—

(a) intentionally insults or intimidates with intent to humiliate a person with disability in any place within public view;

(b) assaults or uses force to any person with disability with intent to dishonour him or outrage the modesty of a woman with disability;

(c) having the actual charge or control over a person with disability voluntarily or knowingly denies food or fluids to him or her;

(d) being in a position to dominate the will of a child or woman with disability and uses that position to exploit her sexually;

(e) voluntarily injures, damages or interferes with the use of any limb or sense or any supporting device of a person with disability;

(f) performs, conducts or directs any medical procedure to be performed on a woman with disability which leads to or is likely to lead to termination of pregnancy without her express consent except in cases where medical procedure for termination of pregnancy is done in severe cases of disability and with the opinion of a registered medical practitioner and also with the consent of the guardian of the woman with disability,

Punishment for offences of atrocities.

shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to five years and with fine.

93. Whoever, fails to produce any book, account or other documents or to furnish any statement, information or particulars which, under this Act or any order, or direction made or given thereunder, is duty bound to produce or furnish or to answer any question put in pursuance of the provisions of this Act or of any order, or direction made or given thereunder, shall be punishable with fine which may extend to twenty-five thousand rupees in respect of each offence, and in case of continued failure or refusal, with further fine which may extend to one thousand rupees for each day, of continued failure or refusal after the date of original order imposing punishment of fine.

Punishment for failure to furnish information.

94. No Court shall take cognizance of an offence alleged to have been committed by an employee of the appropriate Government under this Chapter, except with the previous sanction of the appropriate Government or a complaint is filed by an officer authorised by it in this behalf.

Previous sanction of appropriate Government.

95. Where an act or omission constitutes an offence punishable under this Act and also under any other Central or State Act, then, notwithstanding anything contained in any other law for the time being in force, the offender found guilty of such offence shall be liable to punishment only under such Act as provides for punishment which is greater in degree.

Alternative punishments.



CHAPTER XVII

MISCELLANEOUS

Application of other laws not barred.

96. The provisions of this Act shall be in addition to, and not in derogation of, the provisions of any other law for the time being in force.

Protection of action taken in good faith.

97. No suit, prosecution or other legal proceeding shall lie against the appropriate Government or any officer of the appropriate Government or any officer or employee of the Chief Commissioner or the State Commissioner for anything which is in good faith done or intended to be done under this Act or the rules made thereunder.

Power to remove difficulties.

98. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order, published in the Official Gazette, make such provisions or give such directions, not inconsistent with the provisions of this Act, as may appear to it to be necessary or expedient for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of the period of two years from the date of commencement of this Act.

(2) Every order made under this section shall be laid as soon as may be, after it is made, before each House of Parliament.

Power to amend Schedule.

99. (1) On the recommendations made by the appropriate Government or otherwise, if the Central Government is satisfied that it is necessary or expedient so to do, it may, by notification, amend the Schedule and any such notification being issued, the Schedule shall be deemed to have been amended accordingly.

(2) Every such notification shall, as soon as possible after it is issued, shall be laid before each House of Parliament.

Power of Central Government to make rules.

100. (1) The Central Government may, subject to the condition of previous publication, by notification, make rules for carrying out the provisions of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—

(a) the manner of constituting the Committee for Research on Disability under sub-section (2) of section 6;

(b) the manner of notifying the equal opportunity policy under sub-section (1) of section 21;

(c) the form and manner of maintaining records by every establishment under sub-section (1) of section 22;

(d) the manner of maintenance of register of complaints by grievance redressal officer under sub-section (3) of section 23;

(e) the manner of furnishing information and return by establishment to the Special Employment Exchange under section 36;

(f) the composition of the Assessment Board under sub-section (2) and manner of assessment to be made by the Assessment Board under sub-section (3) of section 38;

(g) rules for person with disabilities laying down the standards of accessibility under section 40;

(h) the manner of application for issuance of certificate of disability under sub-section (1) and form of certificate of disability under sub-section (2) of section 58;

(i) the allowances to be paid to nominated Members of the Central Advisory Board under sub-section (6) of section 61;

(j) the rules of procedure for transaction of business in the meetings of the Central Advisory Board under section 64;



(k) the salaries and allowances and other conditions of services of Chief Commissioner and Commissioners under sub-section (4) of section 74;

(l) the salaries and allowances and conditions of services of officers and staff of the Chief Commissioner under sub-section (7) of section 74;

(m) the composition and manner of appointment of experts in the advisory committee under sub-section (8) of section 74;

(n) the form, manner and content of annual report to be prepared and submitted by the Chief Commissioner under sub-section (3) of section 78;

(o) the procedure, manner of utilisation and management of the Fund under sub-section (2) of section 86; and

(p) the form for preparation of accounts of Fund under sub-section (1) of section 87.

(3) Every rule made under this Act shall be laid, as soon as may be after it is made, before each House of Parliament while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

101. (1) The State Government may, subject to the condition of previous publication, by notification, make rules for carrying out the provisions of this Act, not later than six months from the date of commencement of this Act.

Power of State Government to make rules.

(2) In particular, and without prejudice to the generality of foregoing powers, such rules may provide for all or any of the following matters, namely:—

(a) the manner of constituting the Committee for Research on Disability under sub-section (2) of section 5;

(b) the manner of providing support of a limited guardian under sub-section (1) of section 14;

(c) the form and manner of making an application for certificate of registration under sub-section (1) of section 51;

(d) the facilities to be provided and standards to be met by institutions for grant of certificate of registration under sub-section (3) of section 51;

(e) the validity of certificate of registration, the form of, and conditions attached to, certificate of registration under sub-section (4) of section 51;

(f) the period of disposal of application for certificate of registration under sub-section (7) of section 51;

(g) the period within which an appeal to be made under sub-section (1) of section 53;

(h) the time and manner of appealing against the order of certifying authority under sub-section (1) and manner of disposal of such appeal under sub-section (2) of section 59;

(i) the allowances to be paid to nominated Members of the State Advisory Board under sub-section (6) of section 67;

(j) the rules of procedure for transaction of business in the meetings of the State Advisory Board under section 70;

(k) the composition and functions of District Level Committee under section 72;



(l) salaries, allowances and other conditions of services of the State Commissioner under sub-section (3) of section 79;

(m) the salaries, allowances and conditions of services of officers and staff of the State Commissioner under sub-section (3) of section 79;

(n) the composition and manner of appointment of experts in the advisory committee under sub-section (7) of section 79;

(o) the form, manner and content of annual and special reports to be prepared and submitted by the State Commissioner under sub-section (3) of section 83;

(p) the fee or remuneration to be paid to the Special Public Prosecutor under sub-section (2) of section 85;

(q) the manner of constitution of State Fund for persons with disabilities under sub-section (1), and the manner of utilisation and management of State Fund under sub-section (2) of section 88;

(r) the form for preparation of accounts of the State Fund for persons with disabilities under sub-section (3) of section 88.

(3) Every rule made by the State Government under this Act shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such State Legislature consists of one House, before that House.

102. (1) The Persons with Disabilities (Equal Opportunity Protection of Rights and Full Participation) Act, 1995 is hereby repealed. 1 of 1996.

(2) Notwithstanding the repeal of the said Act, anything done or any action taken under the said Act, shall be deemed to have been done or taken under the corresponding provisions of this Act.

Repeal and
savings.



THE SCHEDULE

[See clause (zc) of section 2]

SPECIFIED DISABILITY

1. Physical disability.—

A. Locomotor disability (a person's inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both), including—

(a) "leprosy cured person" means a person who has been cured of leprosy but is suffering from—

(i) loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eye-lid but with no manifest deformity;

(ii) manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity;

(iii) extreme physical deformity as well as advanced age which prevents him/her from undertaking any gainful occupation, and the expression "leprosy cured" shall construed accordingly;

(b) "cerebral palsy" means a Group of non-progressive neurological condition affecting body movements and muscle coordination, caused by damage to one or more specific areas of the brain, usually occurring before, during or shortly after birth;

(c) "dwarfism" means a medical or genetic condition resulting in an adult height of 4 feet 10 inches (147 centimeters) or less;

(d) "muscular dystrophy" means a group of hereditary genetic muscle disease that weakens the muscles that move the human body and persons with multiple dystrophy have incorrect and missing information in their genes, which prevents them from making the proteins they need for healthy muscles. It is characterised by progressive skeletal muscle weakness, defects in muscle proteins, and the death of muscle cells and tissue;

(e) "acid attack victims" means a person disfigured due to violent assaults by throwing of acid or similar corrosive substance.

B. Visual impairment—

(a) "blindness" means a condition where a person has any of the following conditions, after best correction—

(i) total absence of sight; or

(ii) visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with best possible correction; or

(iii) limitation of the field of vision subtending an angle of less than 10 degree.

(b) "low-vision" means a condition where a person has any of the following conditions, namely:—

(i) visual acuity not exceeding 6/18 or less than 20/60 upto 3/60 or upto 10/200 (Snellen) in the better eye with best possible corrections; or



(ii) limitation of the field of vision subtending an angle of less than 40 degree up to 10 degree.

C. Hearing impairment—

(a) "deaf" means persons having 70 DB hearing loss in speech frequencies in both ears;

(b) "hard of hearing" means person having 60 DB to 70 DB hearing loss in speech frequencies in both ears;

D. "speech and language disability" means a permanent disability arising out of conditions such as laryngectomy or aphasia affecting one or more components of speech and language due to organic or neurological causes.

2. Intellectual disability, a condition characterised by significant limitation both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behaviour which covers a range of every day, social and practical skills, including—

(a) "specific learning disabilities" means a heterogeneous group of conditions wherein there is a deficit in processing language, spoken or written, that may manifest itself as a difficulty to comprehend, speak, read, write, spell, or to do mathematical calculations and includes such conditions as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia and developmental aphasia;

(b) "autism spectrum disorder" means a neuro-developmental condition typically appearing in the first three years of life that significantly affects a person's ability to communicate, understand relationships and relate to others, and is frequently associated with unusual or stereotypical rituals or behaviours.

3. Mental behaviour,—

"mental illness" means a substantial disorder of thinking, mood, perception, orientation or memory that grossly impairs judgment, behaviour, capacity to recognise reality or ability to meet the ordinary demands of life, but does not include retardation which is a condition of arrested or incomplete development of mind of a person, specially characterised by subnormality of intelligence.

4. Disability caused due to—

(a) chronic neurological conditions, such as—

(i) "multiple sclerosis" means an inflammatory, nervous system disease in which the myelin sheaths around the axons of nerve cells of the brain and spinal cord are damaged, leading to demyelination and affecting the ability of nerve cells in the brain and spinal cord to communicate with each other;

(ii) "parkinson's disease" means a progressive disease of the nervous system marked by tremor, muscular rigidity, and slow, imprecise movement, chiefly affecting middle-aged and elderly people associated with degeneration of the basal ganglia of the brain and a deficiency of the neurotransmitter dopamine.

(b) Blood disorder—

(i) "haemophilia" means an inheritable disease, usually affecting only male but transmitted by women to their male children, characterised by loss or impairment of the normal clotting ability of blood so that a minor would may result in fatal bleeding;

(ii) "thalassemia" means a group of inherited disorders characterised by reduced or absent amounts of haemoglobin.

(iii) "sickle cell disease" means a hemolytic disorder characterised by chronic anemia, painful events, and various complications due to associated



tissue and organ damage; "hemolytic" refers to the destruction of the cell membrane of red blood cells resulting in the release of hemoglobin.

5. Multiple Disabilities (more than one of the above specified disabilities) including deaf blindness which means a condition in which a person may have combination of hearing and visual impairments causing severe communication, developmental, and educational problems.

6. Any other category as may be notified by the Central Government.

DR. G. NARAYANARAJU,
Secretary to the Govt. of India.



Upr no-11/2017-SC/ST
21-2-17

No. F.19-9/2017-CU.Cdn.
Government of India
Ministry of Human Resource Development
(Department of Higher Education)

Shastri Bhawan, New Delhi-1
Dated the 14th February, 2017.

To

The Secretary,
University Grants Commission,
New Delhi.

Recd through office
Secretary
Date 15/02/17
85252

Subject: Circulation of a copy of Gazette Notification of the Rights of Persons with Disabilities Act, 2016.

Sir,

I am directed to forward herewith a copy of Ministry of Social Justice & Empowerment, Dept. of Social Justice & Empowerment's O.M. No.11-4/2017-SC/ST dated 30.1.2017 alongwith its enclosures received through SC/ST Cell, MHRD vide their O.M. No.F.11-4/2017-SC/ST dated 30.1.2017 on the subject mentioned above for initiating necessary action.


1-9

Yours faithfully,

Encl: As above.


(Vikas Tripathi)
Under Secretary to the Govt. of India
Tel.No.23388030

AS/II on leave
12/2/17
J.S.(SC)


21/02/17

SC/ST
85252
21/02/17

US/SC/ST
21/02/17
21/02/17
S. S. S.

IS 1005/HV/MP/1
2017/02/21
Diary No. 1005/HV/MP/1
Date 21/02/17



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Implementation of Guideline statutory / regulatory bodies

7. Poster of Anti-Ragging In college

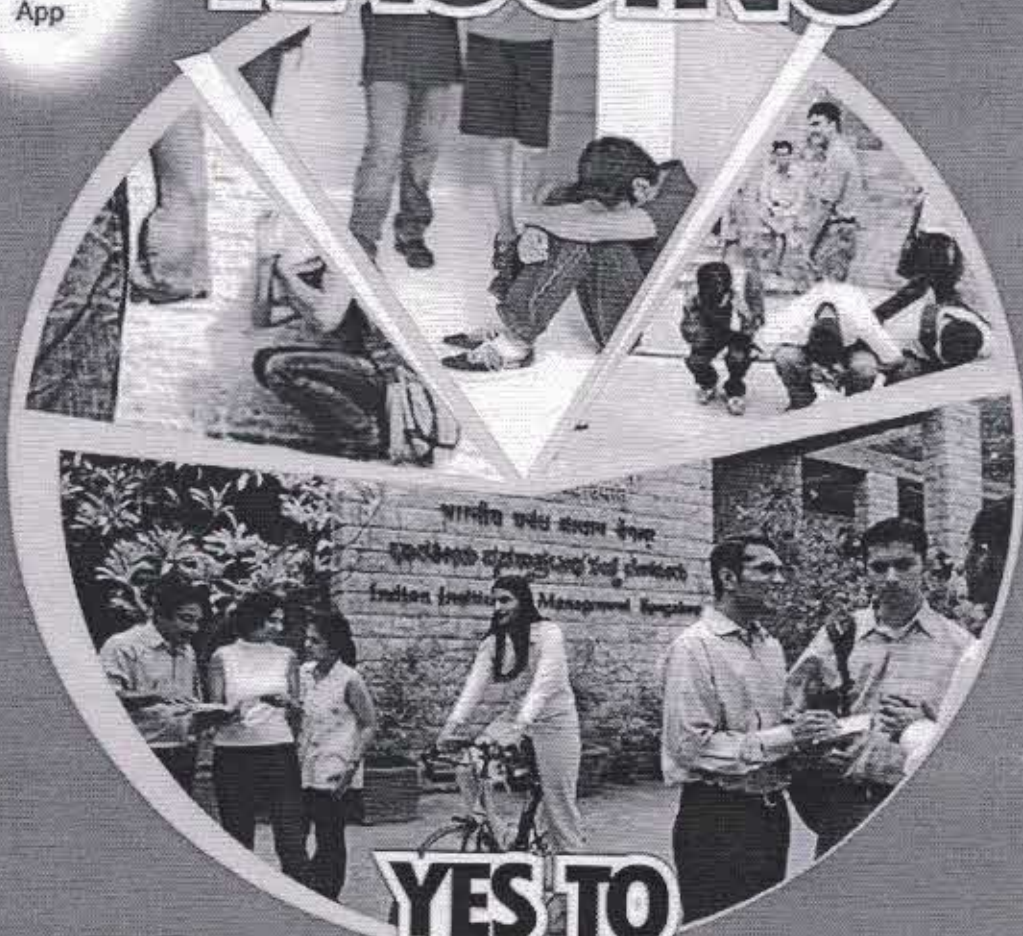


Download

**ANTI
RAGGING**

App

SAY NO TO RAGGING



YES TO JOYFUL CAMPUS

What is Ragging? Any Act Resulting in:

- Mental/physical/sexual Abuse
- Verbal Abuse
- Indecent Behaviour
- Criminal Intimidation/wrongful Restraint
- Undermining Human Dignity
- Financial Exploitation/extortion
- Use Of Force

A STUDENT INDULGING IN RAGGING CAN BE:

- Cancellation of admission.
- Suspension from attending classes.
- Withholding/withdrawing Scholarship/Fellowship and other benefits.
- Debarring from appearing in any test/ examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution in any regional, national or international meet, tournament or youth festival etc.
- Collective punishment : when the persons committing or abetting the crime of ragging are not identified the institution shall resort to collective punishment as a deterrent to ensure community pressure on potential raggor.



Immediately call
UGC Anti-Ragging Helpline
 1800-180-5522 (24X7 toll free)
 or send an e-mail to helpline@antiragging.in



MHRD

DEPARTMENT OF HIGHER EDUCATION
 MINISTRY OF HUMAN RESOURCE DEVELOPMENT
 GOVERNMENT OF INDIA



विश्वविद्यालय अनुदान आयोग
University Grants Commission
 quality higher education for all

Organization of awareness programme on anti-ragging 2021-22





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

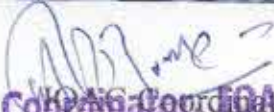
Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.


Date : / / 20

Organization of awareness programme on anti-ragging




Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

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8. Annual Report on Anti-Ragging

8.1 Academic Year 2022-2023





**SSPMS Rani Laxmibai
Mahavidyalaya, Parola Dist. Jalgaon**

**Report on Anti-Ragging Measures taken in
2022-23**

**ZERO
TOLERANCE
FOR RAGGING**



ANTI-RAGGING COMMITTEE 2022-2023

In tune with the policy of Rani Laxmibai Mahavidyalaya, Parola to ensure completely ragging free environment in the campus and in compliance with the letter from UGC, affiliated university and G.R. of state government from time to time. This report consists of the measures taken by the university to curb the menace of ragging inside the campus

- Constitution of Anti-Ragging Committee 2022-23
- Anti-Ragging Campaigns by college
- Anti-Ragging Measures
- Instructions to Students - Prohibition of ragging
- Anti-Ragging Posters



Constitution of Anti-Ragging Committee 2022-23

| Sr. No. | Name of Committee Members | Position | Designation | Contact Number |
|---------|----------------------------------|-------------|---------------------------------------|----------------|
| 1 | Dr. V. R. Patil | Chairman | Principal | 7263831009 |
| 2 | Mr. Mahesh Ramrao Patil | Member | Head Police Constable | 8888881435 |
| 3 | Mr. Rahul Natthu Koli | Member | Police Constable | 9975151015 |
| 4 | Adv. Abhiman Ragho Bagul | Member | Advocate | 9421611033 |
| 5 | Adv. Rutika Jagdish Afre | Member | Advocate | 9422784653 |
| 6 | Mr. Rakesh Madhavrao Shinde | Member | Journalist (Lokmat) | 9860659512 |
| 7 | Prof. V. K. Sonawane | Member | Utakarsh Jeshtha Nagarik Sangha (NGO) | 9405731531 |
| 8 | Mr. Ramkrushna Bhaidas Patil | Member | Parent | 9022221352 |
| 9 | Dr. N. J. Bagul | Counselor | Asst. Professor | 7558546339 |
| 10 | Dr. C. R. Patil | Member | Asst. Professor | |
| 11 | Dr. V. S. Ghuge | Member | Asst. Professor | 8806781803 |
| 12 | Miss. Bhagyashree Subhash Mahale | Member | Student (Girl) | 8010042155 |
| 13 | Mr. Pavan Govinda Mali | Member | Student (Boy) | 9145012087 |
| 14 | Dr. D. H. Rathod | Coordinator | Asst. Professor | 9420312697 |

WARNING
Ragging is Crime



Anti-Ragging Campaigns by college

1. Talk to student for anti-ragging in the college by principal from during induction program.

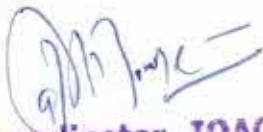


The function of anti-ragging committee will be to stop the incidences of ragging. If any reported in the places of student aggregation including class room, canteen, buses, grounds, office, botanical garden etc. The members will also guide the students at large by adopting various means about the menace of ragging and related punishments for misbehavior with other students. A gamut positive reinforcement activities are adopted by anti-ragging cell. The institute management organized orientation programs for the students to stop the ragging and molding their personality for better future.



Anti ragging cell was constituting on 15th June 2018. All members were present. The committee conducted guidance classes for legal awareness for the students. General awareness on ragging was given by committee member to the students.

In every academic year opening, the notice in all class circulates of say no to ragging posters with details of ragging alert. In the college campus the number of anti-ragging posters are pasted in the crowding places. The poster of ragging committee and their cell numbers of committee members also given to solve any problems related to grievance.


Coordinator IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Outward No.

Date : / / 20

Date: 12/08/2022

**Anti-Ragging Measures
Notice
Anti-Ragging Measures 2022-2023**

This is to inform all the first year students that all necessary steps are taken to ensure ragging free environment on the University campus which include the following.

The University has constituted Anti-Ragging Committee for this purpose. For easy access to the students. Anti-Ragging Committee and Anti Ragging Squad have been uploaded on the University Website with details of the members.

Further, the Anti-Ragging Squads have been constituted for the purpose of observing, preventing, and taking suitable actions. All the details of the Anti-Ragging Squad are hosted on the University Website. The lists have already been circulated to all Faculty/ college and being given wide publicity through repeated announcements.

The students are hereby advised that they need not hesitate to report to any Member of the Anti-Ragging Committee or Squad any grievances arising due to any kind of misbehavior by a student.

It is assured that once such an incident is established, severe action will be taken by the authorities against those responsible. All steps are being taken to restrain the students from resorting to any acts which may be construed as ragging so that the juniors can move freely in the University campus.

Students may feel free to contact any authority of this University in case of any grievance or threat of ragging.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.ricollegeparola.org
Email : principalricparola@gmail.com

Outward No.


Date : / / 20

Date: 12/08/2022

Notice Instructions to Students - Prohibition of ragging

All the students hereby inform that, as per the UGC regulation on curbing the Menace of Ragging in Educational institutes, 2009 published in the Gazette of India dt. 4th July 2009, ragging in any form is prohibited inside / outside the college.

Severe action as per law will be initiated against those students who are indulge in such activity.


Coordinator IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

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8. Annual Report on Anti-Ragging

8.2 Academic Year 2021-2022





**SSPMS Rani Laxmibai
Mahavidyalaya, Parola Dist. Jalgaon**

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2021-2022**

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Coordinator, IOAC
IOAC Coordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Outward No.

Date : / / 20

Date: 10/08/2021

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Notice
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Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.

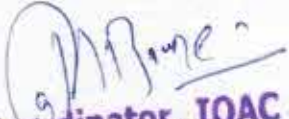
Date : / /20

Date: 12/08/2021

Notice Instructions to Students - Prohibition of ragging

All the students hereby inform that, as per the UGC regulation on curbing the Menace of Ragging in Educational institutes, 2009 published in the Gazette of India dt. 4th July 2009, ragging in any form is prohibited inside / outside the college.

Severe action as per law will be initiated against those students who are indulging in such activity.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

8. Annual Report on Anti-Ragging

8.3 Academic Year 2019-2020





**SSPMS Rani Laxmibai
Mahavidyalaya, Parola Dist. Jalgaon**

**Report on Anti-Ragging Measures taken in
2019-2020**

**ZERO
TOLERANCE
FOR RAGGING**



ANTI-RAGGING COMMITTEE 2019-2020

In tune with the policy of Rani Laxmibai Mahavidyalaya, Parola to ensure completely ragging free environment in the campus and in compliance with the letter from UGC, affiliated university and G.R. of state government from time to time. This report consists of the measures taken by the university to curb the menace of ragging inside the campus

- Constitution of Anti-Ragging Committee 2019-2020
- Anti-Ragging Campaigns by college
- Anti-Ragging Measures
- Instructions to Students - Prohibition of ragging
- Anti-Ragging Posters



Constitution of Anti-Ragging Committee 2019-2020

| Sr. No. | Name of Committee Members | Position | Designation | Contact Number |
|---------|----------------------------------|-------------|---------------------------------------|----------------|
| 1 | Dr. V. R. Patil | Chairman | Principal | 7263831009 |
| 2 | Mr. Mahesh Ramrao Patil | Member | Head Police Constable | 8888881435 |
| 3 | Mr. Rahul Natthu Koli | Member | Police Constable | 9975151015 |
| 4 | Adv. Abhiman Ragho Bagul | Member | Advocate | 9421611033 |
| 5 | Adv. Rutika Jagdish Afre | Member | Advocate | 9422784653 |
| 6 | Mr. Rakesh Madhavrao Shinde | Member | Journalist (Lokmat) | 9860659512 |
| 7 | Prof. V. K. Sonawane | Member | Utakarsh Jeshtha Nagarik Sangha (NGO) | 9405731531 |
| 8 | Mr. Ramkrushna Bhaidas Patil | Member | Parent | 9022221352 |
| 9 | Dr. N. J. Bagul | Counselor | Asst. Professor | 7558546339 |
| 10 | Dr. C. R. Patil | Member | Asst. Professor | |
| 11 | Dr. V. S. Ghuge | Member | Asst. Professor | 8806781803 |
| 12 | Miss. Bhagyashree Subhash Mahale | Member | Student (Girl) | 8010042155 |
| 13 | Mr. Pavan Govinda Mali | Member | Student (Boy) | 9145012087 |
| 14 | Dr. D. H. Rathod | Coordinator | Asst. Professor | 9420312697 |

WARNING
Ragging is Crime




Anti-Ragging Campaigns by college

1. Talk to student for anti-ragging in the college by principal from during induction program.

The function of anti-ragging committee will be to stop the incidences of ragging. If any reported in the places of student aggregation including class room, canteen, buses, grounds, office, botanical garden etc. The members will also guide the students at large by adopting various means about the menace of ragging and related punishments for misbehavior with other students. A gamut positive reinforcement activities are adopted by anti-ragging cell. The institute management organized orientation programs for the students to stop the ragging and molding their personality for better future.

Anti ragging cell was constituting on 15th June 2018 for five years. All members were attended meeting. The committee conducted guidance classes for legal awareness for the students. General awareness on ragging was given by committee member to the students.

In every academic year opening, the notice in all class circulates of say no to ragging posters with details of ragging alert. In the college campus the number of anti-ragging posters are pasted in the crowding places. The poster of ragging committee and their cell numbers of committee members also given to solve any problems related to grievance.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Outward No.

Date : / /20

Date: 16/08/2019

**Anti-Ragging Measures
Notice
Anti-Ragging Measures 2019-2020**

This is to inform all the first year students that all necessary steps are taken to ensure ragging free environment on the University campus which Include the following.

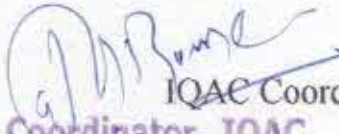
The University has constituted Anti-Ragging Committee for this purpose. For easy access to the students. Anti-Ragging Committee and Anti Ragging Squad have been uploaded on the University Website with details of the members.

Further, the Anti-Ragging Squads have been constituted for the purpose of observing, preventing, and taking suitable actions. All the details of the Anti-Ragging Squad are hosted on the University Website .The lists have already been circulated to all Faculty/ college and being given wide publicity through repeated announcements.

The students are hereby advised that they need not hesitate to report to any Member of the Anti-Ragging Committee or Squad any grievances arising due to any kind of misbehavior by a student.

It is assured that once such an incident is established, severe action will be taken by the authorities against those responsible. All steps are being taken to restrain the students from resorting to any acts which may be construed as ragging so that the juniors can move freely in the University campus.

Students may feel free to contact any authority of this University in case of any grievance or threat of ragging.


 IQAC Coordinator
 Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




 Principal
 Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org

Email : principalricparola@gmail.com

Outward No.

Date : / /20


Date: 16/08/2019

Notice

Instructions to Students - Prohibition of ragging

All the students hereby inform that, as per the UGC regulation on curbing the Menace of Ragging in Educational institutes, 2009 published in the Gazette of India dt. 4th July 2009, ragging in any form is prohibited inside / outside the college.

Severe action as per law will be initiated against those students who are indulge in such activity.


IQAC Coordinator

Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Principal

Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

8. Annual Report on Anti-Ragging

8.4 Academic Year 2018-2019





**SSPMS Rani Laxmibai
Mahavidyalaya, Parola Dist. Jalgaon**

**Report on Anti-Ragging Measures taken in
2018-2019**

**ZERO
TOLERANCE
FOR RAGGING**



ANTI-RAGGING COMMITTEE 2018-2019

In tune with the policy of Rani Laxmibai Mahavidyalaya, Parola to ensure completely ragging free environment in the campus and in compliance with the letter from UGC, affiliated university and G.R. of state government from time to time. This report consists of the measures taken by the university to curb the menace of ragging inside the campus

- Constitution of Anti-Ragging Committee 2018-2019
- Anti-Ragging Campaigns by college
- Anti-Ragging Measures
- Instructions to Students - Prohibition of ragging
- Anti-Ragging Posters



Constitution of Anti-Ragging Committee 2018-2019

| Sr. No. | Name of Committee Members | Position | Designation | Contact Number |
|---------|----------------------------------|-------------|---------------------------------------|----------------|
| 1 | Dr. V. R. Patil | Chairman | Principal | 7263831009 |
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| 12 | Miss. Bhagyashree Subhash Mahale | Member | Student (Girl) | 8010042155 |
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Anti-Ragging Campaigns by college

1. Talk to student for anti-ragging in the college by principal from during induction program.



The function of anti-ragging committee will be to stop the incidences of ragging. If any reported in the places of student aggregation including class room, canteen, buses, grounds, office, botanical garden etc. The members will also guide the students at large by adopting various means about the menace of ragging and related punishments for misbehavior with other students. A gamut positive reinforcement activities are adopted by anti-ragging cell. The institute management organized orientation programs for the students to stop the ragging and molding their personality for better future.

Anti-ragging cell was constituting on 15th June 2018 for five years. All members were attended meeting. The committee conducted guidance classes for legal awareness for the students. General awareness on ragging was given by committee member to the students.

In every academic year opening, the notice in all class circulates of say no to ragging posters with details of ragging alert. In the college campus the number of anti-ragging posters are pasted in the crowding places. The poster of ragging committee and their cell numbers of committee members also given to solve any problems related to grievance.





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.ricollegeparola.org
Email : principalricparola@gmail.com

Outward No.

Date : / / 20

Date: 14/08/2018

Anti-Ragging Measures Notice Anti-Ragging Measures 2018-2019

This is to inform all the first year students that all necessary steps are taken to ensure ragging free environment on the University campus which Include the following.

The University has constituted Anti-Ragging Committee for this purpose. For easy access to the students. Anti-Ragging Committee and Anti Ragging Squad have been uploaded on the University Website with details of the members.

Further, the Anti-Ragging Squads have been constituted for the purpose of observing, preventing, and taking suitable actions. All the details of the Anti-Ragging Squad are hosted on the University Website .The lists have already been circulated to all Faculty/ college and being given wide publicity through repeated announcements.

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Students may feel free to contact any authority of this University in case of any grievance or threat of ragging.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Outward No.

Date : / /20

Date: 14/08/2018

Notice Instructions to Students - Prohibition of ragging

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Severe action as per law will be initiated against those students who are indulge in such activity.

IQAC Coordinator
Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

9. Anti-sexual meetings and minutes of meeting

9.1 Academic Year 2022-2023





Outward No.

Date : / /20

Anti-Sexual Harassment Cell for Women



Coordinator
Miss. P. V. Patil
M.Sc. M.Phil. Botany

(Academic Year: 2022-2023)

PROCEEDINGS OF THE 1ST MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 09TH JULY, 2022 AT 1:00 PM IN THE NAAC OFFICE OF Rani Laxmibai Mahavidyalaya, Parola

Meeting 01

Date: 09 July 2022

Time: 01:00 pm

Place: NAAC Office

Members present at the meeting

| Details | Name | Designation | Address |
|--------------|--------------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Desale Swati Rhalerao | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |



Agenda:

To decide action plan of the cell for the year 2022-2023.

Minutes

1. Miss. P. V. Patil welcomed all the members and explained the purpose of the meeting.
2. All the members decided to
 - a) Make an action plan for the year 2022-2023 to ensure safety of the girl students in the college campus,
 - b) Make them aware about the functions and guidelines of the anti-sexual harassment cell for women,
 - c) Aware them about the procedure to make complaints if they have any problem regarding sexual harassment,
 - d) Organise a rally on 8 March 2023 on the occasion of the International Women's Day to spread the message of gender sensitization.
3. Mr. J. B. Patil concluded the meeting with the vote of thanks for the meeting.

Patil
Coordinator



[Signature]
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|-----------------------------|--------------------|
| 1 | Miss. P. V. Patil | <i>Patil</i> |
| 2 | Mr. J. B. Patil | <i>[Signature]</i> |
| 3 | Dr. G. P. Borse | <i>[Signature]</i> |
| 4 | Miss. Desale Swati Bhalerao | <i>Desale</i> |

SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

(Academic Year: 2022-2023)

PROCEEDINGS OF THE 2ND MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 2ND DECEMBER, 2022 AT 1:00 PM IN THE NAAC OFFICE OF SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST: JALGAON (M.S.), MAHARASHTRA

Meeting 02

Date: 2nd December 2022

Time: 01:00 pm

Place: NAAC Office

Members present at the meeting

| Details | Name | Designation | Address |
|--------------|-----------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Desale Swati Bhalerao | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To prepare display boards of 'Anti-Sexual Harassment Cell' and to set up a complaint drop box in the college premises.

Minutes

1. Miss. P. V. Patil welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.






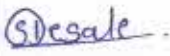
3. All the members discussed on forming posters of 'Anti-Sexual Harassment Cell' specifying guidelines of the cell and display them on the walls of the college building as per the directions given by the central government.
4. It was also decided a set up a complaint drop box in the college premises.
5. The committee noted that no complaint of sexual harassment has been received from any girl student.
6. Mr. J. B. Patil concluded the meeting with the vote of thanks for the meeting.


Coordinator




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|-----------------------|--|
| 1 | Miss. P. V. Patil |  |
| 2 | Mr. J. B. Patil |  |
| 3 | Dr. G. P. Borse |  |
| 4 | Desale Swati Bhalerao |  |

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

9. Anti-sexual meetings and minutes of meeting

9.2 Academic Year 2021-2022



SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

Academic Year 2021-2022

PROCEEDINGS OF THE 9TH MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 12TH JULY, 2021 AT 1:00 PM IN THE NAAC OFFICE OF SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST: JALGAON (M.S.), MAHARASHTRA

Meeting 09

Date: 12th July 2021

Time: 01:00 pm

Place: Principal's cabin

Members present at the meeting

| Details | Name | Designation | Address |
|------------------------------|-----------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Research Student | Patil Dipali Rajendra | Research Student Member | Rani Laxmibai Mahavidyalaya, Parola |
| Head-Mistress Primary School | Mrs. Surekha Patil | Social Activities Member | Jaihind Primary School, Parola |
| Girl student | Patil Neha Suresh | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To decide action plan of the cell for the year 2021-2022.

Minutes

1. Dr. G. P. Borse welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.
3. The members discussed various news regarding sexual harassment published in the newspapers and decided to prevent such events in the college campus through an awareness campaign anti-sexual harassment,



4. All the members decided to

- a) Make an action plan for the year 2021-2022 to ensure safety of the girl students in the college campus,
- b) Make them aware about the functions and guidelines of the anti-sexual harassment cell for women,
- c) aware them about the procedure to make complaints if they have any problem regarding sexual harassment,
- d) Issue a notification to all the teaching and non-teaching staff to be alert to keep check on the incidents of sexual harassment of girl students in the college campus,
- e) Increase collaboration among teachers, students and parents for the safety of the girl students.




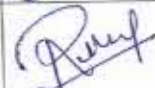
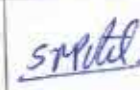
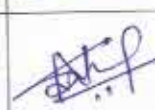
5. The meeting was concluded with the vote of thanks to the chair.


Coordinator




Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|-----------------------|--|
| 1 | Miss. P. V. Patil |  |
| 2 | Mr. J. B. Patil |  |
| 3 | Dr. G. P. Borse |  |
| 4 | Patil Dipali Rajendra |  |
| 5 | Mrs. Surekha Patil |  |
| 6 | Patil Neha Suresh |  |

SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

Academic Year 2021-2022

PROCEEDINGS OF THE 10TH MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 5th December, 2021 AT 1:00 PM IN THE NAAC OFFICE OF SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST: JALGAON (M.S.), MAHARASHTRA

Meeting 10

Date: 5 December 2021

Time: 01:00 pm

Place: NAAC Office

Members present at the meeting

| Details | Name | Designation | Address |
|------------------------------|--------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Head-Mistress Primary School | Mrs. Surekha Patil | Social Activities Member | Jaihind Primary School, Parola |
| Girl student | Patil Neha Suresh | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To launch an awareness campaign on anti-sexual harassment.

Minutes

1. Dr. G. P. Borse welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.
3. The committee noted that no complaint of sexual harassment has been received from any girl student,






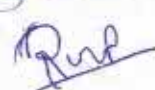
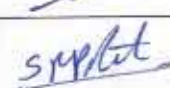

4. All the members decided to
- Make an action plan for the year 2021-2022 to ensure safety of the girl students in the college campus,
 - Make them aware about the functions and guidelines of the anti-sexual harassment cell for women,
 - aware them about the procedure to make complaints if they have any problem regarding sexual harassment,
 - Issue a notification to all the teaching and non-teaching staff to be alert to keep check on the incidents of sexual harassment of girl students in the college campus,
 - Increase collaboration among teachers, students and parents for the safety of the girl students.
5. The meeting was concluded with the vote of thanks to the chair.


Coordinator




Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|-----------------------|--|
| 1 | Miss. P. V. Patil |  |
| 2 | Mr. J. B. Patil |  |
| 3 | Dr. G. P. Borse |  |
| 4 | Patil Dipali Rajendra |  |
| 5 | Mrs. Surekha Patil |  |
| 6 | Patil Neha Suresh |  |

4. The committee decided to organise a rally on 8 March 2022 on the occasion of the International Women's Day to spread the message of gender sensitisation.

5. The meeting was concluded with the vote of thanks to the chair.

Patil
Coordinator



[Signature]
Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
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| 1 | Miss. P. V. Patil | <i>Patil</i> |
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| 3 | Dr. G. P. Borse | <i>[Signature]</i> |
| 4 | Mrs. Surekha Patil | <i>S.Patil</i> |
| 5 | Patil Neha Suresh | <i>[Signature]</i> |

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

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9. Anti-sexual meetings and minutes of meeting

9.3 Academic Year 2020-2021



SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

(Academic Year: 2020-2021)

PROCEEDINGS OF THE 7TH MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 11TH JULY, 2020 AT 1:00 PM IN THE NAAC OFFICE OF SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST: JALGAON (M.S.), MAHARASHTRA

Meeting 07

Date: 11th July 2020

Time: 01:00 pm

Place: NAAC Office

Members present at the meeting

| Details | Name | Designation | Address |
|--------------|--------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Kadam Tejal Sanjiv | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To decide action plan of the cell for the year 2020-2021.


Minutes

1. Dr.G. P. Borse welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.
3. All the members decided to




- a) Make an action plan for the year 2020-2021 to ensure safety of the girl students in the college campus,
- b) Make them aware about the functions and guidelines of the anti-sexual harassment cell for women and aware them about the procedure to make complaints if they have any problem regarding sexual harassment,
- c) Issue a notification to all the teaching and non-teaching staff to be alert to keep check on the incidents of sexual harassment of girl students in the college campus,
- d) Organise workshop, rally, etc. to spread the message of gender sensitisation.




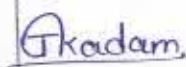
4. The meeting was concluded with the vote of thanks to the chair.


Coordinator




Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|---------------------|--|
| 1 | Miss. P. V. Patil |  |
| 2 | Mr. J. B. Patil |  |
| 3 | Dr. G. P. Borse |  |
| 4 | Kadam Tejal Sanjiv |  |

SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

(Academic Year: 2020-2021)

PROCEEDINGS OF THE 8TH MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 20TH FEBRUARY, 2020 AT 1:00 PM IN THE NAAC OFFICE OF SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST: JALGAON (M.S.), MAHARASHTRA

Meeting 08

Date: 20th February 2020

Time: 01:00 pm

Place: NAAC Office

Members present at the meeting

| Details | Name | Designation | Address |
|------------------------------|-----------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Research Student | Patil Dipali Rajendra | Research Student Member | Rani Laxmibai Mahavidyalaya, Parola |
| Head-Mistress Primary School | Mrs. Surekha Patil | Social Activities Member | Jaihind Primary School, Parola |
| Girl student | Kadam Tejal Sanjiv | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To organise workshop on awareness about "the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013".

Minutes

1. Dr. G. P. Borse welcomed all the members and explained the purpose of the meeting.



2. The internal complaints committee (ICC) was re-constituted as mentioned above as per the UGC (Prevention, Prohibition and Redressed OF Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.
3. Minutes of the previous meeting were read and discussed.
4. The committee noted that though no complaint of sexual harassment has been received from any girl student, it was necessary to be alert not to occur such events in the college campus,
5. The members discussed about organising workshop on awareness about "the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013" on 27th February 2021 in association with Maharashtra State Commission for Women and Women Studies Centre, NMU, Jalgaon.
6. It was decided to display posters provided by the state commission of women on the walls of the college building to increase awareness about rules and regulations regarding sexual harassment.
7. The meeting was concluded with the vote of thanks to the chair.

Patil
Coordinator



[Signature]
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|-----------------------|--------------------|
| 1 | Miss. P. V. Patil | <i>Patil</i> |
| 2 | Mr. J. B. Patil | <i>[Signature]</i> |
| 3 | Dr. G. P. Borse | <i>[Signature]</i> |
| 4 | Patil Dipali Rajendra | <i>[Signature]</i> |
| 5 | Mrs. Surekha Patil | <i>[Signature]</i> |
| 6 | Kadam Tejal Sanjiv | <i>[Signature]</i> |

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

9. Anti-sexual meetings and minutes of meeting

9.4 Academic Year 2019-2020



SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

(Academic Year: 2019-2020)

PROCEEDINGS OF THE 6TH MEETING OF THE ANTI-HARASSMENT CELL FOR
WOMEN HELD ON 15TH December, 2019 AT 1:00 PM IN THE NAAC OFFICE OF
SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST:
JALGAON (M.S.), MAHARASHTRA

Meeting 06

Date: 15th December 2019

Time: 01:00 pm

Place: NAAC Office

Members present at the meeting

| Details | Name | Designation | Address |
|--------------|--------------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Khainar Nandini Devendra | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To launch an awareness campaign on anti-sexual harassment and to organise self-reliance campaign for girl students.

Minutes

1. Dr. G. P. Borse welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.



3. The committee noted that though no complaint of sexual harassment has been received from any girl student, it was necessary to be alert not to occur such events in the college campus,
4. The members discussed about organising self-reliance campaign for girl students to build confidence among them.
5. The meeting was concluded with the vote of thanks to the chair.

Patil
Coordinator



[Signature]
Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|---------------------------|--------------------|
| 1 | Miss. P. V. Patil | <i>Patil</i> |
| 2 | Mr. J. B. Patil | <i>[Signature]</i> |
| 3 | Dr. G. P. Borse | <i>[Signature]</i> |
| 4 | Khairnar Nandini Devendra | <i>KND</i> |

SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

(Academic Year: 2019-2020)

PROCEEDINGS OF THE 5TH MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 15TH July, 2019 AT 1:00 PM IN THE TEACHERS' STAFF ROOM OF SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST: JALGAON (M.S.), MAHARASHTRA

Meeting 05

Date: 15th July 2019

Time: 01:00 pm

Place: Teachers' staff room

Members present at the meeting

| Details | Name | Designation | Address |
|--------------|--------------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Khainar Nandini Devendra | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To decide action plan of the cell for the year 2019-2020.

Minutes

1. Dr. G. P. Borse welcomed all the members on behalf of the chairman of the meeting and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.
3. All the members decided to




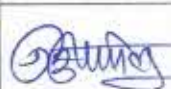
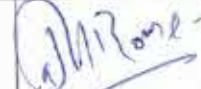

- a) Make an action plan for the year 2019-2020 to ensure safety of the girl students in the college campus,
 - b) Make them aware about the functions and guidelines of the anti-sexual harassment cell for women and aware them about the procedure to make complaints if they have any problem regarding sexual harassment,
 - c) Issue a notification to all the teaching and non-teaching staff to be alert to keep check on the incidents of sexual harassment of girl students in the college campus,
 - d) Increase collaboration among teachers, students and parents for the safety of the girl students.
4. Mr. J. B. Patil concluded the meeting with the vote of thanks for the meeting.


Coordinator




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|---------------------------|--|
| 1 | Miss. P. V. Patil |  |
| 2 | Mr. J. B. Patil |  |
| 3 | Dr. G. P. Borse |  |
| 4 | Khairnar Nandini Devendra |  |

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

9. Anti-sexual meetings and minutes of meeting

9.5 Academic Year 2018-2019



SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

(Academic Year: 2018-2019)

PROCEEDINGS OF THE 3RD MEETING OF THE ANTI-HARASSMENT CELL FOR
WOMEN HELDON 10TH JULY, 2018 AT 1:00 PM IN THE NAAC OFFICE OF
SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST:
JALGAON (M.S.), MAHARASHTRA

Meeting 03

Date: 10th July 2018

Time: 01:00 pm

Place: NAAC Office

Members present at the meeting

| Details | Name | Designation | Address |
|-----------------|------------------------|--|--|
| Teacher | Miss. P. V. Patil | Chairperson, the anti- harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Borse Priyanka Arun | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To decide action plan of the cell for the year 2018-2019.

Minutes

1. Mrs Rupali Bagul welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.
4. All the members decided to






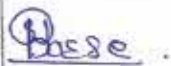
- a) Make an action plan for the year 2018-2019 to ensure safety of the girl students in the college campus,
 - b) Make them aware about the functions and guidelines of the anti-sexual harassment cell for women,
 - c) Aware them about the procedure to make complaints if they have any problem regarding sexual harassment,
 - d) Issue a notification to all the teaching and non-teaching staff to be alert to keep check on the incidents of sexual harassment of girl students in the college campus.
3. Mr. J. B. Patil concluded the meeting with the vote of thanks for the meeting.


Coordinator




Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|---------------------|--|
| 1 | Miss. P. V. Patil |  |
| 2 | Mr. J. B. Patil |  |
| 3 | Dr. G. P. Borse |  |
| 4 | Borse Priyanka Arun |  |

SSPM's Rani Laxmibai Arts, Science
Mahavidyalaya, Parola Dist: Jalgaon (M.S.)

Anti-Sexual Harassment Cell for Women

(Academic Year: 2018-2019)

PROCEEDINGS OF THE 4TH MEETING OF THE ANTI-HARASSMENT CELL FOR WOMEN HELD ON 28TH NOVEMBER, 2018 AT 1:00 PM IN THE TEACHERS' STAFF ROOM OF SSPM'S RANI LAXMIBAI ARTS, SCIENCE MAHAVIDYALAYA, PAROLA DIST: JALGAON (M.S.), MAHARASHTRA

Meeting 04

Date: 28th November 2018

Time: 01:00 pm

Place: Teachers' staff room

Members present at the meeting

| Details | Name | Designation | Address |
|--------------|---------------------|---|-------------------------------------|
| Teacher | Miss. P. V. Patil | Chairperson, the anti-harassment cell for women | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Mr. J. B. Patil | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Teacher | Dr. G. P. Borse | Teacher member | Rani Laxmibai Mahavidyalaya, Parola |
| Girl student | Borse Priyanka Arun | Girl student member | Rani Laxmibai Mahavidyalaya, Parola |

Agenda:

To launch an awareness campaign on anti-sexual harassment.

Minutes

1. Miss. P. V. Patil welcomed all the members and explained the purpose of the meeting.
2. Minutes of the previous meeting were read and discussed.



3. The committee noted that no complaint of sexual harassment has been received from any girl student,
4. The members discussed various news regarding sexual harassment published in the newspapers and decided to prevent such events in the college campus through an awareness campaign anti-sexual harassment,
5. The meeting was concluded with the vote of thanks to the chair.

Patil
Coordinator



[Signature]
Principal
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Above all subject unanimously sanctioned by cell

| Sr. No. | Name of the members | Signature |
|---------|---------------------|--------------------|
| 1 | Miss. P. V. Patil | <i>Patil</i> |
| 2 | Mr. J. B. Patil | <i>[Signature]</i> |
| 3 | Dr. G. P. Borse | <i>[Signature]</i> |
| 4 | Borse Priyanka Arun | <i>Borse</i> |

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

10. Minutes of meetings of grievance redressal cell of students

10.1 Academic Year 2022-2023



Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 7th April 2022 11.00am in the IQAC office under the chairperson Vice Principal

Venue: IQAC Office

The agenda for the discussion were as follows

Item No. 1: Extra practice in the time of practical examination

Item No. 2: Examination hall should be comfortable

Item No. 3: Provide library facility at night.

Any other items with permission of chairperson

Minutes of Meetings


| Sr. No. | Meeting Agenda | Minutes of Meeting |
|---------|---|---|
| 1 | Extra practice in the time of practical examination | The Act. Principal of the college has taken the meeting on the above subjects. It is our responsibility to give extra practice and revision of all experiments taken by departments before practical examination. It is useful for the students to enhance the confidence of practical examination. |
| 2 | Examination hall should be comfortable | As university exams start in summer and our region has intense heat during the month of April and May. The examination halls must be enough air and light. The generator of the college must be ready if in emergency. The clean drinking water supply must be available |
| 3 | Provide library facility at night. | In the presence of chairperson, discuss about library facility to the students. According demands of students library facility must available up to 7.00 pm for study during examination period |
| 4 | Any other items with permission of chairperson | No |

All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 16th Aug 2022 11.00am in the IQAC office under the chairperson Vice Principal

Venue: IQAC Office

The agenda for the discussion were as follows

- i. Item No. 1: To increase the student welfare firm
- ii. Item No. 2: Earn and Learn Scheme
- iii. Item No. 3: The financial support to the needy students
- iv. Any other items with permission of chairperson

Minutes of Meetings

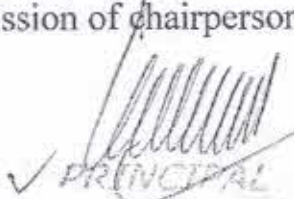
| Sr. No. | Meeting Agenda | Minutes of Meeting |
|---------|--|---|
| 1 | To increase the student welfare firm | The Act. Principal of the college has called the meeting, all committee members were presented to the meeting. As students welfare funds are not sufficient. So the funds should increase. |
| 2 | Earn and Learn Scheme | The Act. Principal and committee members were presented. The college has launched the earn and learn scheme to the students. So the students shall adjust their expenditure within that money. The work is available in the college campus. |
| 3 | The financial support to the needy students | The college employees run the financial support scheme for the needy and poor students. All staff members should contribute more amount in this scheme means students will get sufficient amount and use for the academic purpose. |
| 4 | Any other items with permission of chairperson | No |

All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




Principal
Rani Lakshmi Mahavidyalaya
Parola, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

10. Minutes of meetings of grievance redressal cell of students

10.2 Academic Year 2021-2022



Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 6th Feb 2022 11.00am in the IQAC office under the chairperson Vice Principal

Venue: IQAC Office

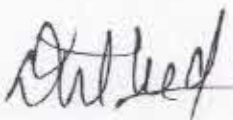
The agenda for the discussion were as follows

- i. Item No. 1: Canteen Facility
- ii. Item No. 2: Ladies Room
- iii. Any other items with permission of chairperson


Minutes of Meetings

| Sr. No. | Meeting Agenda | Minutes of Meeting |
|--|--|--|
| 1 | Canteen Facility | The Act. Principal of the college was the chairperson of the meeting. The institution has built up the canteen in the campus that will be given on the contract basis. In the canteen fresh food materials, pure RO drinking water should provide to the students and staffs by contractor. |
| 2 | Ladies Room | Our college have many female students and lady employees. It is enclosed that we will give separate room facility for them. Because female students will feel comfortable. All the facilities provided in the ladies room for girl students such as mirror, comb, toilet, napkin, bed, vending machine for sanitary pad etc. |
| 3 | Any other items with permission of chairperson | Provide the uniforms for the students to consumer. |
| All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously | | |

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




Principal
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jaigaon

Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 15th Oct 2021 at 11.00am in the IQAC office under the chairperson Vice Principal

Venue: IQAC Office

The agenda for the discussion were as follows

- i. Item No. 1: Health Checking
- ii. Item No. 2: Sanitizer
- iii. Item No. 3: Special health checking of female students
- iv. Item No. 4: To provide Mask and make aware about social distance
- v. Any other items with permission of chairperson


Minutes of Meetings

| Sr. No. | Meeting Agenda | Minutes of Meeting |
|--|--|--|
| 1 | Health Checking | Dr. D. R. Patil and all the committee members were presented and unanimously it is decided to call health camp with the courtesy of cottage hospital, Parola for health checking of the students. |
| 2 | Sanitizer | To keep in mind in mind the fear of covid, the students as well as all staff members should wear Mask and the college campus should be spray with sanitizer |
| 3 | Special health checking of female students | The decision is taken in the meeting that we should arrange the special health camp for the female students. Because female students have many physical problem. It is also considered to make awareness to the students about their health. |
| 4 | To provide Mask and make aware about social distance | To prohibit the spread of covid, it is compulsory to use mask and keeps social distancing. The masks are available in the consumer store with reasonable price. The students are aware about the ghastly effects of the covid |
| 5 | Any other items with permission of chairperson | No |
| All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously | | |

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




Principal
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

10. Minutes of meetings of grievance redressal cell of students

10.4 Academic Year 2019-2020



Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 11th Aug 2019 at 11.00am in the IQAC office under the chairperson Vice Principal

Venue: IQAC Office

The agenda for the discussion were as follows

- i. Item No. 1: To make fearless atmosphere in the college campus
- ii. Item No. 2: About the students bus passes
- iii. Any other items with permission of chairperson

Minutes of Meetings

| Sr. No. | Meeting Agenda | Minutes of Meeting |
|--|---|---|
| 1 | To make fearless atmosphere in the college campus | The meeting was held on the above subjects. Dr. D. R. Patil Vice Principal of the college handed the meeting. The big problem of the students that many of the students are under the unknown fear. So all committee members decided to find out the bad elements those create fearful atmosphere in the college campus. Student must fearless so that counseling of students is needed to arrange parents meeting. |
| 2 | About the students bus passes | The students from the rural area always face this problem. So college authority has given letter to the D.M. of M.S.R.T.C. Jalgaon to remove the problems of the students bus passes. To available the buses to the rural area. |
| 3 | Any other items with permission of chairperson | No |
| All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously | | |

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




Principal
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 24th Dec 2019 at 11.00am in the IQAC office under the chairperson Act. Principal

Venue: IQAC Office

The agenda for the discussion were as follows

- i. Item No. 1: Mental Harassment and Gender discrimination
- ii. Item No. 2: Available of Wi Fi to the students
- iii. Item No. 3 To extend feeling the exam form
- iv. Any other items with permission of chairperson

Minutes of Meetings


| Sr. No. | Meeting Agenda | Minutes of Meeting |
|---------|--|--|
| 1 | Mental Harassment and Gender discrimination | The Vice Principal of the college Dr. D. R. Patil called the meeting. In this meeting all the committee members discussed that any students should be harassed and particularly female students should be assured that there should not be gender discrimination. The confidence of the student should be increased so college should taken strict action against the bad events and responsible person shall be given punishment. |
| 2 | Available of Wi Fi to the students | College has already Wi Fi facility but students should take more benefits of the facility. The capacity of Wi-Fi should increase. |
| 3 | To extend feeling the exam form | The semester I st exam and feeling of the examination form are at the same time. SO many students have difficulty to fill up the form. So we decided to make an application to the university requesting to extend the date of examination. |
| 4 | Any other items with permission of chairperson | No |

All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




✓ Principal
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

10. Minutes of meetings of grievance redressal cell of students

10.5 Academic Year 2018-2019



Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 29th June 2018 at 11.00am in the IQAC office under the chairperson Vice Principal

Venue: IQAC Office

The agenda for the discussion were as follows

- i. Item No. 1: To expand the time of Xerox machine & consumer store
- ii. Item No. 2: Readymade uniform
- iii. Item No. 3: Gymkhana Facility
- iv. Any other items with permission of chairperson

Minutes of Meetings

| Sr. No. | Meeting Agenda | Minutes of Meeting |
|--|--|---|
| 1 | To expand the time of Xerox machine & consumer store | The meeting was called under the chairmanship of Dr. D. R. Patil. All committee member was present. The issue is solved that as per the time of the college the consumer store and Xerox facility will be open |
| 2 | Readymade uniform | The resolution is taken that college will not provide readymade uniform to students |
| 3 | Gymkhana Facility | While discussing on this topic the committee members came to know that many students ask for only one game for example cricket. So the physical director should discuss with students and to convince positive students for focusing on the another games |
| 4 | Any other items with permission of chairperson | No |
| All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously | | |

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




Principal
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Meeting of college grievance redressal cell

Meeting of college grievance redressal cell called to order on 30th Nov 2018 at 11.00am in the IQAC office under the chairperson Vice Principal

Venue: IQAC Office

The agenda for the discussion were as follows

- i. Item No. 1: Field tour arrangement
- ii. Any other items with permission of chairperson

Minutes of Meetings

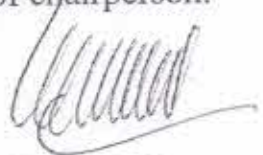
| Sr. No. | Meeting Agenda | Minutes of Meeting |
|---------|--|---|
| 1 | Field tour arrangement | Under the chairmanship of Dr. D. R. Patil, all members were present. The students were of the opinion to go for the tour. The members told to the students to arrange field tour, to the historical place & some geographical points, industrial tours, hands on skill etc. |
| 4 | Any other items with permission of chairperson | No |

All the subjects of the Agenda of the meeting are taken seriously and right decision are taken unanimously

After the discussion on agenda and decision finally coordinator of students grievance committee thanks to all the members and meeting was end by the permission of chairperson.


Coordinator




✓ PRINCIPAL
Principal
Rani Lakshmi Bai Mahavidyalaya
Parola, Dist. Jaigaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

11. Minutes of Meetings of grievance redressal cell of staff

11.1 Academic Year 2022-2023



Minutes of Meeting

2022-23

Dr. V. S. Ghuge, Department of Hindi has requested the grievance redressal committee for a change of class from Room No. 3 to Room No. 1 due to illness. When this issue was addressed to Principal, he accepted and ask to do the needful.

Dr. V. S. Ghuge
Chairman
Grievance Comity



[Signature]
Vice Principal
Rani Laxmibai Mahavidyalaya
PAROLA-431111, Dist. Solapur

Minutes of Meeting

2022-23

Prof. S. N. Patil, Department of Zoology has requested faculty grievance committee for change of classroom from Room No. 2 to Room No. 3 due to injury this issue was addressed to Principal, he accepted and ask to do the needful.

Dr. S. N. Patil
Chairman
Grievance Committee



[Signature]
Vice Principal
Rani Laxmibai Mahavidyalaya
PAROLA-425111, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

11. Minutes of Meetings of grievance redressal cell of staff

11.2 Academic Year 2021-2022



Minutes of Meeting

2021-22

Dr. M. R. Karanje, Department of History, has suggested the grievance redressal committee about seating arrangement of students for the Summer Exams. When this issue was addressed to Principal, he accepted and ask to do the needful.

Dr. M. R. Karanje
Chairman
Grievance Committee




[Signature]
Act **PRINCIPAL**
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Minutes of Meeting

2021-22

Dr. S. V. Chavan, Department of Chemistry, has requested the grievance redressal committee about seating arrangement of Teaching Staff of Jr. Section and Sr. Section uses common staff room from 11.45 AM to 12.30 PM, therefore it creates the problems for both staff. So please request staff of Sr. Section to stay at their respective Departments from 11.45 onward. When this issue was addressed to Principal, he accepted and ask to do the needful.


Chairman
Grievance Committee




PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

11. Minutes of Meetings of grievance redressal cell of staff

11.3 Academic Year 2020-2021



Minutes of Meeting

2020-21

Dr. D. R. Patil, Vice Principal has suggested the grievance redressal committee. About awareness of Covid-19 Virus. And giving directions to Teaching and Non-teaching staff and students for taking necessary precautions about non Spreading of virus. When this issue was addressed to Principal, he accepted and ask to do the needful.



Vice Principal
Rani Laxmibai Mahavidyalaya
PAROLA-425111, Dist. Jalgaon

Patil
Chairman
Grievance Committee



Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

11. Minutes of Meetings of grievance redressal cell of staff

11.4 Academic Year 2019-2020



Minutes of Meeting

2019-20

Smt. Sunita Patil, Attendant, Department of Library has requested the grievance redressal committee for arranging the ramp to go for the department of Library because she is Physically Handicapped. When this issue was addressed to Principal, he accepted and ask to do the needful.

Sunita Patil
Chairman
Grievance Committee



[Signature]
Vice Principal
Rani Laxmibai Mahavidyalaya
PAROLA-427111 Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organisation wide awareness and undertakings on policies with zero tolerance**
- 3. Mechanisms for submission of online/offline students' grievances**
- 4. Timely redressal of the grievances through appropriate committees**

11. Minutes of Meetings of grievance redressal cell of staff

11.5 Academic Year 2018-2019



Minutes of Meeting
2018-19

Dr. G. P. Borse, Department of Chemistry, has suggested the grievance redressal committee about total Sanitization of College Campus. Compulsion of Mask, Sanitizers, Social distancing to Teaching Staff, Non-Teaching staff to prevention from Covid-19 Virus. When this issue was addressed to Principal, he accepted and ask to do the needful.

Dr. G. P. Borse
Chairman
Grievance Committee



[Signature]
PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Minutes of Meeting

2018-19

Dr. S. B. Bhavsar, Department of Sports, has requested the grievance redressal committee about Demand of cooler, Dr. S. B. Bhavsar, demanded cooler for staff room because of hot climate. When this issue was addressed to Principal, he accepted and ask to do the needful.

Dr. S. B. Bhavsar
Chairman
Grievance Committee



[Signature]
PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

12. Examination grievance Minutes of meetings

12.1 Academic Year 2022-2023



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

12. Examination grievance Minutes of meetings

12.2 Academic Year 2021-2022



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

12. Examination grievance Minutes of meetings

12.3 Academic Year 2020-2021





Examination Grievance Committee
2019-20 to 2023-24



| Sr.No. | Name | Designation |
|--------|-----------------------|----------------------|
| 1 | Prin.Dr.D.R.Patil | Chairman |
| 2 | Mr.J.B.Patil | Co-ordinator |
| 3 | Dr.S.M.Patil | Assist. Co-ordinator |
| 4 | Vice Prin.S.B.Bhavsar | Member |
| 5 | Dr.G.P.Borse | Member |
| 6 | Dr.S.N.Salunkhe | Member |
| 7 | Dr.R.B.Nerkar | Member |
| 8 | Mr.S.B.Sawant | Member |



(Handwritten signature)

Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Examination Committee

2022-2023

Notice-2

The Internal examination committee meeting will be held on 20/3/2023 at 9.45 am in, the staffroom. All committee members are requested to attend meeting. Following issues will be discussed in the meeting.

Agenda :

- 1) To confirm the minutes of last meeting.
- 2) To discuss about the Internal Test, Assignments, to be conducted for theory & practical courses of F.Y.B.Sc. II nd, S.Y.B.Sc. IV th & T.Y.B.Sc. VI th Semester, F.Y.B.A., S.Y.B.A. & T.Y.B.A. S.Y.B.Voc.
- 3) To discuss about schedule of internal examination date, time, etc.
- 4) Any other issues related to examination.

Ex. Co-Ordinator
Rani Laxmibai Mahavidyalaya
Parola, Tal. Parola, Dist. Jalgaon



Aca. PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Examination Committee

Proceeding (Minutes of Meeting)

The Internal examination committee meeting was held on 20/3/2023 at 9.45 am at staffroom. Under the chairmanship of Prin. Dr.D.R. Patil Following committee members were present for the meeting. Following discussion are taken.

1) Prin. Dr. D. R. Patil

2) Vice Prin. Dr. S. B. Bhavsar

3) Mr. J. B. Patil

4) Dr. G. P. Borse

5) Dr. S. M. Patil

6) Dr. R. B. Nerkar

7) Dr. S. B. Sawant

1) The minutes of last meeting was read by Co-ordinator and confirmed by all other members.

2) It was decided to conduct first internal exam and second internal exam from 25/3/2023 to 31/3/2023.

3) It was the decided to conduct first test for 20 marks while second test is of 20 marks as per KBCNMU guideline.

4) It was decided to collect test question papers at least one week before the internal examination.

5) Practical exam will be scheduled as per university time table.

6) It was decided to appoint internal examiner for all practical examination & external examiners for F.Y.B.Sc.

7) The examination committee members were instructed to all teachers take efforts to conduct are internal examination.

Signature of committee member

1. Dr. S. M. Patil

2. Dr. R. B. Nerkar

3. Dr. S. B. Sawant



Act

Prin. Dr. D. R. Patil

Prin. Co-Ordinator
Raj Lal Bahadur Shastri
University



Examination Committee

Proceeding (Minutes of Meeting)

The Internal examination committee meeting was held on 10/10/2022 at 9.45 am at staffroom. Under the chairmanship of Prin. Dr.D.R. Patil Following committee members were present. following discussion are taken.

1) Prin. Dr. D. R. Patil

2) Vice Prin. Dr. S. B. Bhavsar

3) Mr. J. B. Patil

4) Dr. G. P. Borse

5) Dr. S. M. Patil

6) Dr. R. B. Nerkar

7) Dr. S. B. Sawant

- 1) The minutes of last meeting was read by Co-ordinator and confirmed by all other members.
- 2) It was decided to conduct first internal exam and second internal exam from 14/10/2022 to 20/10/2022.
- 3) It was the decided to conduct first test for 20 marks while second test is of 20 marks as per KBCNMU guideline.
- 4) It was decided to collect test question papers at least one week before the internal examination.
- 5) Practical exam will be scheduled as per university time table.
- 6) It was decided to appoint internal examiner for all practical examination & external examiners for F.Y.B.Sc.
- 7) The examination committee members were instructed to all teachers take efforts to conduct are internal examination.

Signature of committee member

1. Dr. S. M. Patil

2. Dr. R. B. Nerkar

3. Dr. S. B. Sawant



Ex. Co-Ordinator
Rani Laxmibai Mahavidyalaya
Parola, Tal. Parola, Dist. Jalgaon



Acb. PRINCIPAL
Rani Laxmibai Mahavidyalaya



Dist. Jalgaon 425111 Tel: (02597) 292666

Dr. D. R. Patil
M. Sc. Ph. D.
Act. Principal

NAA: Accredited 'B' Grade

Web : www.ricollegeparola.com
Email : principalrloparola@gmail.com

Outward No.

Date : / / 20



Examination Committee

Proceeding (Minutes of Meeting)

The internal examination committee meeting was held on 18/2/2021 at 9.45 am at staffroom. Under the chairmanship of Prin. Dr. D. R. Patil. Following committee members were present for the meeting as per guidelines of Covid 19 pandemic situation and following discussion are taken.

- 1) Prin. Dr. D. R. Patil
- 2) Vice Prin. Mr. S. B. Bhavsar
- 3) Mr. J. B. Patil
- 4) Dr. G. P. Borse
- 5) Dr. S. M. Patil
- 6) Dr. R. B. Nerkar
- 7) Dr. S. B. Sawant

- 1) The minutes of last meeting was read by co-ordinator and confirmed by all other members.
- 2) It was decided to conduct first internal exam and second internal exam from 20/2/2021 to 26/2/2021.
- 3) It was the decided to conduct first test for 20 marks while second test is of 20 marks as per KBCNMMU guideline.
- 4) It was decided to collect test question papers at least one week before the internal examination.
- 5) Practical exam will be scheduled as per university time table.
- 6) It was decided to appoint internal examiner for all practical examination & external examiners for F.Y.B.Sc.
- 7) The examination committee members were instructed to all teachers take efforts to conduct are internal examination.

Signature of committee member

1. Dr. S. M. Patil
2. Dr. R. B. Nerkar
3. Dr. S. B. Sawant



For Co-Ordinator
Rani Laxmibai Mahavidyalaya
Dist. Jalgaon

APR 2021
Rani Laxmibai Mahavidyalaya
Dist. Jalgaon



Dist. Jalgaon 425111 Tel: (02597) 292666

Dr. D. R. Patil
M. Sc. Ph. D.
Act. Principal

NAAC Accredited "B" Grade

Web : www.ricollegeparola.com
Email : principalrloparola@gmail.com

Outward No.

Date : / / 20

Examination Committee

Proceeding (Minutes of Meeting)



The internal examination committee meeting was held on 13/12/2021 at 9:45 am at staffroom under the chairmanship of Prin. Dr. D. R. Patil. Following committee members were present for the meeting and following discussion are taken:

- 1) Prin. Dr. D. R. Patil
 - 2) Vice Prin. Dr. S. B. Bhavsar
 - 3) Mr. J. B. Patil
 - 4) Dr. G. P. Borse
 - 5) Dr. S. M. Patil
 - 6) Dr. R. B. Nerkar
 - 7) Mr. S. B. Sawant
- 1) The minutes of last meeting was read by coordinator and confirmed by all other members.
- 2) It was decided to conduct first internal exam and second internal exam from 14/12/2021 to 18/12/2021.
- 3) It was the decided to conduct first test for 20 marks while second test is of 20 marks as per KBCMU guideline.
- 4) It was decided to collect test question papers at least one week before the internal examination.
- 5) Practical exam will be scheduled as per university time table.
- 6) It was decided to appoint internal examiner for all practical examination & external examiners for F.Y.B.Sc.
- 7) The examination committee members were instructed to all teachers take efforts to conduct internal examination.

Signature of committee member

1. Dr. S. M. Patil
2. Dr. R. B. Nerkar
3. Mr. S. B. Sawant

Ex. Co-Ordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

12. Examination grievance Minutes of meetings

12.4 Academic Year 2019-2020





Examination Committee

2019-2020

Notice -2

The Internal examination committee meeting will be held on 6/1/2020 at 9.45 am in the staffroom .All committee members are requested to the attend meeting. Following issues will be discussed in the meeting.

Agenda :

- 1)To confirm the minutes of last meeting.
- 2) To discuss about the Internal Test,Assignments,to be conducted for theory& practical courses of F.Y.B.Sc. II nd, S.Y.B.Sc. IV th & T.Y.B.Sc. VI th Semester , F.Y.B.A.,S.Y.B.A. & T.Y.B.A.
- 3)To discuss about schedule of internal examination date,time,etc.
- 4)Any other issues related to examination.

Examination Committee

Proceeding (Minutes of Meeting)

The Internal examination committee meeting was held on 6/1/2020 at 9.45 am at staffroom. Under the chairmanship of Prin. B. V. Patil. Following committee members were present for the meeting and following discussion are taken.

- 1)Prin. B. V. Patil
- 2) Vice Prin. Dr. D. R. Patil
- 3) Vice Prin. Mr. S. B. Bhavsar
- 4) Dr.G. P. Borse
- 5) Mr.J. B. Patil
- 6) Dr. R. B. Nerkar
- 7) Mr. S.B. Sawant


Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Dist. Jalgaon




Exam. Co-ordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon


PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Examination Committee

Proceeding (Minutes of Meeting)

The Internal examination committee meeting was held on 6/08/2019 at 9.45 am at staffroom. Under the chairmanship of Prin. B. V. Patil. Following committee members were present for the meeting and following discussion are taken.

- 1) Prin. B. V. Patil
- 2) Vice Prin. Dr. D. R. Patil
- 3) Vice Prin. Mr. S. B. Bhavsar
- 4) Dr. G. P. Borse
- 5) Mr. J. B. Patil
- 6) Mr. S. B. Sawant
- 7) Dr. S. M. Patil
- 8) Dr. R. B. Nerkar

- 1) The minutes of last meeting was read by co-ordinator and confirmed by all other members.
- 2) It was decided to conduct first internal exam from 19/8/2019 to 24/8/2019 and second internal exam from 23/9/2019 to 28/9/2019.
- 3) It was the decided to conduct first test for 10 marks while second test is of 20 marks as per KBCNMU guideline.
- 4) It was decided to collect test question papers at least one week before the internal examination.
- 5) Practical exam will be scheduled as per university time table.
- 6) It was decided to appoint internal examiner for all practical examination & external examiners for F.Y.B.Sc.
- 7) The examination committee members were instructed to take all teachers efforts to conduct are internal examination.

Signature of committee member

1. Dr. S. M. Patil
2. Dr. R. B. Nerkar
3. Mr. S. B. Sawant


Exam. Co-ordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon


Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Dist. Jalgaon





PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




- 3) It was decided to conduct first test for 10 marks while second test is of 20 marks as per KBCNMU guideline.
- 4) It was decided to collect test question papers at least one week before the internal examination.
- 5) Practical exam will be scheduled as per university time table.
- 6) It was decided to appoint internal examiner for all practical examination & external examiners for F.Y.B.Sc.
- 7) The examination committee members were instructed to all teachers take efforts to conduct internal examination.

Signature of committee member

1. Dr. S. N. Salunkhe
2. Dr. R. B. Nerkar
3. Mr. S. B. Sawant


Exam. Co-ordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon


Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon


PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

12. Examination grievance Minutes of meetings

12.5 Academic Year 2018-2019



Examination Committee

Proceeding (Minutes of Meeting)



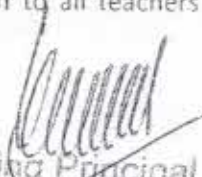
The internal examination committee meeting was held on 13/08/2018 at 9.45 am at staffroom. Under the chairmanship of Prin. B. V. Patil Following committee members were present for the meeting and following discussion are taken.

- 1) Prin. B. V. Patil
- 2) Vice Prin. Mr. V. N. Koli
- 3) Vice Prin. Mr. J. B. Patil
- 4) Dr. G. P. Borse
- 5) Dr. S. N. Salunkhe
- 6) Dr. R. B. Nerkar
- 7) Mr. S. B. Sawant

- 1) The minutes of last meeting was read by co-ordinator and confirmed by all other members.
- 2) It was decided to conduct first internal exam from 23/8/2018 to 29/8/2018 and second internal exam from 17/9/2018 to 22/9/2018.
- 3) It was the decided to conduct first test for 10 marks while second test is of 20 marks as per KBCNMU guideline.
- 4) It was decided to collect test question papers at least one week before the internal examination.
- 5) Practical exam will be scheduled as per university time table.
- 6) It was decided to appoint internal examiner for all practical examination & external examiners for F.Y.B.Sc.
- 7) The examination committee members were instructed to all teachers take efforts to conduct are internal examination.

Signature of committee member

1. Dr. S. N. Salunkhe
2. Dr. R. B. Nerkar
3. Mr. S. B. Sawant


Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon




PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon


Exam. Co-ordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Examination Committee

2018-2019

Notice -2

The Internal examination committee meeting will be held on 4/1/2019 at 9.45 am in the staffroom .All committee members are requested to the attend meeting. Following issues will be discussed in the meeting.

Agenda :

- 1)To confirm the minutes of last meeting.
- 2) To discuss about the Internal Test,Assignments,to be conducted for theory& practical courses of F.Y.B.Sc. II nd, S.Y.B.Sc. IV th & T.Y.B.Sc. VI th Semester , F.Y.B.A.,S.Y.B.A. & T.Y.B.A.
- 3)To discuss about schedule of internal examination date,time,etc.
- 4)Any other issues related to examination.

Examination Committee

Proceeding (Minutes of Meeting)

The Internal examination committee meeting was held on 4/1/2019 at 9.45 am at staffroom. Under the chairmanship of Prin. B. V. Patil Following committee members were present for the meeting and following discussion are taken.

- 1)Prin. B. V. Patil
- 2) Vice Prin. Mr. V. N. Koli
- 3) Vice Prin. Mr. J. B. Patil
- 4) Dr.G. P. Borse
- 5) Dr.S. N. Salunkhe
- 6) Dr. R. B. Nerkar
- 7) Mr. S.B. Sawant

- 1)The minutes of last meeting was read by co-ordinator and confirmed by all other members.
- 2) It was decided to conduct first internal exam from 15/1/2019 to 21/1/2019 and second internal exam from 11/2/2019 to 16/2/2019.


Exam. Co-ordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon


Acting Principal
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon


PRINCIPAL
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

13. Annual Report of Internal Compliance Committee, Anti-Ragging Committee, Grievance redressal Committee, Anti-Ragging Committee

13.1 Academic Year 2022-2023





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.


Date : / / 20

4. Anti-Ragging , Sexual Harassment and students grievance report during last five years:
Academic year -2022-23:


| Sr. No. | Meeting Date | FIR Registered | Punishment |
|---------|--------------|----------------|------------|
| 01 | 09/07/2022 | — | — |
| 02 | 02/12/2022 | — | — |
| | | | |
| | | | |

Students Grievances regarding examination (Unfair means)

| Sr. No. | Unfare means(Copy case) | FIR Registered | Punishment |
|---------|-------------------------|----------------|-------------------------------|
| 01 | 06 | — | Debar |
| | | | (Cancellation of performance) |
| | | | |
| | | | |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.ricollegeparola.org | E-Mail: principalrlcparola@gmail.com

Ad.Kakasaheb Vasantrya More
Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)
Mob-9373459332

E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of internal compliance committee


To,
The Principal
R. L. Mahavidyalaya, Parola
Tal-Parola, Dist- Jalgaon

Subject: Annual Report of the internal compliance committee.....

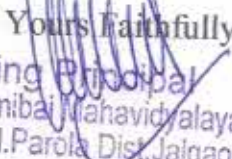
Respected Sir,

As per the direction of affiliated university KBC NMU Jalgaon and State government for women harassment cell, Please find the attached herewith and annual report of internal compliance committee at Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon.

Thanking you.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon



Yours Faithfully

Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.ricollegeparola.org | E-Mail: principalrlicparola@gmail.com

Ad.Kakasaheb Vasantrao More

Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)

Mob-9373459332

E-mail: - vasupatil13@gmail.com

Outward No.

Date : / / 20

Annual report of internal compliance committee

Period : 01st April 2022 to 31st March 2023
 Name of University : KBC NMU, Jalgaon
 Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of internal Compliance in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against of internal Compliance conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

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Ad.Kakasaheb Vasantrao More
Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)
Mob-9373459332
E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of Anti-ragging committee

Period : 01st April 2022 to 31st March 2023
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Anti-ragging in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-ragging conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon





Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.ricollegeparola.org | E-Mail: principalrtparola@gmail.com

Ad.Kakasaheb Vasantao More
Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)
Mob-9373459332
E-mail: - vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of Students Grievance Redressal committee

Period : 01st April 2022 to 31st March 2023
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Students Grievance Redressal in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Students Grievance Redressal conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator IQAC
Coordinator
Rani Laxmibai Mahavidyalaya
Parola, Dist.Jalgaon




Acting Principal
Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola, Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

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Ad.Kakasaheb Vasantao More
Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)
Mob-9373459332
E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of Anti-Sexual Harassment committee

Period : 01st April 2022 to 31st March 2023
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|--|---------------------|
| 1 | Number of complaint of Students Anti-Sexual Harassment Committee in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-Sexual Harassment Committee conducted during the year. | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

13. Annual Report of Internal Compliance Committee, Anti-Ragging Committee, Grievance redressal Committee, Anti-Ragging Committee

13.2 Academic Year 2021-2022





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.

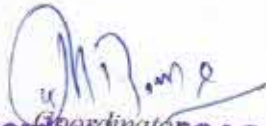
Date : / / 20

4. Anti-Ragging , Sexual Harassment and students grievance report during last five years:
Academic year -2021-22:

| Sr. No. | Meeting Date | FIR Registered | Punishment |
|---------|--------------|----------------|------------|
| 01 | 12/07/2021 | — | — |
| 02 | 05/12/2021 | — | — |
| | | | |
| | | | |

Students Grievances regarding examination (Unfair means)

| Sr. No. | Unfare means(Copy case) | FIR Registered | Punishment |
|---------|-------------------------|----------------|------------|
| 01 | Nil | — | — |
| | | | |
| | | | |
| | | | |


 Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




 Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.rlcollegeparola.org | E-Mail: principalrlcparola@gmail.com

Ad. Kakasaheb Vasant Rao More

Ex. Member of Parliament
President

Dr. V.R. Patil (Principal)

Mob-9373459332

E-mail:- vasupatil13@gmail.com

Outward No.

Date : / / 20

Annual report of internal compliance committee

To,
The Principal
R. L. Mahavidyalaya, Parola
Tal-Parola, Dist- Jalgaon

Subject: Annual Report of the internal compliance committee.....

Respected Sir,

As per the direction of affiliated university KBC NMU Jalgaon and State government for women harassment cell, Please find the attached herewith and annual report of internal compliance committee at Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon.

Thanking you.



(Handwritten Signature)
Acting Principal
Yours Faithfully
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

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Ad. Kakasaheb Vasantao More
Ex. Member of Parliament
President

Dr. V.R. Patil (Principal)

Mob-9373459332

E-mail:- vasupatil13@gmail.com

Outward No.

Date : / / 20


Annual report of internal compliance committee

Period : 01st April 2021 to 31st March 2022
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of internal Compliance in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against of internal Compliance conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

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Ad.Kakasaheb Vasantao More

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President

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E-mail:- vasupatil13@gmail.com

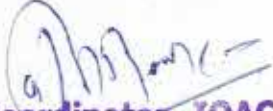
Outward No.

Date : / /20

Annual report of Anti-ragging committee

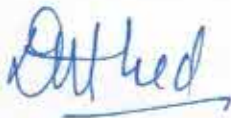
Period : 01st April 2021 to 31st March 2022
 Name of University : KBC NMU, Jalgaon
 Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Anti-ragging in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-ragging conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon





Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.ricollgeparola.org | E-Mail: principalrlcparola@gmail.com

Ad.Kakasaheb Vasantao More
Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)
Mob-9373459332
E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of Students Grievance Redressal committee

Period : 01st April 2021 to 31st March 2022
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Students Grievance Redressal in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Students Grievance Redressal conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist.Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal.Parola Dist.Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.rlcollegeparola.org | E-Mail: principalrlcparola@gmail.com

Ad. Kakasaheb Vasant Rao More
Ex. Member of Parliament
President

Dr. V.R. Patil (Principal)
Mob-9373459332
E-mail:- vasupatil13@gmail.com


Outward No.

Date : / /20

Annual report of Anti-Sexual Harassment committee

Period : 01st April 2021 to 31st March 2022
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|--|---------------------|
| 1 | Number of complaint of Students Anti-Sexual Harassment Committee in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-Sexual Harassment Committee conducted during the year. | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

13. Annual Report of Internal Compliance Committee, Anti-Ragging Committee, Grievance redressal Committee, Anti-Ragging Committee

13.3 Academic Year 2020-2021





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.

Date : / / 20

4. Anti-Ragging , Sexual Harassment and students grievance report during last five years:
Academic year -2020-21:


| Sr. No. | Meeting Date | FIR Registered | Punishment |
|---------|--------------|----------------|------------|
| 01 | 11/07/2020 | — | — |
| 02 | 20/02/2020 | — | — |
| | | | |
| | | | |

Students Grievances regarding examination (Unfair means)

| Sr. No. | Unfare means(Copy case) | FIR Registered | Punishment |
|---------|-------------------------|----------------|------------|
| 01 | Nil | — | — |
| | | | |
| | | | |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon

Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

13. Annual Report of Internal Compliance Committee, Anti-Ragging Committee, Grievance redressal Committee, Anti-Ragging Committee

13.4 Academic Year 2019-2020





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.ricollegeparola.org
Email : principalrjcparola@gmail.com

Outward No.

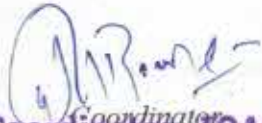
Date : / / 20

4. Anti-Ragging , Sexual Harassment and students grievance report during last five years:
Academic year -2019-20:

| Sr. No. | Meeting Date | FIR Registered | Punishment |
|---------|--------------|----------------|------------|
| 01 | 15/07/2019 | — | — |
| 02 | 15/12/2019 | — | — |
| | | | |
| | | | |

Students Grievances regarding examination (Unfair means)

| Sr. No. | Unfare means(Copy case) | FIR Registered | Punishment |
|---------|-------------------------|----------------|--|
| 01 | 05 | — | Debar (Cancellation of Performance) |
| | | | |
| | | | |


 Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




 Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

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Ad.Kakasaheb Vasantao More
Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)
Mob-9373459332
E-mail:- vasupatil13@gmail.com

Outward No. _____

Date : / / 20

Annual report of internal compliance committee

To,
The Principal
R. L. Mahavidyalaya, Parola
Tal-Parola, Dist- Jalgaon

Subject: Annual Report of the internal compliance committee.....

Respected Sir,

As per the direction of affiliated university KBC NMU Jalgaon and State government for women harassment cell, Please find the attached herewith and annual report of internal compliance committee at Rani Laxmibai Mahavidyalaya , Parola, Dist-Jalgaon.

Thanking you.



Yours Faithfully
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

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Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)
Mob-9373459332
E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of internal compliance committee

Period : 01st April 2019 to 31st March 2020
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of internal Compliance in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against of internal Compliance conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

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Dr. V.R.Patil (Principal)
Mob-9373459332
E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20


Annual report of Students Grievance Redressal committee

Period : 01st April 2019 to 31st March 2020
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Students Grievance Redressal in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Students Grievance Redressal conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IOAC
Rani Laxmibai Mahavidyalaya
Parola, Dist.Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola, Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel:-02597-292665,292666

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Ad. Kakasaheb Vasantrao More

Ex. Member of Parliament
President

Dr. V.R. Patil (Principal)

Mob-9373459332

E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20


Annual report of Anti-ragging committee

Period : 01st April 2019 to 31st March 2020
 Name of University : KBC NMU, Jalgaon
 Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Anti-ragging in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-ragging conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

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Ad. Kakasaheb Vasant Rao More
Ex. Member of Parliament
President

Dr. V.R. Patil (Principal)

Mob-9373459332

E-mail: - vasupatil13@gmail.com


Outward No.

Date : / / 20


Annual report of Anti-Sexual Harassment committee

Period : 01st April 2019 to 31st March 2020
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|--|---------------------|
| 1 | Number of complaint of Students Anti-Sexual Harassment Committee in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-Sexual Harassment Committee conducted during the year. | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

13. Annual Report of Internal Compliance Committee, Anti-Ragging Committee, Grievance redressal Committee, Anti-Ragging Committee

13.5 Academic Year 2018-2019





Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel: (02597) 292666

Web : www.rlcollegeparola.org
Email : principalrlcparola@gmail.com

Outward No.


Date : / /20

4. Anti-Ragging , Sexual Harassment and students grievance report during last five years:
Academic year -2018-19:

| Sr. No. | Meeting Date | FIR Registered | Punishment |
|---------|--------------|----------------|------------|
| 01 | 10/07/2018 | - | - |
| 02 | 28/11/2018 | - | - |
| | | | |
| | | | |

Students Grievances regarding examination (Unfair means)

| Sr. No. | Unfare means(Copy case) | FIR Registered | Punishment |
|---------|-------------------------|----------------|--------------------------------------|
| 01 | 05 | - | Debar Cancellation of Performance |
| | | | |
| | | | |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.rlcollegeparola.org | E-Mail: principalrlcparola@gmail.com

Ad. Kakasaheb Vasantao More

Ex. Member of Parliament
President

Dr. V.R. Patil (Principal)

Mob-9373459332

E-mail:- vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of internal compliance committee

To,
The Principal
R. L. Mahavidyalaya, Parola
Tal-Parola, Dist- Jalgaon

Subject: Annual Report of the internal compliance committee.....

Respected Sir,

As per the direction of affiliated university KBC NMU Jalgaon and State government for women harassment cell, Please find the attached herewith and annual report of internal compliance committee at Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon.

Thanking you.



(Handwritten Signature)
Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist. Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.ricollegeparola.org | E-Mail: principalrlcparola@gmail.com

Ad. Kakasaheb Vasantrao More

Ex. Member of Parliament
President

Dr. V.R. Patil (Principal)

Mob-9373459332

E-mail:- vasupatil13@gmail.com


Outward No.

Date : / / 20

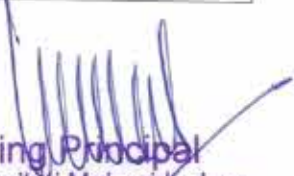
Annual report of internal compliance committee

Period : 01st April 2018 to 31st March 2019
 Name of University : KBC NMU, Jalgaon
 Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of internal Compliance in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against of internal Compliance conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist. Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola, Dist. Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.ricollegeparola.org | E-Mail: principalrjcparola@gmail.com

Ad.Kakasaheb Vasantrao More
Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)

Mob-9373459332

E-mail:- vasupatil13@gmail.com


Outward No.

Date : / / 20


Annual report of Anti-ragging committee

Period : 01st April 2018 to 31st March 2019
Name of University : KBC NMU, Jalgaon
Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Anti-ragging in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-ragging conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon





Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.ricollegeparola.org | E-Mail: principalrparola@gmail.com

Ad.Kakasaheb Vasantao More

Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)

Mob-9373459332

E-mail:- vasupatil13@gmail.com

Outward No.

Date : / / 20

Annual report of Students Grievance Redressal committee

Period : 01st April 2018 to 31st March 2019
 Name of University : KBC NMU, Jalgaon
 Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|---|---------------------|
| 1 | Number of complaint of Students Grievance Redressal in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Students Grievance Redressal conducted during the year . | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist.Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal.Parola Dist.Jalgaon



Rani Laxmibai Mahavidyalaya Parola

Dist.Jalgaon 425111 Tel:-02597-292665,292666

U.G.C-2F&12B(8-211/2005CPP-1D:2011)

Website: www.rlcollegeparola.org | E-Mail: principalrlcparola@gmail.com

Ad.Kakasaheb Vasantao More

Ex.Member of Parliament
President

Dr. V.R.Patil (Principal)

Mob-9373459332

E-mail: - vasupatil13@gmail.com

Outward No.

Date : / /20

Annual report of Anti-Sexual Harassment committee

Period : 01st April 2018 to 31st March 2019
 Name of University : KBC NMU, Jalgaon
 Name of the College : Rani Laxmibai Mahavidyalaya, Parola, Dist-Jalgaon

| Sr. No. | Perticulars | Number of Complaint |
|---------|--|---------------------|
| 1 | Number of complaint of Students Anti-Sexual Harassment Committee in the year. | Nil |
| 2 | Number of complaint disposed of during the year. | Not applicable |
| 3 | Number of cases pending for more than 90 days not applicable | Not applicable |
| 4 | Number of Workshops on awareness programme against Anti-Sexual Harassment Committee conducted during the year. | Nil |
| 5 | Nature of action. | - |


Coordinator, IQAC
 Rani Laxmibai Mahavidyalaya
 Parola, Dist.Jalgaon




Acting Principal
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal.Parola Dist.Jalgaon



Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

14. Women Empowerment Cell



Criteria 5

Student Support and Progression

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

15 Women Empowerment Cell Activities





WOMEN EMPOWERMENT

About Us:

Women is considered to be power of creation, that is , the existence of human race is believed to originate from woman. Women empowerment means developing and refining this creative power and providing her with social, economic, political justice, freedom of thought, belief, religion and workship equality of opportunity.

In other words, women empowerment means improving the social and economical status of women. So that, they get equal opportunities for employment education, economic advancement, so that they get social freedom and progress.


For the women empowerment, institute conduct many programs are conducted on mother day, International women's day to great awareness in the society about the development of the nation. Women need development in many fields.

To empower women in India, institution organized various programs on gender equality, dowery, illiteracy, sexual violence, inequality, infanticide, domestic violence against women etc.

Our institution and affiliated university KBC NMU Jalgaon are actively initiated the women empowerment activities such as "Yuvati Sabha" "Beti Bachao, Beti Padhav" "Social Justice" etc. Every year, the affiliated university provide funds to conduct activities like self-defense training programs, interaction programs, Health awareness programs, lecture series for laws and regulation in favor of girls students by eminent advocate and self-awareness programs, pre marriage counseling. The institution also set up women anti-harassment cell, "VISHAKHA SAMITI" etc. In the college for girls. As per guideline of the government of India and UGC, New Delhi.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon





Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

The college provides training in health, law, self-defense and social awareness. They are also given hand skill training for enhance social confidence. They institution have to arrange various programs in the college for girls students achieve the objectives of the government.

Composition of Women Empowerment Cell:

| Sr. No. | Name | Designation |
|---------|-------------------------------|-------------|
| 1 | Prof. Dr. V. R. Patil | Chairman |
| 2 | Miss. P. V. Patil | Convener |
| 3 | Mr. J. B. Patil | Member |
| 4 | Miss. Mohini Sunil Nikam | Member |
| 5 | Miss. Vishakha Prabhakar Sali | Member |


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Sahajivan Shikshan Prasarak Mandat (Tetm) Sanchalit

RANI LAXMIBAI MAHAVIDYALAYA
PAROLA, DIST - JALGAON, 425111



Rani Laxmibai Mahavidyalaya Parola District Jalgaon,

Maharashtra

Women empowerment cell Activities

| Year 2022 -2023 | | | | |
|-------------------------|-------------------------------|------------------------------------|----------------------------------|-------------------------------|
| Sr. No | Title of the Programme | Period From (Day and Date) | Period to (Day and Date) | Number of participants |
| | | | | Online Female |
| 1 | Pre Marriage Counselling | 10/08/2022 | 10/08/2022 | 111 |
| Year 2019 – 2020 | | | | |
| 2 | Balance Diet For Girl | 13/08/2019 | 13/08/2019 | 105 |
| 3 | Yoga For Girls | 09/09/2019 | 14/09/2019 | 113 |
| Year 2018 – 2019 | | | | |
| 4 | Hemolobin Check up Camp | 14/08/2018 | 14/08/2018 | 118 |
| 5 | Nibhaya kanya | 21/09/2018 | 21/09/2018 | 130 |
| 6 | Women Self Defence Training | 07/01/2019 | 07/01/2019 | 121 |





Mahavidyalaya Activity Report

Resource Person : Dr. Vaishali Nerkar
Activities Coordinator : Miss P. V. Patil
Name of the Activities : Pre Marriage Counseling
Date of Execution : 10/08/2022
Duration of Event : One Day
Number of Participates : 111

Report

On the occasion of Pre Marriage Counseling on 10/08/2022 with the introduction speeches by Dr. Vaishali Nerkar expressed views on pre Marriage counseling to girls college students. The principal, 3 professors and 111 Students were participated for this programme of the college. During this programmed girls asked his problems.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Npac Coordinator
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon

Pre Marriage Counseling for Girls Students By Dr. Vaishali Nerkar





Sahajivan Shikshan Prasarak Mandal (Tehri) Sanchalit
RANI LAXMIBAI MAHAVIDYALAYA
PAROLA, DIST - JALGAON, 425111



Mahavidyalaya Activity Report

Resource Person : Dr. Vaishali Nerkar
Activities Coordinator : Mr. J. B. Patil
Name of the Activities : Balance diet for Girl
Date of Execution : 13/08/2019
Duration of Activities : One Day
Number of Participates : 105

Report

On the occasion of Balance diet for Girl on 13/08/2019 with the introduction speeches by Dr. Vaishali Nerkar expressed views on Balance diet for Girl to girls college students. The principal, 3 professors and 105 Students were participated for this programme of the college. During this programmed girls asked his problems.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon
NAAC Coordinator




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon
Principal

Blance Diet For Girl Guidance By –Dr.Vaishali Nerkar 13/08/2019





Mahavidyalaya Activity Report

Resource Person : Prof S. D. Patil
Activities Coordinator : Smt. Pratibha Vasant Patil
Name of the Activities : Yoga for Girl
Date of Execution : 09/09/2019
Duration of Activities : Six Day
Number of Participates : 113

Report

On the occasion of Yoga for Girl on 09/09/2019 with the introduction speeches by Prof S. D. Patil expressed views on Yoga for Girl to girls college students. The principal, 4 professors and 113 Students were participated for this programme of the college.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon
NAAC Coordinator




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon
Principal

Yoga For Girls Workshop Training Given By- Prof.S.D.Patil 09/09/2019 To 14/09/2019





Sahajivan Shikshan Prasarak Mandal (Tehu) Sanchalit

RANI LAXMIBAI MAHAVIDYALAYA
PAROLA, DIST - JALGAON, 425111




Mahavidyalaya Activity Report

Resource Person : Dr. Vaishali Nerkar
Activities Coordinator : Mr. J. B. Patil
Name of the Activities : Hemoglobin Check up Camp
Date of Execution : 14/08/2018
Duration of Activities : One Day
Number of Participates : 118

Report

On the occasion of Hemoglobin Check up Camp on 14/08/2018 with the introduction speeches by Dr. Vaishali Nerkar expressed views on Hemoglobin Check up Camp to girls college students. The principal, 3 professors and 118 Students were participated for this programme of the college.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola Dist. Jalgaon



Mahavidyalaya Activity Report

Resource Person : Shri Liladhar Kanade
Activities Coordinator : Miss Pratibha V. Patil
Name of the Activities : Nirbhaya Kanya
Date of Execution : 21/09/2018
Duration of Activities : One Day
Number of Participates :130

Report

On the occasion of Nirbhaya Kanya on 21/09/2018 with the introduction speeches by Dr. Vaishali Nerkar expressed views on Nirbhaya Kanya to girls college students. The principal, 3 professors and 130 Students were participated for this programme of the college.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon
Naac Coordinator




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal. Parola, Dist. Jalgaon

Nirbhaya Kanya Programme Gaidance By-Shri.Liladhar Kanade (PI-Parola police station) 21/9/2018



Mahavidyalaya Activity Report

Resource Person : V. Surendra
Activities Coordinator : Miss Pratibha V. Patil
Name of the Activities : Women Self Defense Training
Date of Execution : 07/01/2019 To 12/01/ 2019
Duration of Activities : Six Day
Number of Participates : 113

Report

On the occasion of Women Self Defense Training on 07/01/2019 with the introduction speeches by V. Surendra expressed views on Women Self Defense Training to girls college students. The principal, 2 professors and 113 Students were participated for this programme of the college.


Coordinator, IQAC
Rani Laxmibai Mahavidyalaya
Parola, Dist. Jalgaon




Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Dist. Jalgaon

Women Self Defense Training By – Shri. V. Surendran 7/1/2019



Criteria 5

Student Support and Progression

5.1.4: *The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

16 Demands of reexamination for sports players





॥ अंतरी पेटवू ज्ञान्योत ॥

कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठ, जळगाव

Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

(पूर्वीचे उत्तर महाराष्ट्र विद्यापीठ, जळगांव)

जा.क्र.कचचौउमवि/७-अ/परीक्षा हिवाळी-२२/४१५८/२०२२

दिनांक : ३१/१२/२०२२

प्रति,

मा.प्राचार्य / संचालक / विभाग प्रमुख,
कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठाशी
संलग्नीत सर्व महाविद्यालये, मान्यताप्राप्त परिसंस्था,
विद्यापीठ प्रशाळा / शैक्षणिक विभाग यांना ---

विषय:-माहे डिसेंबर २०२२ मधील परीक्षेच्या वेळापत्रकांच्या दरम्यान आंतर विद्यापीठीय किंवा राष्ट्रीय अथवा आंतरराष्ट्रीय सांस्कृतिक स्पर्धांमध्ये किंवा राष्ट्रीय छात्र सेना, राष्ट्रीय सेवा योजना तसेच क्रीडा स्पर्धांमध्ये सहभागी झालेल्या विद्यार्थ्यांच्या पुनर्परीक्षा आयोजना बाबत---

महोदय / महोदया,

महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम, २०१६ मधील कलम ५६ (१) (ठ) नुसार परीक्षांच्या वेळापत्रकांच्या दरम्यान आंतर विद्यापीठीय किंवा राष्ट्रीय अथवा आंतरराष्ट्रीय सांस्कृतिक स्पर्धांमध्ये किंवा राष्ट्रीय छात्र सेना, राष्ट्रीय सेवा योजनेच्या कार्यक्रमांमध्ये सहभागी होणाऱ्या विद्यार्थ्यांच्या परीक्षांच्या संबंधात पर्यायी व्यवस्था करणेबाबत तसेच कलम ५८(छ) नुसार परीक्षांच्या संबंधित वेळापत्रकांच्या दरम्यान आंतरविद्यापीठीय किंवा राष्ट्रीय अथवा आंतरराष्ट्रीय क्रीडा स्पर्धांमध्ये किंवा कार्यक्रमांमध्ये सहभागी होणाऱ्या विद्यार्थ्यांच्या परीक्षांच्या संबंधात पर्यायी व्यवस्था करण्यासंदर्भात तरतूद करण्यात आलेली आहे.

शैक्षणिक वर्ष २०२२-२३ मधील प्रथमार्धात होणाऱ्या हिवाळी २०२२ परीक्षांच्या वेळापत्रकादरम्यान स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड येथे आयोजित केलेला एनसीसी कॅम्प, कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठ, जळगाव येथे आयोजित करण्यात आलेल्या आव्हान-२०२२, पुण्यश्लोक अहिल्यादेवी होळकर विद्यापीठ, सोलापूर येथे आयोजित केलेला उत्कर्ष, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद येथे आयोजित केलेला क्रीडा महोत्सव आणि कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठाने व शासनाने आयोजित केलेला राज्यस्तरीय आविष्कार इत्यादी कार्यक्रमांमध्ये विद्यार्थी / विद्यार्थिनी सहभागी झालेले आहेत.

त्या अनुषंगाने महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम, २०१६ मधील कलम ५६ (१) (ठ) आणि ५८(छ) मध्ये नमूद केल्यानुसार वरील कार्यक्रमांमध्ये किंवा क्रीडा स्पर्धांमध्ये सहभागी झालेल्या विद्यार्थ्यांच्या परीक्षेच्या संबंधात पर्यायी व्यवस्था (पुनर्परीक्षा) करण्याचे नियोजन करण्यात आलेले असून सदरची परीक्षा दि.१५ जानेवारी, २०२३ ते २७ जानेवारी, २०२३ या दरम्यान आयोजित करण्यात आलेली आहे.

JBP, NBB
Please do the needful
at earliest
05/01/2023



19-23 माधिल हिवाळी परिक्षेत्या कालावधी दरम्यान क्रीडा स्पर्धांमळे परिक्षा देऊ शकलेल्य खेळाडूंची यादी
 न्यालयचे नाव :- राणी लक्ष्मीबाई महाविद्यालय, पारोळा जि. जळगांव

| | | | | | | | | | |
|---|---------------------|-------------------|--|---------|---------------|------------------------|---|--|--------------------------------------|
| वेदगार्थ्याचे नाव क्रीडा स्पर्धेचे नाव | संघ रवाना दिनांक | संघ परत दिनांक | आंतरविद्यापीठ स्पर्धांच्या तारखा व ठिकाण | वर्ग | सत्र | परिक्षा आसन क्र. | परिक्षा न देऊ शकलेल्या विषयाचे नाव व क्रमांक (विषय Code) Hall Ticket नुसार) | परिक्षा (ज्या दिवशी होती) दिनांक व वेळ | PRN Number |
| मालपरे सारंग जगदिश | 24/12/2022 | 31/12/2022 | 26 - 29 डीसे 2022 ठिकाण - के.आय.टी. विद्यापीठ भवनेश्वर (ओडीसी) | F.Y.B.A | प्रथम सत्र | 105906 | 1. POL-G-101 a) The Indian Constitution (3112211111) 2. HIS-G- 101 a) History of Indian Freedom Movement (A.D.1857 - A.D.1905) (3112211211) | 28/12/2022 12 to 2:00 PM 30/12/2022 12 to 2:00 PM | 2022015400037415 2022015400037415 |
| क्रीडा स्पर्धेचे नाव योगा | | | | | | | | | |

Sd/-
 Director, Physical Education, R. L. College, Parola

Sd/-

Principal, R. L. College, Parola, Dist. Jalgaon
 Rani Laxmibai Mahavidyalaya,
 Parola, Tal. Parola Dist. Jalgaon



सहजीवन प्रसारक मंडळ संचलित (टेहू)

राणी लक्ष्मीबाई महाविद्यालय, पारोळा

पारोळा-४२५१११ (जि.जळगांव) फोन. ०२५९७-२९२६६६

E-mail: principalrcparola@gmail.com

प्रा.डॉ.डी.आर.पाटील

एम.एस्सी. पीएच. डी.

प्र.प्राचार्य

Website : www.rlcollegeparola.com

जा.क्र. :- २०७-२०२२-२३

दि. ०५/०१/२०२३

SB/9

प्रति,

मा. डॉ. दिनेश पाटील

क्रिडा संचालक

क. व. चौ. उमवि, जळगांव

विषय :- शै.वर्ष २०२२-२३ मधिल हिवाळी परिक्षेच्या वेळापत्रकादरम्यान आंतरविद्यापीठ क्रीडा स्पर्धामध्ये सहभागी झालेल्या विद्यार्थी खेळाडुंच्या परिक्षेच्या पर्यायी व्यवस्थे बाबत.

संदर्भ :- कबचौउमवि/१७/क्रीडा/१७३/२०२२ दि.३१/१२/२०२२

महोदय,

उपरोक्त संदर्भीय विषयान्वये आपणास विनंती की, आमच्या महाविद्यालयातील विद्यार्थी खेळाडुची शैक्षणिक वर्ष २०२२-२३ मध्ये विद्यापीठ संघात निवड झालेली होती तो विद्यार्थी मालपुरे सारंग जगदिश प्रथम वर्ष कला सीट नं.१०५९०६ PRN No २०२२०१५४०००३७४१५ हा दि.२६ ते २९ डीसेंबर २०२२ या तारखेस के.आय.टी. विद्यापीठ भुवनेश्वर (ओडीसा) येथे क्रीडा स्पर्धेत सहभागी झाला होता. त्यामुळे त्याला आपली परिक्षा देता आली नाही. तरी सदर विद्यार्थ्यांचे शैक्षणिक हित पाहता त्यास पर्यायी परिक्षेस सहभागी करून घ्यावे. कळावे.

सोबत :- माहिती तक्ता

राणी लक्ष्मीबाई महाविद्यालय
उत्तर महाराष्ट्र विद्यापीठ, जळगांव
(१७) क्रीडा विभाग
10 JAN 2023
Received in
Signature
10.01.2023
आवक क्रं.



प्रा.प्राचार्य
राणी लक्ष्मीबाई महाविद्यालय
पारोळा, जि.जळगांव

Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

Jalgaon-425001, Maharashtra(India)

<http://nmuj.digitaluniversity.ac/>



Examination Hall Ticket
B.A.(with Credits) for December-2022 Examination
College: Sahajivan Shikshan Prasarak Mandals Rani Laxmibai Mahavidyalaya (190042)

Student: MALPURE SARANG JAGDISH (VAISHALI)

Vernacular Name: मालपुरे सारंग जगदीश

2022015400037415

Gender: Male

Phy. Challenged: No

Medium: Marathi

Exam-I (Regular-under CBCS [June-2022] Pattern)

Division: 1, Roll No: 64

Seat Number: 105905

Exam Center: Parola (1918)

Exam Venue: 190042

Sahajivan Shikshan Prasarak Mandals Rani Laxmibai Mahavidyalaya, Gurav lane, Behind Bus Stand, City:Parola, Taluka:Parola, District:Jalgaon, State:Maharashtra, Pin:425111

| SN | Paper Code | Paper Name (UA - University Assessment, CA - College Assessment) | Theory | UA | Date | Time | Jr. Supervisor's Sign. |
|----|------------|---|--------|----|----------|-------------|------------------------|
| 1 | 3112211211 | HIS-G-101-a) History of Indian Freedom Movement (A.D.1857 - A.D.1905) | Theory | UA | | | |
| 2 | 3112211511 | GG-101 Physical Geography-I (Lithosphere) | Theory | UA | | | |
| 3 | 3112210111 | CENG-101 Compulsory English | Theory | UA | | | |
| 4 | 3112211011 | ECO-G-101-a) Introductory Economics-I | Theory | UA | | | |
| 5 | 3112210211 | MAR-G-111-a) Aadhunik Gaddiya va Paddy Vangmayprakar - Swarupvichar | Theory | UA | | | |
| 6 | 3112211111 | POL-G-101-a) The Indian Constitution | Theory | UA | | | |
| 7 | 3112211511 | GG-101 Physical Geography-I (Lithosphere) | Theory | CA | 27/12/22 | 12 to 2 P.M | |
| 8 | 3112211111 | POL-G-101-a) The Indian Constitution | Theory | CA | | | |
| 9 | 3112211211 | HIS-G-101-a) History of Indian Freedom Movement (A.D.1857 - A.D.1905) | Theory | CA | 30/12/22 | 12 to 2 P.M | |
| 10 | 3112210111 | CENG-101 Compulsory English | Theory | CA | | | |
| 11 | 3112211011 | ECO-G-101-a) Introductory Economics-I | Theory | CA | | | |
| 12 | 3112210211 | MAR-G-111-a) Aadhunik Gaddiya va Paddy Vangmayprakar - Swarupvichar | Theory | CA | | | |

Note for Repeater Student -As per Circular No- 36/2022 dated 03-10-2022, Point No. 37 (ii), Repeater Student have to appear equivalence paper for which exam attempt chance is over for above mentioned each subject.

Acting Principal
Rani Laxmibai Mahavidyalaya,
Parola, Tal.Parola Dist.Jalgaon





॥ अक्षरं परमं ज्ञानं ॥
कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठ, जळगाव
Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

क्रीडा विभाग

जा.क्र. कबचौउमवि/१७/क्रीडा / १७३/२०२२

दि. ३१/१२/२०२२

प्रति,
भा.प्राचार्य/संचालक,
कबचौउमविशी संलग्नित
सर्व महाविद्यालये व मान्यता प्राप्त संस्था यांना ...

विषय :- शै.वर्ष २०२२-२३ मधील हिवाळी परिक्षेच्या वेळापत्रकादरम्यान आंतरविद्यापीठ क्रीडा स्पर्धांमध्ये सहभागी झालेल्या विद्यार्थी खेळाडूंच्या परिक्षेच्या पर्यायी व्यवस्थेबाबत..
महोदय,

वरील विषयान्वये, आपल्या महाविद्यालयातील ज्या विद्यार्थी खेळाडूंची शैक्षणिक वर्ष २०२२-२३ मध्ये विद्यापीठ संघात निवड झालेली होती व शै.वर्ष २०२२-२३ मधील हिवाळी सत्र परीक्षा दरम्यान विद्यापीठाच्या विविध ठिकाणी झालेल्या आंतरविद्यापीठ तसेच क्रीडा महोत्सव (अश्वमेध) क्रीडा स्पर्धांमुळे विद्यार्थी खेळाडू परीक्षेपासून वंचित राहिले असतील अशा विद्यार्थी खेळाडूंची नावे सोबत जोडलेल्या तक्त्यात दि. ०५ जानेवारी, २०२३ पावेतो dapnmusports@rediffmail.com द्वारे Excel File, Open format मध्ये Soft Copy द्वारे पाठविण्यात यावी. तसेच सदर माहितीची एक प्रत (हार्ड कॉपी) क्रीडा विभागाकडे पाठविण्यात यावी, जेणेकरून परीक्षा विभागास सदर माहिती पाठविणे सुलभ होईल.

कळावे- धन्यवाद !

टिप :- काही खेळाडू विद्यापीठ संघ परत आल्यानंतर दुसऱ्या दिवशी परीक्षा असते, तरी परीक्षा देत नाहीत.
अशांची माहिती पाठवू नये, ही विनंती.

सोबत : तक्ता

आपला विश्वासू,

(डॉ. दिनेश पाटील)
क्रीडा संचालक

प्रत:- माहितीस्तव
भा. संचालक,
परीक्षा व मूल्यमापन मंडळ,
कबचौउमवि, जळगाव



☎ : (११) ०२५७- (२२५७४१२/४१३)
फॅक्स : (११) ०२५७- (२२५८४०६)

वेबसाईट : www.nmu.ac.in

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dapatil@nmu.ac.in