



MAHATMA GANDHI VIDYAMANDIR'S  
**SAMAJSHRI PRASHANTDADA HIRAY  
COLLEGE OF PHARMACY**

Affiliated to : Savitribai Phule Pune University, Pune (CPHN018220) MSBTE (2142) DTE Code : 5205 AISHE Code : C-41859 Exam Code : 1032  
Approved by : Pharmacy Council of India, New Delhi. Recognized by : DTE, Mumbai  
Accredited by NAAC "B ++" Grade with = CGPA -2.88 in First Cycle, NSS CODE-D-SF-091

## CRITERION-5 STUDENT SUPPORT AND PROGRESSION

### 5.1 STUDENT SUPPORT

**5.1.5 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and anti-ragging cases**

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

**Answer: All of the above**



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**5.1.5 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and anti-ragging cases**

Institute has constituted Grievance Redressal Cell, Internal Complaint Committee, Anti-ragging Committee and Antidiscrimination cell.

These cells are implementing the guidelines required as per statutory bodies and meeting as well as awareness programs get conducted regularly under the different cells. Institute timely addresses the grievances of the students.



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### Objective of Antiragging Committee

To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or indiscipline activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power authority or superiority by a student over any fresher or any other student; and thereby, to eliminate ragging in all its forms from universities, deemed universities and other higher educational institutions in the country by prohibiting it under these Regulations, preventing its occurrence and publishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.



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### Objective of Internal Complaint Committee (Sexual Harassment of Woman at Workplace)

- To evolve a permanent mechanism for the prevention, prohibition and redressal of sexual harassment of women.
- To comply with the provisions of the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act) and to develop and implement a policy against sexual harassment of women.
- To deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention and termination of the harassment.
- Recommend appropriate redressal and punitive action against the guilty to the Management.
- To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
- To undertake all necessary and reasonable steps including the constitution of appropriate committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.



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### Objective of Students Grievance Redressal Committee

The objectives of Students Grievance Redressal Committee are to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institute. The committee convenes periodic meetings (once in every 3 months) or as and when needed. The Committee is constituted for the Redressal of the problems reported by the students of the college with the following objectives:

- Upholding the dignity of the college by ensuring strife free atmosphere in the college through promoting a cordial relationship between students and teachers.
- Encouraging the students to express their grievances/problems freely without any fear of being victimized.
- Suggestion/complaint box is installed in front of the Administrative block in which the students can submit in writing their grievances maintaining anonymity and also give suggestions for improving Academics in the college
- Advising students of the college to respect the right and dignity of one another and show utmost restraint and patience whenever any occasion of conflict arises.
- Advising all staff to be affectionate to the students.
- To bring to notice of the higher authorities urgently any violations of disciplinary rules.



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### Function of Students Grievance Redressal Committee

- Address grievance promptly on receipt in written format from the students.
- Review all grievances and follow the UGC Guidelines whilst resolving the grievances.
- Submit report to the Dean about the grievances addressed and also seek direction and guidance from the higher authorities if needed.



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### Objective of Anti-Discrimination Cell

- The Cell will look into matters of depriving a student or group of students on a particular caste, creed, religion, language, ethnicity, gender, disability or any type and matters of imposing conditions on any student which is incompatible with the dignity of human beings.
- The Cell is constituted to safeguard the interest of students without any prejudice to their caste, creed, religion, language, ethnicity, gender, disability and to eliminate discrimination or harassment against any student at MGV's SPH College of Pharmacy, Malegaon by providing preventive measures to facilitate punishment for those who indulge in any form of discrimination to promote equality among the students.
- The Committee will receive complaints from the affected students in terms of discrimination of caste, creed, religion, language, ethnicity, gender, disability and conduct a proper enquiry, and submit a detailed report to the undersigned for suitable action.



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## Statutory Regulations/Norms of UGC

### Students Grievance Cell



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बशर्त कि इस विनियमों के तहत आयोग द्वारा कोई कार्रवाई नहीं की जाएगी, जब तक कि संस्थान को अपनी स्थिति स्पष्ट करने के लिए अवसर नहीं दिया गया हो और उसे सुने जाने का अवसर प्रदान नहीं किया गया हो।

11. इन विनियमों में उल्लिखित कोई भी शर्त, विश्वविद्यालय अनुदान आयोग (शिकायत निवारण) विनियम, 2012 के उपबंधों के तहत नियुक्त किसी पदधारी लोकपाल के कार्यकाल की अवधि के दौरान उसके पद पर बने रहने को प्रतिकूल रूप से प्रभावित नहीं करेगी, कार्यकाल समाप्त होने के पश्चात् लोकपाल, की नियुक्ति विश्वविद्यालय अनुदान आयोग (छात्रों की शिकायतों का निवारण) संबंधी विनियम, 2019 के अनुसार की जाएगी।

प्रो. रजनीश जैन, सचिव  
[विज्ञापन-III/4/असा./30/19]

### UNIVERSITY GRANTS COMMISSION NOTIFICATION

New Delhi, the 6th May, 2019

**F.No. 14-4/2012(CPP-II).**—In exercise of the powers conferred under clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the University Grants Commission (Grievance Redressal) Regulations, 2012, the University Grants Commission hereby makes the following regulations, namely -

#### 1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

- These regulations shall be called as the University Grants Commission (Redress of Grievances of Students) Regulations, 2019.
- They shall apply to all higher education institutions, whether established or incorporated by or under a Central Act or a State Act, and every institution recognized by the University Grants Commission under clause (f) of Section 2 of the University Grants Commission Act, 1956 and to all institutions deemed to be a University declared as such under Section 3 therein.
- They shall come into force from the date of their publication in the Official Gazette.

#### 2. OBJECTIVE:

To provide opportunities for redress of certain grievances of students already enrolled in any institution, as well as those seeking admission to such institutions, and a mechanism thereto.

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

- "Act" means the University Grants Commission Act, 1956 (3 of 1956);
- "aggrieved student" means a student, who has any complaint in the matters relating to or connected with the grievances defined under these regulations.
- "college" means any institution, so defined in clause (b) of sub-section (1) of section 12A of the Act.
- "Collegiate Student Grievance Redressal Committee" (CSGRC) means a committee constituted under these regulations, at the level of an institution, being a college.
- "Commission" means the University Grants Commission established under section 4 of the UGC Act, 1956.
- "declared admission policy" means such policy, including the process there under, for admission to a course or program of study as may be offered by the institution by publication in the prospectus of the institution.
- "Departmental Student Grievance Redressal Committee" (DSGRC) means a committee constituted under these regulations, at the level of a Department, School or Centre of a University.
- "grievance" means, and includes, complaint(s) made by an aggrieved student in respect of the following, namely:





- i. admission contrary to merit determined in accordance with the declared admission policy of the institution;
  - ii. irregularity in the process under the declared admission policy of the institution;
  - iii. refusal to admit in accordance with the declared admission policy of the institution;
  - iv. non-publication of prospectus by the institution, in accordance with the provisions of these regulations;
  - v. publication by the institution of any information in the prospectus, which is false or misleading, and not based on facts;
  - vi. withholding of, or refusal to return, any document in the form of certificates of degree, diploma or any other award or other document deposited by a student for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
  - vii. demand of money in excess of that specified to be charged in the declared admission policy of the institution;
  - viii. violation, by the institution, of any law for the time being in force in regard to reservation of seats in admission to different category of students;
  - ix. nonpayment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of such institution, or under the conditions, if any, prescribed by the Commission;
  - x. delay by the institution in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the institution, or in such calendar prescribed by the Commission;
  - xi. failure by the institution to provide student amenities as set out in the prospectus, or is required to be extended by the institution under any provisions of law for the time being in force;
  - xii. non-transparent or unfair practices adopted by the institution for the evaluation of students;
  - xiii. delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospectus, or as may be notified by the Commission;
  - xiv. complaints of alleged discrimination of students from the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Women, Minority or persons with disabilities categories;
  - xv. denial of quality education as promised at the time of admission or required to be provided; and
  - xvi. harassment or victimization of a student, other than cases of harassment, which are to be proceeded against under the penal provisions of any law for the time being in force.
- (i) "Institution" means, as the context may be, a University or a college, or an institution declared a deemed to be a University under the Act or an institution established within a University for a particular discipline or activity;
- (j) Institutional Student Grievance Redressal Committee" (ISGRC) means a committee constituted under these regulations at the level of the University, for dealing with grievances which do not belong to a department of the University e.g. hostels and common facilities.
- (k) "Ombudsperson" means the Ombudsperson appointed under these regulations;
- (l) "Prospectus" means and includes any publication, whether in print or otherwise, issued for providing fair and transparent information, relating to an institution, to the general public (including to those seeking admission in such institution) by such institution or any authority or person authorized by such institution to do so;





- (m) "Region" means a geographical territory, comprising of States, so determined, for the purpose of facilitating enforcement of these regulations; namely, South-Eastern Region comprising Andhra Pradesh, Telengana, Puducherry, Andaman and Nicobar, and Tamil Nadu; South-Western Region comprising Kerala, Karnataka, and Lakshadweep; Western Region comprising Maharashtra, Gujarat, Goa, Dadar and Nagar Haveli, Daman and Diu, Central Region comprising Chhattisgarh, Madhya Pradesh and Rajasthan; Northern Region comprising Jammu and Kashmir, Delhi, Himachal Pradesh, Punjab, Haryana, Uttar Pradesh, Uttarakhand and Chandigarh; North-Eastern Region comprising Assam, Meghalaya, Mizoram, Manipur, Tripura, Arunachal Pradesh, Sikkim and Nagaland; and Eastern Region comprising West Bengal, Bihar, Jharkhand and Odisha.
- (n) "State" means a State specified in the First Schedule to the Constitution and includes a Union territory;
- (o) "Student" means a person enrolled, or seeking admission to be enrolled, in any institution to which these regulations apply;
- (p) "University" means a University so defined in clause (f) of section 2 of the Act or, where the context may be, an institution deemed to be University declared as such under Section 3 thereof.
- (q) "University Student Grievance Redressal Committee" (USGRC) means a committee constituted under these regulations, at the level of the university, for dealing with grievances arising out of decisions of the DSGRC, ISGRC or CSGRC.

#### 4. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS AND PRICING:

- (1) Every institution, shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:
- the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;
  - the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;
  - the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution;
  - the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;
  - each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
  - rules/regulations for imposition and collection of any fines in specified heads or categories, minimum and maximum fine may be imposed.
  - the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
  - details of the teaching faculty, including their educational qualifications, along with their type of appointment (Regular/visiting/guest) and teaching experience of every member thereof.
  - information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital or industry wherein the practical training is



to be imparted to the students and in particular the amenities accessible by students on being admitted to the institution;

- (j) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution, and, in particular such discipline relating to the prohibition of ragging of any student or students and the consequences thereof and for violating the provisions of any regulation in this behalf made by the relevant statutory regulatory authority; and

(k) Any other information as may be specified by the Commission:

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

- (2) Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its publication and distribution and no profit be made out of the publication, distribution or sale of prospectus.

## 5. STUDENT GRIEVANCE REDRESSAL COMMITTEES (SGRC):

### A. Collegiate Student Grievance Redressal Committee (CSGRC)

- (i) A complaint from an aggrieved student relating to a college shall be addressed to the Collegiate Student Grievance Redressal Committee (CSGRC), with the following composition, namely:
- Principal of the college – Chairperson;
  - Three senior members of the teaching faculty to be nominated by the Principal – Members;
  - A representative from among students of the college to be nominated by the Principal based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.
- (ii) The term of the members and the special invitee shall be two years.
- (iii) The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
- (iv) In considering the grievances before it, the CSGRC shall follow principles of natural justice.
- (v) The CSGRC shall send its report with recommendations, if any, to the Vice-Chancellor of the affiliating University and a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.

### B. Departmental Student Grievance Redressal Committee (DSGRC)

- (i) A complaint by an aggrieved student relating to a Department, or School, or Centre of a University shall be addressed to the Departmental Student Grievance Redressal Committee (DSGRC) to be constituted at the level of the Department, School, or Centre, as the case may be, and with the following composition, namely:
- Head of the Department, School, or the Centre, by whatever designation known – Chairperson;
  - Two Professors, from outside the Department/School/Centre to be nominated by the Vice Chancellor – Members;
  - A member of the faculty, well-versed with the mechanism of grievance redressal to be nominated by the Chairperson – Member;
  - A representative from among students of the college to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.





- (ii) The term of the Chairperson, members of the Committee, and the special invitee shall be of two years.
- (iii) The quorum for the meeting of DSGRC, including the Chairperson, but excluding the special invitee, shall be three.
- (iv) In considering the grievances before it, the DSGRC shall follow principles of natural justice.
- (v) The DSGRC shall submit its report with recommendations, if any, to the Head of the Institution/ Vice Chancellor, with a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.

**C. Institutional Student Grievance Redressal Committee (ISGRC)**

- (i) Where a complaint does not relate to any academic Department, School or Centre of a University, as the case may be, the matter shall be referred to the Institutional Student Grievance Redressal Committee (ISGRC) to be constituted by the Vice Chancellor, with the following composition, namely:
  - (a) Pro-Vice Chancellor/Dean/Senior Professor of institution – Chairperson;
  - (b) Dean of students/Dean, Students Welfare – Member;
  - (c) One senior academic, other than the Chairperson – Member;
  - (d) Proctor/Senior academic – Member;
  - (e) A representative from among students of the college to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.
- (ii) The term of the members of the committee shall be of two years.
- (iii) The quorum for the meetings of the ISGRC, including the Chairperson, but excluding the special invitee, shall be three.
- (iv) In considering the grievances before it, the ISGRC shall follow principles of natural justice.
- (v) The ISGRC shall send its report with recommendations, if any, to the Vice Chancellor, along with a copy thereof to the aggrieved student, within a period of 15 working days from the date of receipt of the grievance.

**D. University Student Grievance Redressal Committee (USGRC)**

- (i) The Vice Chancellor of an affiliating University shall constitute such number of University Student Grievance Redressal Committees (USGRC), as may be required to consider grievances unresolved by one or more CSGRC or DSGRC or ISGRC and each USGRC may take up grievances arising from colleges/departments/ Institutions, on the basis of the jurisdiction assigned to it by the Vice Chancellor.
  - a) A senior Professor of the University – Chairperson;
  - b) Dean, Student Welfare or equivalent – Member;
  - c) Two Principals drawn from the affiliating colleges, other than those connected with reports of CSGRC under review, to be nominated by the Vice-Chancellor – Members;
  - d) One Professor of the University - Member;
  - e) A representative from among students of the college to be nominated by the Vice Chancellor based on academic merit/excellence in sports/performance in co-curricular activities – Special Invitee.
- (ii) The Chairperson, members and the special invitee shall have a term of two years.
- (iii) The quorum for the meeting, including the Chairperson, but excluding the special invitee, shall be three.





- (iv) In considering the grievances before it, the USGRC shall follow principles of natural justice.
- (v) The USGRC shall send its report and recommendations, if any, to the Principal of the College relating to the grievance/Head of the department/School/Institution with a copy thereof to the aggrieved student, within 15 days of the receipt of the grievance.
- (vi) Any student aggrieved by the decision of the University Student Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within in a period of fifteen days from the date of receipt of such decision.

**6. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:**

- (i) There shall be one or more part-time functionaries designated as Ombudspersons to hear, and decide on, appeals preferred against the decisions of the USGRCs.

Provided that, there shall not be more than one ombudsperson for a State, in respect of all the State universities (Public as well as Private) in that State, who shall be appointed by the State Government;

Provided further that, there shall not be more than one Ombudsperson for a region, in respect of the Central universities and institutions deemed to be universities in that region, who shall be appointed by the Central Government.

- (ii) The Ombudsperson shall be a person of eminence in academics or research, who had been Vice-Chancellor of a University.
- (iii) The Ombudsperson for the State universities in a State, shall not be in any conflict of interest with any University in that State; and the Ombudsperson for the Central universities and institutions deemed to be universities in a region, shall not be in any conflict of interest with any University or institution deemed to be University in that region, either before or after such appointment.
- (iv) A State Government shall appoint the Ombudsperson from a panel of three names recommended by a search committee constituted for that purpose and consisting of the following, namely:
  - (a) A nominee of the Governor or Lt. Governor, as the case may be, who is a person of eminence in the field of higher education— Chairperson;
  - (b) A Vice Chancellor from a State Public University to be nominated by the Governor/LG of the State/UT - Member;
  - (c) A Vice Chancellor from a State Private University to be nominated by the State Government - Member;
  - (d) Chairperson of the State Council of Higher Education or his/her nominee from among the academic members of the Council— Member;
  - (e) Principal Secretary/Secretary to the State Government responsible for Higher Education— Member Secretary.
- (v) The Central Government shall appoint the Ombudsperson for a region from a panel of three names recommended by a search committee to be constituted for that purpose, and consisting of the following, namely:
  - (a) Chairperson, University Grants Commission or his/her nominee - Chairperson
  - (b) A Vice Chancellor of a Central University to be nominated by the Central Government - Member
  - (c) A Vice Chancellor of an institution deemed to be University to be nominated by the Central Government - Member
  - (d) A nominee of the Central Government, not below the rank of the Joint Secretary - Member
  - (e) Secretary, University Grants Commission - Member Secretary



- (vi) The Ombudsperson shall be appointed for a period of three years or until he attains the age of 70 years, whichever is earlier, from the date of assuming office, and shall be eligible for reappointment for another one term for the same State or region, as the case may be.
- (vii) For conducting the hearings, the Ombudsperson shall be paid a sitting fee, per diem, in accordance with the norms fixed by the University Grants Commission, and shall, in addition, be eligible for reimbursement of the expenditure incurred on conveyance.
- (viii) The State Government, in the case of an Ombudsperson of a State, and the Central Government, in the case of an Ombudsperson of a region, may remove the Ombudsperson from office, on charges of proven misconduct or misbehavior as defined under these regulations.
- (ix) No order of removal of Ombudsperson shall be made except after an inquiry made in this regard by a person not below the rank of judge of the High Court in which a reasonable opportunity of being heard is given to the Ombudsperson.

#### 7. FUNCTIONS OF OMBUDSPERSON:

- (i) The Ombudsperson shall hear appeals from an aggrieved student, only after the student has availed all other remedies provided under these regulations.
- (ii) While issues of malpractices in the conduct of examination or in the process of evaluation may be referred to the Ombudsperson, no appeal or application for revaluation or re-totalling of answer sheets from an examination, shall be entertained by the Ombudsperson unless specific irregularity materially affecting the outcome of specific instance of discrimination is indicated.
- (iii) The Ombudsperson may avail assistance of any person, as amicus curiae, for hearing complaints of alleged discrimination.
- (iv) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the aggrieved student(s).

#### 8. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:

- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student may submit an application seeking redressal of grievance.
- (ii) On receipt of an online complaint, the institution shall refer the complaint to the appropriate Student Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
- (iii) The Student Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved student.
- (iv) An aggrieved student may appear either in person or authorize a representative to present the case.
- (v) Grievances not resolved by the University Student Grievance Redressal Committee shall be referred to the Ombudsperson, within the time period provided in these regulations.
- (vi) Institutions shall extend co-operation to the Ombudsperson or the Student Grievance Redressal Committee(s), as the case may be, in early redressal of grievances; and failure to do so may be reported by the Ombudsperson to the Commission, which shall take action in accordance with the provisions of these regulations.
- (vii) The Ombudsperson shall, after giving reasonable opportunities of being heard to both parties, on the conclusion of proceedings, pass such order, with reasons there for, as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
- (viii) The institution, as well as the aggrieved student, shall be provided with copies of the order under the signature of the Ombudsperson, and the institution shall place it for general information on its website.





- (ix) The institution shall comply with the recommendations of the Ombudsperson; and the Ombudsperson shall report to the Commission any failure on the part of the institution to comply with the recommendations.
- (x) The Ombudsperson may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

**9. INFORMATION REGARDING OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:**

An institution shall furnish, prominently, on its website and in its prospectus, all relevant information in respect of the Student Grievance Redressal Committee(s) coming in its purview, and the Ombudsperson for the purpose of appeals.

**10. CONSEQUENCES OF NON-COMPLIANCE:**

The Commission shall in respect of any institution, which willfully contravenes these regulations or repeatedly fails to comply with the recommendation of the Ombudsperson or the Grievance Redressal Committee(s), as the case may be, proceed to take one or more of the following actions, namely:

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

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

11. Nothing mentioned hereinabove in these regulations shall affect the continuance in office, during the currency of the term, of an incumbent Ombudsperson appointed under the provisions of the UGC (Grievance Redressal) Regulations, 2012; where after, the appointment of Ombudsperson shall be made as per University Grants Commission (Redress of Grievances of Students) Regulations, 2019.

Prof. RAJNISH JAIN, Secy.  
[ADVT.-III/4/Exty/30/19]







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## **Statutory Regulations/Norms of UGC**

## **Internal Complaint Committee (Sexual Harassment of Woman at Workplace)**



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मानव संसाधन विकास मंत्रालय

(विश्वविद्यालय अनुदान आयोग)

अधिसूचना

नई दिल्ली, 2 मई, 2016

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

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

1. लघु शीर्ष, अनुप्रयोग एवं समारम्भ:- (1) ये विनियम विश्वविद्यालय अनुदान आयोग (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्रों के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इशारे सुधार) विनियम, 2015 कहलाएंगे।  
(2) ये विनियम भारत वर्ष में सभी उच्चतर शैक्षिक संस्थानों पर लागू होंगे।  
(3) सरकारी राजपत्र में उनके प्रकाशन की तिथि से वे लागू माने जाएंगे।

2. परिभाषाएँ:- इन विनियमों में-वर्षातः विषयवस्तु के अन्तर्गत कुछ अन्यथा जरूरी है:-

- (अ) "पीड़ित महिला" से अर्थ है किसी भी आयु वर्ग की एक ऐसी महिला-चाहे वह संलग्न में है या नहीं, किसी कार्य स्थल में कथित तौर से प्रतिवादी द्वारा कोई लैंगिक प्रताड़ना के कार्य का शिकार बनी है;
- (ब) "अधिनियम" से अर्थ है कार्य स्थल में महिलाओं का लैंगिक उत्पीड़न (निराकरण, निषेध एवं समन्धान) अधिनियम, 2013 (2013 का 14);
- (स) "परिसर" का अर्थ उस स्थान अथवा भूमि से है जहाँ पर उच्चतर शैक्षिक संस्थान तथा इसकी संबद्ध संस्थागत सुविधाएँ जैसे पुस्तकालय, प्रयोगशालाएँ, लेक्चर हॉल, आवास, हॉल, शौचालय, छात्र केन्द्र, छात्रावारा, भोजन कक्ष, स्टेडियम, वाहन पड़ाव स्थल, उपयनों जैसे स्थल तथा अन्य कुछ सुविधाएँ जैसे स्वास्थ्य केन्द्र, कैंटीन, बैंक पटल इत्यादि स्थित हैं तथा जिसमें छात्रों द्वारा उच्चशिक्षा के छात्र के रूप में दीरा किया जाता हो-जिस में यह परिवहन शामिल है जो उन्हें उस संस्थान से आने जाने के लिए, उस संस्थान के अलावा क्षेत्रीय भ्रमण हेतु





- (जी) यदि वह एक मानित विश्वविद्यालय संस्थान है तो केन्द्र सरकार को उस मानित विश्वविद्यालय के आहरण की अनुमति देना;
- (एच) यदि यह किसी राज्य अधिनियम के अन्तर्गत स्थापित अथवा नियमित विश्वविद्यालय है तो उसके द्वारा स्तर को आहरित करने के लिए प्रस्तुत राज्य सरकार को शिफारिश करना;
- (आई) जैसी कि विश्वविद्यालय अनुदान आयोग अधिनियम 1956 के अन्तर्गत प्रावधान किया जाता है तदनुसार अपने अधिकारों के अनुसार यथोचित रूप से ऐसी समझौते के लिए दृष्टि प्रदान कर सकता है जिस समय तक वह संस्थान इन विनियमों में निर्धारित प्रावधानों का अनुपालन नहीं करता है;
- (जे) इन विनियमों के अन्तर्गत आयोग द्वारा उस समय तक कार्रवाई नहीं की जाएगी जब तक कि संस्थान को अपना पत्र प्रस्तुत करने के लिए प्रस्ताव सुझावों के आधार पर उनकी सुनवाई कर ली गई हो।

[विज्ञापन—III/4/असा/53]

जरापाल एस. रांभु, सचिव, दिल्ली

## MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(University Grants Commission)

### NOTIFICATION

New Delhi, the 2nd May, 2016

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

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

1. **Short title, application and commencement.**—(1) These regulations may be called the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.
  - (2) They shall apply to all higher educational institutions in India.
  - (3) They shall come into force on the date of their publication in the Official Gazette.

#### 2. **Definitions.**—In these regulations, unless the context otherwise requires,—

- (a) "aggrieved woman" means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
- (b) "Act" means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
- (c) "campus" means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the HEI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the HEI;



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





- (l) "Student" means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short-term training programmes in a HEI.  
 Provided that a student who is in the process of taking admission in HEI's campus, although not yet admitted, shall be treated, for the purposes of these regulations, as a student of that HEI, where any incident of sexual harassment takes place against such student;  
 Provided that a student who is a participant in any of the activities in a HEI other than the HEI where such student is enrolled shall be treated, for the purposes of these regulations, as a student of that HEI where any incident of sexual harassment takes place against such student.
- (m) "Third Party Harassment" refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the HEI, but a visitor to the HEI in some other capacity or for some other purpose or reason;
- (n) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) "workplace" means the campus of a HEI including-
- Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
  - Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
  - Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.
3. **Responsibilities of the Higher Educational Institution-** (1) Every HEI shall,-
- Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the employees and the students, and modify its ordinances and rules in consonance with the requirements of the Regulations;
  - publicly notify the provisions against sexual harassment and ensure their wide dissemination;
  - organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
  - act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
  - publicly commit itself to a zero tolerance policy towards sexual harassment;
  - reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
  - create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
  - include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual



harassment, contact details of members of Internal Complaints Committee, complaints procedure and so on. Any existing body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)) should be reconstituted as the ICC; Provided that in the latter case the HEI shall ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

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

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

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

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

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

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





- (6) All Academic Staff Colleges (now known as Human Resource Development Centres (HRDCs) and Regional Centres for Capacity Building (RCCBs) must incorporate sessions on gender in their orientation and refresher courses. This should be across disciplines, and preferably mainstreamed using the UGC SAKSHAM Report which provides indicative modules in this regard.
- (7) Orientation courses for administrators conducted in HEIs must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the HEI community.
- (8) Counselling services must be institutionalised in all HEIs and must have well trained full-time counsellors.
- (9) Many HEIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (10) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (11) HEIs must ensure reliable public transport, especially within large campuses between different sections of the HEI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Reliable transport may be considered by HEIs to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (12) Residential HEIs should accord priority to construction of women's hostels. For the growing population of young women wishing to access higher education, hostel accommodation is desirable in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds.
- (13) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (14) Adequate health facilities are equally mandatory for all HEIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (15) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti-sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (16) Hostel Wardens, Provosts, Principals, Vice Chancellors, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.
4. **Grievance redressal mechanism.**—(1) Every Executive Authority shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-



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

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

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

- (b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- (c) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- (d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
- (3) Persons in senior administrative positions in the HEI, such as Vice- Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., shall not be members of ICCs in order to ensure autonomy of their functioning.
- (4) The term of office of the members of the ICC shall be for a period of three years. HEIs may also employ a system whereby one-third of the members of the ICC may change every year.
- (5) The Member appointed from amongst the non-governmental organizations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.
- (6) Where the Presiding Officer or any member of the Internal Committee:
- (a) contravenes the provisions of section 16 of the Act; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

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

5. Responsibilities of Internal Complaints Committee (ICC) - The Internal Complaints Committee shall:
- (a) provide assistance if an employee or a student chooses to file a complaint with the police;





- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment, and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

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

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

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

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

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

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

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

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

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

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

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

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



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

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

9. **Interim redressal-**The HEI may,

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

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

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

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

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





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

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

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

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

JASPAL S. SANDHU, Secy. UGC





MAHATMA GANDHI VIDYAMANDIR'S  
**SAMAJSHRI PRASHANTDADA HIRAY  
COLLEGE OF PHARMACY**

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## Statutory Regulations/Norms of UGC

### Antiragging Committee



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Joint Secretary



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विश्वविद्यालय अनुदान आयोग  
बहादुर शाह जफर मार्ग,  
नई दिल्ली-110 002 (भारत)  
**UNIVERSITY GRANTS COMMISSION**  
BAHADUR SHAH ZAFAR MARG  
NEW DELHI-110 002 (INDIA)

No.F.1-116/ 2009(CPP-II)

September, 2009

Registree  
All Universities

1 OCT 2009

**Subject: UGC Regulations on curbing the menace of Ragging in Higher Educational Institutions, 2009.**

Sir,

In continuation to this office letter of even no. dated 7th July, 2009 on the above subject, I am enclosing a copy of the UGC Regulations on curbing the menace of ragging in educational institutions, 2009 published in the Gazette of India dt.4<sup>th</sup> July,2009 in (i) English and (ii) Hindi विश्वविद्यालय अनुदान आयोग उच्चतर शिक्षण संस्थानों में रैगिंग निषेध से सम्बन्धित विश्वविद्यालय अनुदान आयोग के अधिनियम, 2009 for your information and necessary action.

The above regulations are mandatory and shall apply to all Universities established or incorporated by or under a Central Act, a Provincial Act or a State/Union Territory Act and all Institutions recognised by or affiliated to such Universities and all Institutions deemed to be Universities under Section (3) of the UGC Act, 1956 with effect from: 4<sup>th</sup> July, 2009 i.e. the date of its Publication in the official Gazette.

It is requested that these regulations may please be brought to the notice of the Colleges affiliated to your Universities/Institution.

Yours faithfully,

*(Handwritten Signature)*

(Dev Swarup)  
Joint Secretary

Encl: As above

*(Handwritten mark)*

o/c



Copy to:-

1. All States/ U.Ts Higher. Education Secretaries (List attached).
2. The Secretary, Govt. of India Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi-110001
3. Sri V. Umashankar, Director, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi-110001
4. The Secretary, Association of Indian Universities (AIU), 16, Comrade Inderjit Gupta Marg (Kotla), New Delhi-110002
5. All Professional Councils.
6. Ps to Chairman/Ps to Vcm/Ps to Secretary, UGC, New Delhi
7. JS (Web site) UGC for posting on UGC website.
8. All Regional Offices, UGC.
9. Guard file

*[Handwritten signature]*  
22/10/09

*[Handwritten signature]*  
वि. जायसवाल

(V.K. Jaiswal)  
Deputy Secretary  
20.10.2009  
o/c





S.No. (P)

22/07/09

रजिस्ट्री सं. डीएल (एन)-04/0007/2003--05

REGISTERED No. DL(N)-04/0007/2003--05



# भारत का राजपत्र The Gazette of India

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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)

भाग III—खण्ड 4

[PART III—SECTION 4]

[सांविधिक निकायों द्वारा जारी की गई विविध अधिसूचनाएं जिसमें कि आदेश, विज्ञापन और सूचनाएं सम्मिलित हैं]  
[Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued by Statutory Bodies]

कर्मचारी राज्य बीमा निगम

नई दिल्ली, दिनांक 9 जून 2009

सं. एन-15/13/14/8/2008-यो. व दि.--(2) कर्मचारी राज्य बीमा (सामान्य) विनियम--1950 के विनियम 95-क के तहत कर्मचारी राज्य बीमा अधिनियम 1948, (1948 का 34) की धारा-46 (2) द्वारा प्रदत्त शक्तियों के अनुसरण में मंत्रालय ने 1 मई, 2009 ऐसी तारीख के रूप में निश्चित की है जिससे उक्त विनियम-95-क तथा तमिलनाडु कर्मचारी राज्य बीमा निगम-1954 में निर्दिष्ट चिकित्सा हितलाभ तमिलनाडु राज्य में निम्नलिखित क्षेत्रों में बीमांकित व्यक्तियों के परिवारों पर लागू किये जाएंगे अर्थात्

केंद्र बढ़ते हुए निम्नलिखित क्षेत्र

उत्तमपालयम जिला तेनी तालुक उत्तमपालयम के राजस्व गाँव

उत्तमपालयम तालुक जिला तेनी उत्तमपालयम (दक्षिण), उत्तमपालयम (उत्तर), रायप्पनपट्टी, मल्लिंगपुरम, कोहिलापुरम, कोम्बै (पूर्व), कोम्बै (पश्चिम) तथा हनुमंथन पट्टी।

आर. सी. शर्मा  
संयुक्त निदेशक (यो. एवं व.)



## EMPLOYEES' STATE INSURANCE CORPORATION

New Delhi, the 5th June 2009

No. N-15/13/14/8/2008-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2009 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Tamil Nadu Employees' State Insurance (Medical Benefit) Rules, 1954 shall be extended to the families of insured persons in the following area in the State of Tamil Nadu namely:—

Centre Uthamapalayam Uthamapalayam Taluk, Theni District.	Areas Comprising the Revenue Villages of Theni District Revenue Villages of Uthamapalayam (South), Uthamapalayam (North), Theni District, Rayappanpatti, Mallingapuram, Kottalapuram, Kombal (East), Kombal (West) and Hanumanthan Patti of Uthamapalayam Taluk of Theni District.
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R. C. SHARMA  
Joint Director (P & D)

The 10th June 2009

No. N-15/13/14/6/2008-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2009 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Tamil Nadu Employees' State Insurance (Medical Benefit) Rules, 1954 shall be extended to the families of insured persons in the following area in the State of Tamil Nadu namely:—

Centre Cumbum Uthamapalayam Taluk	Areas Comprising the following Areas Revenue Villages of Theni District 1. Cumbum Municipal Limits of Uthamapalayam Taluk. 2. Revenue villages of Kamayakoundantatti, Narayanathevanpatti (South), Narayanathevanpatti (North) Uthamapuram and C. Pudukatti of Uthamapalayam Taluk of Theni District.
--------------------------------------	---

R. C. SHARMA  
Joint Director (P&D)

No. N-15/13/14/2/2009-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2009 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Tamil Nadu Employees' State Insurance (Medical Benefit) Rules, 1954 shall be extended to the families of insured persons in the following area in the State of Tamil Nadu namely:—

Centre Karaikudi Sub-Urbs Devakottai Taluk, Sivagangai District	Areas Comprising the Revenue Villages of Perattukottai
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R. C. SHARMA  
Joint Director (P&D)

No. N-15/13/10/2/2008-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2009 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Orissa Employees' State Insurance (Medical Benefit) Rules, 1957 shall be extended to the families of insured persons in the following area in the State of Orissa namely:—





"The Revenue villages of Narendrapur, Sibapur, Kurunti, Khadaga Prasad, Tulasidiha & Nimidha Under the Tahsil of Dhenkanal in the District of Dhenkanal in the State of Orissa."

R. C. SHARMA  
Joint Director (P&D)

No. N-15/13/14/10/2008-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2009 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Tamil Nadu Employees' State Insurance (Medical Benefit) Rules, 1954 shall be extended to the families of insured persons in the following area in the State of Tamil Nadu namely :—

Centre

Pudukkottai in the Thanjavur District

Areas Comprising the following Revenue Villages of the District :—

1. Maravaumadam
2. Kootadunnicadu
3. Allikulam
4. Kumargiri
5. South Silukkanpatti
6. Servaikulamadam
7. Perurani
8. Senthilampennai

R. C. SHARMA  
Joint Director (P&D)

The 12th June 2009

No. N-15/13/14/10/2008-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2009 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Andhra Pradesh Employees' State Insurance (Medical Benefit) Rules, 1955 shall be extended to the families of insured persons in the following area in the State of Andhra Pradesh namely :—

"All the areas falling within the limits of Revenue Villages of Veljerla-I, II, III of Farooqnagar Mandal and Papireddyguda Keshampeta Mandal in Mahaboobnagar District in Andhra Pradesh".

R. C. SHARMA  
Joint Director (P&D)

No. N-15/13/14/7/2008-P&D—In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st May, 2009 as the date from which the medical benefits as laid down in the said Regulation 95-A and the Tamil Nadu Employees' State Insurance (Medical Benefit) Rules, 1954 shall be extended to the families of insured persons in the following areas in the State of Tamil Nadu namely :—

Centre

Chinnamanur

Areas comprising the Revenue villages of

1. Chinnamanur Municipal Limits of Uthamapalayam Taluk.
2. The Revenue Villages of Poolunanthapuram, Karkunkatankulam, Chinnavelapuram, Muthalapuram, Markayankottai, Pulikuthi, Kutchanur, Odaipatti in Uthamapalayam Taluk of Theni District.

R. C. SHARMA  
Joint Director (P&D)



UNIVERSITY GRANTS COMMISSION  
UGC REGULATIONS ON CURBING THE MENACE OF RAGGING IN  
HIGHER EDUCATIONAL INSTITUTIONS, 2009.

(under Section 26 (1)(g) of the University Grants Commission Act, 1956)

New Delhi-110002, the 17th June 2009

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

**PREAMBLE.**

In view of the directions of the Hon'ble Supreme Court in the matter of "University of Kerala v/s. Council, Principals, Colleges and others" in SLP no. 24295 of 2006 dated 16.05.2007 and that dated 8.05.2009 in Civil Appeal number 887 of 2009, and in consideration of the determination of the Central Government and the University Grants Commission to prohibit, prevent and eliminate the scourge of ragging including any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student, in all higher education institutions in the country, and thereby, to provide for the healthy development, physically and psychologically, of all students, the University Grants Commission, in consultation with the Councils, brings forth this Regulation.

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





## 1. Title, commencement and applicability.-

1.1 These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".

1.2 They shall come into force from the date of their publication in the Official Gazette.

1.3 They shall apply to all the institutions coming within the definition of an University under sub-section (f) of section (2) of the University Grants Commission Act, 1956, and to all institutions deemed to be a university under Section 3 of the University Grants Commission Act, 1956, to all other higher educational institutions, or elements of such universities or institutions, including its departments, constituent units and all the premises, whether being academic, residential, playgrounds, canteen, or other such premises of such universities, deemed universities and higher educational institutions, whether located within the campus or outside, and to all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such universities, deemed universities and higher educational institutions.

## 2. Objectives.-

To prohibit any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student; and thereby, to eliminate ragging in all its forms from universities, deemed universities and other higher educational institutions in the country by prohibiting it



under these Regulations, preventing its occurrence and punishing those who indulge in ragging as provided for in these Regulations and the appropriate law in force.

**3. What constitutes Ragging.**— Ragging constitutes one or more of any of the following acts:

- a. any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
- b. indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
- c. asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
- d. any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
- e. exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
- g. any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- h. any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student ;
- i. any act that affects the mental health and self-confidence of a fresher or any other student

with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.





**4. Definitions.-**

- 1) In these regulations unless the context otherwise requires,-
- a) "Act" means, the University Grants Commission Act, 1956 (3 of 1956);
  - b) "Academic year" means the period from the commencement of admission of students in any course of study in the institution up to the completion of academic requirements for that particular year.
  - c) "Anti-Ragging Helpline" means the Helpline established under clause (a) of Regulation 8.1 of these Regulations.
  - d) "Commission" means the University Grants Commission;
  - e) "Council" means a body so constituted by an Act of Parliament or an Act of any State Legislature for setting, or co-ordinating or maintaining standards in the relevant areas of higher education, such as the All India Council for Technical Education (AICTE), the Bar Council of India (BCI), the Dental Council of India (DCI), the Distance Education Council (DEC), the Indian Council of Agricultural Research (ICAR), the Indian Nursing Council (INC), the Medical Council of India (MCI), the National Council for Teacher Education (NCTE), the Pharmacy Council of India (PCI), etc. and the State Higher Education Councils.
  - f) "District Level Anti-Ragging Committee" means the Committee, headed by the District Magistrate, constituted by the State Government, for the control and eradication of ragging in institutions within the jurisdiction of the district.
  - g) "Head of the institution" means the Vice-Chancellor in case of a university or a deemed to be university, the Principal or the Director or such other designation as the executive head of the institution or the college is referred.
  - h) "Fresher" means a student who has been admitted to an institution and who is undergoing his/her first year of study in such institution.
  - i) "Institution" means a higher educational institution including, but not limited to an university, a deemed to be university, a college, an institute, an institution of national importance set up by an Act of Parliament or a constituent unit of such institution, imparting higher education beyond 12 years of schooling leading to, but not necessarily culminating in, a degree (graduate, postgraduate and/or higher level) and/or to a university diploma.



j) "NAAC" means the National Academic and Accreditation Council established by the Commission under section 12(ccc) of the Act;

k) "State Level Monitoring Cell" means the body constituted by the State Government for the control and elimination of ragging in Institutions within the jurisdiction of the State, established under a State Law or on the advice of the Central Government, as the case may be.

(2) Words and expressions used and not defined herein but defined in the Act or in the General Clauses Act, 1897, shall have the meanings respectively assigned to them in the Act or in the General Clauses Act, 1897, as the case may be.

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

a) No institution or any part of it thereof, including its elements, including, but not limited to, the departments, constituent units, colleges, centres of studies and all its premises, whether academic, residential, playgrounds, or canteen, whether located within the campus or outside, and in all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such institutions, shall permit or condone any reported incident of ragging in any form; and all institutions shall take all necessary and required measures, including but not limited to the provisions of these Regulations, to achieve the objective of eliminating ragging, within the institution or outside,

b) All institutions shall take action in accordance with these Regulations against those found guilty of ragging and/or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

**6 Measures for prevention of ragging at the institution level.-**

6.1 An institution shall take the following steps in regard to admission or registration of students; namely,

a) Every public declaration of intent by any institution, in any electronic, audio-visual or print or any other media, for admission of students to any course of study shall expressly provide that ragging is totally prohibited in the institution,





and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be punished in accordance with these Regulations as well as under the provisions of any penal law for the time being in force.

- b) The brochure of admission/instruction booklet or the prospectus, whether in print or electronic format, shall prominently print these Regulations in full.

Provided that the institution shall also draw attention to any law concerning ragging and its consequences, as may be applicable to the institution publishing such brochure of admission/instruction booklet or the prospectus.

Provided further that the telephone numbers of the Anti-Ragging Helpline and all the important functionaries in the institution, including but not limited to the Head of the institution, faculty members, members of the Anti-Ragging Committees and Anti-Ragging Squads, District and Sub-Divisional authorities, Wardens of hostels, and other functionaries or authorities where relevant, shall be published in the brochure of admission/instruction booklet or the prospectus.

- c) Where an institution is affiliated to a University and publishes a brochure of admission/instruction booklet or a prospectus, the affiliating university shall ensure that the affiliated institution shall comply with the provisions of clause (a) and clause (b) of Regulation 6.1 of these Regulations.
- d) The application form for admission, enrolment or registration shall contain an affidavit, mandatorily in English and in Hindi and/or in one of the regional languages known to the applicant, as provided in the English language in Annexure I to these Regulations, to be filled up and signed by the applicant to the effect that he/she has read and understood the provisions of these Regulations as well as the provisions of any other law for the time being in force, and is aware of the prohibition of ragging and the punishments prescribed, both under penal laws as well as under these Regulations and also affirm to the effect that he/she has not been expelled and/or debarred by any institution and further aver that he/she would not indulge, actively or passively, in the act or abet the act of ragging and if found guilty of ragging and/or abetting ragging, is liable to be proceeded against under these Regulations or under any penal law or any



- other law for the time being in force and such action would include but is not limited to debarment or expulsion of such student.
- e) The application form for admission, enrolment or registration shall contain an affidavit, mandatorily in English and in Hindi and/or in one of the regional languages known to the parents/guardians of the applicant, as provided in the English language in Annexure I to these Regulations, to be filled up and signed by the parents/guardians of the applicant to the effect that he/she has read and understood the provisions of these Regulations as well as the provisions of any other law for the time being in force, and is aware of the prohibition of ragging and the punishments prescribed, both under penal laws as well as under these Regulations and also affirm to the effect that his/her ward has not been expelled and/or debarred by any institution and further aver that his/her ward would not indulge, actively or passively, in the act or abet the act of ragging and if found guilty of ragging and/or abetting ragging, his/her ward is liable to be proceeded against under these Regulations or under any penal law or any other law for the time being in force and such action would include but is not limited to debarment or expulsion of his/her ward.
- f) The application for admission shall be accompanied by a document in the form of, or annexed to, the School Leaving Certificate/Transfer Certificate/Migration Certificate/Character Certificate reporting on the inter-personal/social behavioural pattern of the applicant, to be issued by the school or institution last attended by the applicant, so that the institution can thereafter keep watch on the applicant, if admitted, whose behaviour has been commented in such document.
- g) A student seeking admission to a hostel forming part of the institution, or seeking to reside in any temporary premises not forming part of the institution, including a private commercially managed lodge or hostel, shall have to submit additional affidavits countersigned by his/her parents/guardians in the form prescribed in Annexure I and Annexure II to these Regulations respectively along with his/her application.
- h) Before the commencement of the academic session in any institution, the Head of the Institution shall convene and address a meeting of various functionaries/agencies, such as Hostel Wardens, representatives of students,





- parents/ guardians, faculty, district administration including the police, to discuss the measures to be taken to prevent ragging in the institution and steps to be taken to identify those indulging in or abetting ragging and punish them.
- i) The institution shall, to make the community at large and the students in particular aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging, prominently display posters depicting the provisions of penal law applicable to incidents of ragging, and the provisions of these Regulations and also any other law for the time being in force, and the punishments thereof, shall be prominently displayed on Notice Boards of all departments, hostels and other buildings as well as at places, where students normally gather and at places, known to be vulnerable to occurrences of ragging incidents.
- j) The institution shall request the media to give adequate publicity to the law prohibiting ragging and the negative aspects of ragging and the institution's resolve to ban ragging and punish those found guilty without fear or favour.
- k) The institution shall identify, properly illuminate and keep a close watch on all locations known to be vulnerable to occurrences of ragging incidents.
- l) The institution shall tighten security in its premises, especially at vulnerable places and intense policing by Anti-Ragging Squad, referred to in these Regulations and volunteers, if any, shall be resorted to at such points at odd hours during the first few months of the academic session.
- m) The institution shall utilize the vacation period before the start of the new academic year to launch a publicity campaign against ragging through posters, leaflets and such other means, as may be desirable or required, to promote the objectives of these Regulations.
- n) The faculties/departments/units of the institution shall have induction arrangements, including those which anticipate, identify and plan to meet any special needs of any specific section of students, in place well in advance of the beginning of the academic year with an aim to promote the objectives of this Regulation.
- o) Every institution shall engage or seek the assistance of professional counsellors before the commencement of the academic session, to be available



when required by the institution, for the purposes of offering counselling to freshers and to other students after the commencement of the academic year.

- p) The head of the Institution shall provide information to the local police and local authorities, the details of every privately commercially managed hostels or lodges used for residential purposes by students enrolled in the Institution and the head of the Institution shall also ensure that the Anti-Ragging Squad shall ensure vigil in such locations to prevent the occurrence of ragging therein.

6.2 An institution shall, on admission or enrolment or registration of students, take the following steps, namely;

- a) Every fresh student admitted to the Institution shall be given a printed leaflet detailing to whom he/she has to turn to for help and guidance for various purposes including addresses and telephone numbers, so as to enable the student to contact the concerned person at any time, if and when required, of the Anti-Ragging Helpline referred to in these Regulations, Wardens, Head of the Institution, all members of the anti-ragging squads and committees, relevant district and police authorities.
- b) The institution, through the leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall explain to the freshers, the arrangements made for their induction and orientation which promote efficient and effective means of integrating them fully as students with those already admitted to the Institution in earlier years.
- c) The leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall inform the freshers about their rights as bona fide students of the Institution and clearly instructing them that they should desist from doing anything, with or against their will, even if ordered to by the seniors students, and that any attempt of ragging shall be promptly reported to the Anti-ragging Squad or to the Warden or to the Head of the Institution, as the case may be.
- d) The leaflet specified in clause (a) of Regulation 6.2 of these Regulations shall contain a calendar of events and activities laid down by the institution to facilitate and complement familiarization of freshers with the academic environment of the Institution.





- e) The institution shall, on the arrival of senior students after the first week or after the second week, as the case may be, schedule orientation programmes as follows, namely; (i) joint sensitization programme and counselling of both freshers and senior students by a professional counsellor, referred to in clause (o) of Regulation 6.1 of these Regulations; (ii) joint orientation programme of freshers and seniors to be addressed by the Head of the Institution and the anti-ragging committee; (iii) organization on a large scale of cultural, sports and other activities to provide a platform for the freshers and seniors to interact in the presence of faculty members; (iv) in the hostel, the warden should address all students; and may request two junior colleagues from the college faculty to assist the warden by becoming resident tutors for a temporary duration. (v) as far as possible faculty members should dine with the hostel residents in their respective hostels to instil a feeling of confidence among the freshers.
- f) The institution shall set up appropriate committees, including the course-in-charge, student advisor, Wardens and some senior students as its members, to actively monitor, promote and regulate healthy interaction between the freshers, junior students and senior students.
- g) Freshers or any other student(s), whether being victims, or witnesses, in any incident of ragging, shall be encouraged to report such occurrence, and the identity of such informants shall be protected and shall not be subject to any adverse consequence only for the reason for having reported such incidents.
- h) Each batch of freshers, on arrival at the institution, shall be divided into small groups and each such group shall be assigned to a member of the faculty, who shall interact individually with each member of the group every day for ascertaining the problems or difficulties, if any, faced by the fresher in the institution and shall extend necessary help to the fresher in overcoming the same.
- i) It shall be the responsibility of the member of the faculty assigned to the group of freshers, to coordinate with the Wardens of the hostels and to make surprise visits to the rooms in such hostels, where a member or members of the group are lodged; and such member of faculty shall maintain a diary of his/her interaction with the freshers under his/her charge.



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- j) Freshers shall be lodged, as far as may be, in a separate hostel block, and where such facilities are not available, the institution shall ensure that access of seniors to accommodation allotted to freshers is strictly monitored by wardens, security guards and other staff of the institution.
- k) A round the clock vigil against ragging in the hostel premises, in order to prevent ragging in the hostels after the classes are over, shall be ensured by the institution.
- l) It shall be the responsibility of the parents/guardians of freshers to promptly bring any instance of ragging to the notice of the Head of the Institution.
- m) Every student studying in the institution and his/her parents/guardians shall provide the specific affidavits required under clauses (d), (e) and (g) of Regulation 6.1 of these Regulations at the time of admission or registration, as the case may be, during each academic year.
- n) Every institution shall obtain the affidavit from every student as referred to above in clause (m) of Regulation 6.2 and maintain a proper record of the same and to ensure its safe upkeep thereof, including maintaining the copies of the affidavit in an electronic form, to be accessed easily when required either by the Commission or any of the Councils or by the institution or by the affiliating University or by any other person or organisation authorised to do so.
- o) Every student at the time of his/her registration shall inform the institution about his/her place of residence while pursuing the course of study, and in case the student has not decided his/her place of residence or intends to change the same, the details of his place of residence shall be provided immediately on deciding the same; and specifically in regard to a private commercially managed lodge or hostel where he/she has taken up residence.
- p) The Head of the Institution shall, on the basis of the information provided by the student under clause (o) of Regulation 6.2, apportion sectors to be assigned to members of the faculty, so that such member of faculty can maintain vigil and report any incident of ragging outside the campus or en route while commuting to the institution using any means of transportation of students, whether public or private.





- q) The Head of the Institution shall, at the end of each academic year, send a letter to the parents/guardians of the students who are completing their first year in the institution, informing them about these Regulations and any law for the time being in force prohibiting ragging and the punishments thereof as well as punishments prescribed under the penal laws, and appealing to them to impress upon their wards to desist from indulging in ragging on their return to the institution at the beginning of the academic session next.

6.3 Every Institution shall constitute the following bodies; namely,

- a) Every Institution shall constitute a Committee to be known as the Anti-Ragging Committee to be nominated and headed by the Head of the Institution, and consisting of representatives of civil and police administration, local media, Non Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the freshers' category as well as senior students, non-teaching staff; and shall have a diverse mix of membership in terms of levels as well as gender.
- b) It shall be the duty of the Anti-Ragging Committee to ensure compliance with the provisions of these Regulations as well as the provisions of any law for the time being in force concerning ragging; and also to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.
- c) Every Institution shall also constitute a smaller body to be known as the Anti-Ragging Squad to be nominated by the Head of the Institution with such representation as may be considered necessary for maintaining vigil, oversight and patrolling functions and shall remain mobile, alert and active at all times.  
Provided that the Anti-Ragging Squad shall have representation of various members of the campus community and shall have no outside representation.
- d) It shall be the duty of the Anti-Ragging Squad to be called upon to make surprise raids on hostels, and other places vulnerable to incidents of, and having the potential of, ragging and shall be empowered to inspect such places.
- e) It shall also be the duty of the Anti-Ragging Squad to conduct an on-the-spot enquiry into any incident of ragging referred to it by the Head of the institution



or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action under clause (a) of Regulation 9.1.

Provided that the Anti-Ragging Squad shall conduct such enquiry observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incident of ragging, and considering such other relevant information as may be required.

- f) Every institution shall, at the end of each academic year, in order to promote the objectives of these Regulations, constitute a Mentoring Cell consisting of students volunteering to be Mentors for freshers, in the succeeding academic year; and there shall be as many levels or tiers of Mentors as the number of batches in the institution; at the rate of one Mentor for six freshers and one Mentor of a higher level for six Mentors of the lower level.
- g) Every University shall constitute a body to be known as Monitoring Cell on Ragging, which shall coordinate with the affiliated colleges and institutions under the domain of the University to achieve the objectives of these Regulations; and the Monitoring Cell shall call for reports from the Heads of institutions in regard to the activities of the Anti-Ragging Committees, Anti-Ragging Squads, and the Mentoring Cells at the institutions, and it shall also keep itself abreast of the decisions of the District level Anti-Ragging Committee headed by the District Magistrate.
- h) The Monitoring Cell shall also review the efforts made by institutions to publicize anti-ragging measures, soliciting of affidavits from parents/guardians and from students, each academic year, to abstain from ragging activities or willingness to be penalized for violations; and shall function as the prime mover for initiating action, on the part of the appropriate authorities of the university for amending the Statutes or Ordinances or Bye-laws to facilitate the implementation of anti-ragging measures at the level of the institution.





- 6.4 Every institution shall take the following other measures, namely;
- a) Each hostel or a place where groups of students reside, forming part of the institution, shall have a full-time Warden, to be appointed by the institution as per the eligibility criteria laid down for the post reflecting both the command and control aspects of maintaining discipline and preventing incidents of ragging within the hostel, as well as the softer skills of counselling and communicating with the youth outside the class-room situation; and who shall reside within the hostel, or at the very least, in the close vicinity thereof.
  - b) The Warden shall be accessible at all hours and be available on telephone and other modes of communication, and for the purpose the Warden shall be provided with a mobile phone by the institution, the number of which shall be publicised among all students residing in the hostel.
  - c) The institution shall review and suitably enhance the powers of Wardens; and the security personnel posted in hostels shall be under the direct control of the Warden and their performance shall be assessed by them.
  - d) The professional counsellors referred to under clause (o) of Regulation 6.1 of these Regulations shall, at the time of admission, counsel freshers and/or any other student(s) desiring counselling, in order to prepare them for the life ahead, particularly in regard to the life in hostels and to the extent possible, also involve parents and teachers in the counselling sessions.
  - e) The institution shall undertake measures for extensive publicity against ragging by means of audio-visual aids, counselling sessions, workshops, painting and design competitions among students and such other measures, as it may deem fit.
  - f) In order to enable a student or any person to communicate with the Anti-Ragging Helpline, every institution shall permit unrestricted access to mobile phones and public phones in hostels and campuses, other than in class-rooms, seminar halls, library, and in such other places that the institution may deem it necessary to restrict the use of phones.
  - g) The faculty of the institution and its non-teaching staff, which includes but is not limited to the administrative staff, contract employees, security guards



and employees of service providers providing services within the institution, shall be sensitized towards the ills of ragging, its prevention and the consequences thereof.

- h) The institution shall obtain an undertaking from every employee of the institution including all teaching and non-teaching members of staff, contract labour employed in the premises either for running canteen or as watch and ward staff or for cleaning or maintenance of the buildings/lawns and employees of service providers providing services within the institution, that he/she would report promptly any case of ragging which comes to his/her notice.
- i) The institution shall make a provision in the service rules of its employees for issuing certificates of appreciation to such members of the staff who report incidents of ragging, which will form part of their service record.
- j) The institution shall give necessary instructions to the employees of the canteens and messing, whether that of the institution or that of a service provider providing this service, or their employers, as the case may be, to keep a strict vigil in the area of their work and to report the incidents of ragging to the Head of the institution or members of the Anti-Ragging Squad or members of the Anti-Ragging Committee or the Wardens, as may be required.
- k) All Universities awarding a degree in education at any level, shall be required to ensure that institutions imparting instruction in such courses or conducting training programme for teachers include inputs relating to anti-ragging and the appreciation of the relevant human rights, as well as inputs on topics regarding sensitization against corporal punishments and checking of bullying amongst students, so that every teacher is equipped to handle at least the rudiments of the counselling approach.
- l) Discreet random surveys shall be conducted amongst the freshers every fortnight during the first three months of the academic year to verify and cross-check whether the institution is indeed free of ragging or not and for the purpose the institution may design its own methodology of conducting such surveys.
- m) The institution shall cause to have an entry, apart from those relating to general conduct and behaviour, made in the Migration/Transfer Certificate issued to the student while leaving the institution, as to whether the student has been





punished for committing or abetting an act of ragging, as also whether the student has displayed persistent violent or aggressive behaviour or any inclination to harm others, during his course of study in the Institution.

n) Notwithstanding anything contained in these Regulations with regard to obligations and responsibilities pertaining to the authorities or members of bodies prescribed above, it shall be the general collective responsibility of all levels and sections of authorities or functionaries including members of the faculty and employees of the Institution, whether regular or temporary, and employees of service providers providing service within the institution, to prevent or to act promptly against the occurrence of ragging or any incident of ragging which comes to their notice.

o) The Heads of institutions affiliated to a University or a constituent of the University, as the case may be, shall, during the first three months of an academic year, submit a weekly report on the status of compliance with Anti-Ragging measures under these Regulations, and a monthly report on such status thereafter, to the Vice-Chancellor of the University to which the institution is affiliated to or recognized by.

p) The Vice Chancellor of each University, shall submit fortnightly reports of the University, including those of the Monitoring Cell on Ragging in case of an affiliating university, to the State Level Monitoring Cell.

**7. Action to be taken by the Head of the institution.-** On receipt of the recommendation of the Anti Ragging Squad or on receipt of any information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Ragging Committee authorised by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;

- i. Abetment to ragging;
- ii. Criminal conspiracy to rag;
- iii. Unlawful assembly and rioting while ragging;



- iv. Public nuisance created during ragging;
- v. Violation of decency and morals through ragging;
- vi. Injury to body, causing hurt or grievous hurt;
- vii. Wrongful restraint;
- viii. Wrongful confinement;
- ix. Use of criminal force;
- x. Assault as well as sexual offences or unnatural offences;
- xi. Extortion;
- xii. Criminal trespass;
- xiii. Offences against property;
- xiv. Criminal Intimidation;
- xv. Attempts to commit any or all of the above mentioned offences against the victim(s);
- xvi. Threat to commit any or all of the above mentioned offences against the victim(s);
- xvii. Physical or psychological humiliation;
- xviii. All other offences following from the definition of "Ragging".

Provided that the Head of the Institution shall forthwith report the occurrence of the incident of ragging to the District Level Anti-Ragging Committee and the Nodal officer of the affiliating University, if the institution is an affiliated institution.

Provided further that the Institution shall also continue with its own enquiry initiated under clause 9 of these Regulations and other measures without waiting for action on the part of the police/local authorities and such remedial action shall be initiated and completed immediately and in no case later than a period of seven days of the reported occurrence of the incident of ragging.

#### **8. Duties and Responsibilities of the Commission and the Councils.-**

8.1 The Commission shall, with regard to providing facilitating communication of information regarding incidents of ragging in any institution, take the following steps, namely;





- a) The Commission shall establish, fund and operate, a toll-free Anti-Ragging Helpline, operational round the clock, which could be accessed by students in distress owing to ragging related incidents.
- b) Any distress message received at the Anti-Ragging Helpline shall be simultaneously relayed to the Head of the Institution, the Warden of the Hostels, the Nodal Officer of the affiliating University, if the Incident reported has taken place in an institution affiliated to a University, the concerned District authorities and if so required, the District Magistrate, and the Superintendent of Police, and shall also be web enabled so as to be in the public domain simultaneously for the media and citizens to access it.
- c) The Head of the Institution shall be obliged to act immediately in response to the information received from the Anti-Ragging Helpline as at sub-clause (b) of this clause.
- d) The telephone numbers of the Anti-Ragging Helpline and all the important functionaries in every institution, Heads of institutions, faculty members, members of the anti-ragging committees and anti ragging squads, district and sub-divisional authorities and state authorities, Wardens of hostels, and other functionaries or authorities where relevant, shall be widely disseminated for access or to seek help in emergencies.
- e) The Commission shall maintain an appropriate data base to be created out of affidavits, affirmed by each student and his/her parents/guardians and stored electronically by the Institution, either on its or through an agency to be designated by it; and such database shall also function as a record of ragging complaints received, and the status of the action taken thereon.
- f) The Commission shall make available the database to a non-governmental agency to be nominated by the Central Government, to build confidence in the public and also to provide information of non compliance with these Regulations to the Councils and to such bodies as may be authorised by the Commission or by the Central Government.

8.2 The Commission shall take the following regulatory steps, namely;



- a) The Commission shall make it mandatory for the institutions to incorporate in their prospectus, the directions of the Central Government or the State Level Monitoring Committee with regard to prohibition and consequences of ragging, and that non-compliance with these Regulations and directions so provided, shall be considered as lowering of academic standards by the institution, therefore making it liable for appropriate action.
- b) The Commission shall verify that the institutions strictly comply with the requirement of getting the affidavits from the students and their parents/guardians as envisaged under these Regulations.
- c) The Commission shall include a specific condition in the Utilization Certificate, in respect of any financial assistance or grants-in-aid to any institution under any of the general or special schemes of the Commission, that the institution has complied with the anti-ragging measures.
- d) Any incident of ragging in an institution shall adversely affect its accreditation, ranking or grading by NAAC or by any other authorised accreditation agencies while assessing the institution for accreditation, ranking or grading purposes.
- e) The Commission may accord priority in financial grants-in-aid to those institutions, otherwise eligible to receive grants under section 12B of the Act, which report a blemishless record in terms of there being no reported incident of ragging.
- f) The Commission shall constitute an Inter-Council Committee, consisting of representatives of the various Councils, the Non-Governmental agency responsible for monitoring the database maintained by the Commission under clause (g) of Regulation 8.1 and such other bodies in higher education, to coordinate and monitor the anti-ragging measures in institutions across the country and to make recommendations from time to time; and shall meet at least once in six months each year.
- g) The Commission shall institute an Anti-Ragging Cell within the Commission as an institutional mechanism to provide secretarial support for collection of information and monitoring, and to coordinate with the State Level Monitoring Cell and University level Committees for effective implementation of anti-ragging measures, and the Cell shall also coordinate with the Non-Governmental agency





responsible for monitoring the database maintained by the Commission appointed under clause (g) of Regulation 8.1.

**9. Administrative action in the event of ragging.-**

9.1 The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed hereinafter:

- a) The Anti-Ragging Committee of the Institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
- b) The Anti-Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti-Ragging Squad, award, to those found guilty, one or more of the following punishments, namely;
  - i. Suspension from attending classes and academic privileges.
  - ii. Withholding/ withdrawing scholarship/ fellowship and other benefits.
  - iii. Debarring from appearing in any test/ examination or other evaluation process.
  - iv. Withholding results.
  - v. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
  - vi. Suspension/ expulsion from the hostel.
  - vii. Cancellation of admission.
  - viii. Rustication from the institution for period ranging from one to four semesters.
  - ix. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.

Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

- c) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,
  - i. In case of an order of an Institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University;



- ii. In case of an order of a University, to its Chancellor.
- iii. In case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the Institution, as the case may be.

9.2 Where an institution, being constituent of, affiliated to or recognized by a University, fails to comply with any of the provisions of these Regulations or fails to curb ragging effectively, such University may take any one or more of the following actions, namely;

- i. Withdrawal of affiliation/recognition or other privileges conferred.
- ii. Prohibiting such institution from presenting any student or students then undergoing any programme of study therein for the award of any degree/diploma of the University.

Provided that where an institution is prohibited from presenting its student or students, the Commission shall make suitable arrangements for the other students so as to ensure that such students are able to pursue their academic studies.

- iii. Withholding grants allocated to it by the university, if any
- iv. Withholding any grants channelised through the university to the institution.
- v. Any other appropriate penalty within the powers of the university.

9.3 Where in the opinion of the appointing authority, a lapse is attributable to any member of the faculty or staff of the institution, in the matter of reporting or taking prompt action to prevent an incident of ragging or who display an apathetic or insensitive attitude towards complaints of ragging, or who fail to take timely steps, whether required under these Regulations or otherwise, to prevent an incident or incidents of ragging, then such authority shall initiate departmental disciplinary action, in accordance with the prescribed procedure of the institution, against such member of the faculty or staff.

Provided that where such lapse is attributable to the Head of the institution, the authority designated to appoint such Head shall take such departmental disciplinary





action; and such action shall be without prejudice to any action that may be taken under the penal laws for abetment of ragging for failure to take timely steps in the prevention of ragging or punishing any student found guilty of ragging.

9.4 The Commission shall, in respect of any institution that fails to take adequate steps to prevent ragging or fails to act in accordance with these Regulations or fails to punish perpetrators or incidents of ragging suitably, take one or more of the following measures, namely;

- i. Withdrawal of declaration of fitness to receive grants under section 12B of the Act.
- ii. Withholding any grant allocated.
- iii. Declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Commission.
- iv. Informing the general public, including potential candidates for admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Commission, declaring that the institution does not possess the minimum academic standards.
- v. Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the Act for such duration of time as the institution complies with the provisions of these Regulations.

Provided that the action taken under this clause by the Commission against any institution shall be shared with all Councils.

  
(Dr. R.K. Chauhan)  
Secretary







**ANNEXURE II**  
**AFFIDAVIT BY PARENT/GUARDIAN**

I, Mr./Mrs./Ms. \_\_\_\_\_ (full name of parent/guardian) father/mother/guardian of \_\_\_\_\_ (full name of student with admission/registration/enrolment number) \_\_\_\_\_, having been admitted to \_\_\_\_\_ (name of the institution) \_\_\_\_\_, have received a copy of the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations"), carefully read and fully understood the provisions contained in the said Regulations.

2) I have, in particular, perused clause 3 of the Regulations and am aware as to what constitutes ragging.

3) I have also, in particular, perused clause 7 and clause 9.1 of the Regulations and am fully aware of the penal and administrative action that is liable to be taken against my ward in case he/she is found guilty of or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

4) I hereby solemnly aver and undertake that

a) My ward will not indulge in any behaviour or act that may be constituted as ragging under clause 3 of the Regulations.

b) My ward will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.

5) I hereby affirm that, if found guilty of ragging, my ward is liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against my ward under any penal law or any law for the time being in force.

6) I hereby declare that my ward has not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging; and further affirm that, in case the declaration is found to be untrue, the admission of my ward is liable to be cancelled.

Declared this \_\_\_\_\_ day of \_\_\_\_\_ month of \_\_\_\_\_ year.

Signature of deponent

Name:

Address:

Telephone/ Mobile No.:

**VERIFICATION**

Verified that the contents of this affidavit are true to the best of my knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at \_\_\_\_\_ (place) on this the \_\_\_\_\_ (day) of \_\_\_\_\_ (month), \_\_\_\_\_ (year).

Signature of deponent

Solemnly affirmed and signed in my presence on this the \_\_\_\_\_ (day) of \_\_\_\_\_ (month), \_\_\_\_\_ (year) after reading the contents of this affidavit.

OATH COMMISSIONER

प्रबंधक, भारत सरकार मुद्रणालय, फरीदाबाद द्वारा मुद्रित  
एवं प्रकाशन विवरक, दिल्ली, द्वारा प्रकाशित 2009  
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MAHATMA GANDHI VIDYAMANDIR'S  
**SAMAJSHRI PRASHANTDADA HIRAY  
COLLEGE OF PHARMACY**

Approved by : Pharmacy Council of India, New Delhi. Recognized by : DTE, Mumbai  
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## Statutory Regulations/Norms of UGC

### Anti-Discrimination Cell



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email : prin.sphpharmacycollege@mgvnsaik.org Website : www.mgvmlgpharmacy.kbhgroup.in

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50(402)



# भारत का राजपत्र The Gazette of India

साप्ताहिक/WEEKLY

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

3] नई दिल्ली, शनिवार, जनवरी 19—जनवरी 25, 2013 (पौष 29, 1934)  
No. 3] NEW DELHI, SATURDAY, JANUARY 19—JANUARY 25, 2013 (PAUSA 29, 1934)

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)

### भाग III—खण्ड 4 [PART III—SECTION 4]

[सांविधिक निकायों द्वारा जारी की गई विविध अधिसूचनाएं जिसमें कि आदेश, विज्ञापन और सूचनाएं सम्मिलित हैं]  
[Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued by Statutory Bodies]

भारतीय रिजर्व बैंक  
(गैर-वित्तीय पर्यवेक्षण विभाग)

संख्या-400005, दिनांक 6 दिसम्बर 2012

सं. रेवेन्यू-सीए/252/सीओएम(एन)-2012--भारतीय रिजर्व बैंक, भारत के हिस्से में यह आवश्यक समझकर और इस बात से संतुष्ट होकर कि देश के हिस्से में जगह प्रणाली को विनियमित करने के लिए, बैंक को समर्थ बनाने के प्रयोजन से, सभी कोर निवेश कंपनियों (सीआईसी) को निम्नलिखित विदेश देना आवश्यक है। भारतीय रिजर्व बैंक अधिनियम, 1934 (1934 का 2) की धारा 45अक, 45ट तथा 45ठ द्वारा प्रदत्त शक्तों और इस संबंध में प्राप्त शक्तियों का प्रयोग करते हुए निम्नलिखित निदेश देता है :-

विदेशों का संक्षिप्त शीर्षक (नाम) तथा उसे प्रयोग में लाना

i. उन विदेशों को कोर निवेश कंपनी-विदेशी निवेश (रिजर्व बैंक) विदेश, 2012 कहा जाएगा।

ii. यह निदेश तत्काल प्रभाव से लागू होगा।

iii. यह निदेश विदेशी मुद्रा विभाग द्वारा विदेशी निवेश के लिए निर्धारित विदेशों के अतिरिक्त होगा।

2. सीआईसी कोर विदेशी निवेश की मांगले में भारतीय रिजर्व बैंक से पूर्व अनुमति

i. यह निदेश सभी सीआईसी (भारतीय रिजर्व बैंक से पंजीकृत अथवा पंजीकरण से छूट प्राप्त किसी भी स्थिति में) पर लागू होगा, जो विदेशी निवेश को इच्छा रखती है।

II. विदेशी वित्तीय क्षेत्र में निवेश :

वित्तीय क्षेत्र में विदेशी निवेश को इच्छा रखने वाली सीआईसी को भारतीय रिजर्व बैंक से पंजीकरण प्रमाण पत्र (सीओआर) धारण तथा पंजीकृत सीआईसी पर लागू सभी विनियमों का पालन करना होगा। अतः सीआईसी जिन्हें बैंक के विनियमन संरचना से छूट प्राप्त है (छूट प्राप्त सीआईसी) वित्तीय क्षेत्र में विदेशी निवेश के लिए उन्हें बैंक से पंजीकरण प्रमाण पत्र प्राप्त करने की आवश्यकता है तथा वे सीआईसी-एनबी-एसआई की तरह विनियमित होंगी।

iii. गैर वित्तीय क्षेत्र में निवेश :

सीआईसी, 05 जनवरी 2013 के परिपत्र रेवेन्यू-सीए/252/सीओएम(एन) सं. 206/03.10.001/2010.11 के पैर 2(बी) परिभाषित के अनुसार विदेशी शीर्षक के कोर निवेश कंपनियों के विनियमन संरचना।

एन एनडीएस के लिए वित्तीय क्षेत्र अर्थात् यह क्षेत्र/विकास के वित्तीय क्षेत्र विनियमन द्वारा विनियमित है।



The 17th December 2012

No. 14-3/2012(CPP-II)—In exercise of the powers conferred by sub-section (1) of Section 26 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission (UGC) hereby makes the following Regulations namely :—

1. **SHORT TITLE, APPLICATION AND COMMENCEMENT:-**

- (1) These regulations may be called the UGC (Promotion of Equity in Higher Educational Institutions) Regulations, 2012.
- (2) They shall apply to all the higher educational institutions in India.
- (3) They shall come into force from the date of their publication in the Official Gazette.

2. **DEFINITIONS:-** In these regulations, unless the context otherwise requires, -

- (a) "constituent of higher educational institutions" means any authority or person or group of persons or sections of the institutional community belonging to the higher educational institutions;
- (b) "discrimination" means any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education and in particular -
  - i) of depriving a student or a group of students on the basis of caste, creed religion, language, ethnicity, gender, disability of access to education of any type or at any level;
  - ii) of imposing conditions on any student or group of students which are incompatible with the dignity of human; and
  - iii) of subjecting to the provision of establishing or maintaining separate educational systems or institutions for students or groups of students based on caste, creed, religion, language, ethnicity, gender and disabilities.
- (c) "equity" means a level playing field for all students in respect of the entitlement and opportunity for enjoyment of all legitimate rights.
- (d) "harassment" means unwanted conduct which is persistent and demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences;
- (e) "higher educational institution" means a university within the meaning of clause (f) of section 2, a College within the meaning of clause (b) of sub-section (1) of section 12 A and an Institution deemed to be a University declared under section 3 of the University Grants Commission Act, 1956;





- (f) "ragging" means any of the acts as defined under the University Grants Commission Regulations on Curbing the Menace of Ragging in Higher Education Institutions, 2009;
- (g) "unfavourable treatment" means any adverse changes in the working environment, denial of training, and denial of opportunities for advancement, unfavorable probationary reports, vexatious grievances and exclusion by peers;
- (h) "victimisation" means any unfavorable treatment of a student on the basis caste, creed, religion, language, ethnicity, gender and disability.

3. **Higher Educational Institution to take measure against discrimination:-**

(1) Every higher educational institution shall take appropriate measures to -

- a) safeguard the interests of the students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability.
- b) eliminate discrimination against or harassment of any student in all forms in higher educational institutions by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
- c) promote equality among students of all sections of the society.

(2) Without prejudice to the directives or instructions of the Central Government or the State Governments issued from time to time in respect of treatment of students belonging to Scheduled Castes or the Scheduled Tribes, no higher educational institution shall discriminate a student belonging to the Scheduled Castes and the Scheduled Tribes categories, or allow or condone any constituent of the higher educational institution to discriminate such a student or group of such students, and take the following measures namely -

(a) the higher educational institution or constituent of higher educational institution shall not discriminate against students belonging to the Scheduled Castes and the Scheduled Tribes in admissions -

- (i) by breach of the policy of reservation in admissions as may be applicable;
- (ii) in accepting application for admission of such students;
- (iii) in the way in which an application is processed;
- (iv) in the arrangements made for, or the criteria used in, deciding who should be offered admission as a student;
- (v) by withholding or refusing to return any document in the form of certificates of degree, diploma, etc., deposited with higher educational institutions by such a student for the purpose of seeking admission, with a view to inducing or compelling such a student to pay any fee or fees in respect of any course or programme of study which he/she does not intend to pursue;



- (vi) by demanding money in excess of that specified in the declared admission policy;
- (vii) by denying or limiting access to any benefit arising from such enrolment provided by the higher educational institutions;
- (viii) by treating unfavorably in any way in connection with the student's enrolment to a specific standard of class or area of study, training or instruction.

(b) the higher educational institutions or constituent of higher educational institutions shall prohibit all persons and authorities of the higher educational institutions from harassing or victimizing any student.

- (i) by announcing, verbally or otherwise, in the class, the names of the castes, tribes, religion or region of the students;
- (ii) by labeling students as reserved category in the class;
- (iii) by passing derogatory remarks indicating caste, social, regional, racial or religious background as reason of under-performance in the class;
- (iv) by allotting differential time to any student to meet faculty as compared to other students;
- (v) by keeping any student idle in the laboratory and not allowing him/her to work even if he/she is allowed to enter;
- (vi) by earmarking separate seats to any student or a group of students in the reading hall;
- (vii) by following differential treatment to any student regarding issue of books or journals or magazines, etc.;
- (viii) by treating any student or section of students separately in utilising the sports facilities on the basis of their caste, creed, region or religion.

(c) The higher educational institution or constituent of higher educational institution shall not discriminate or allow discrimination in evaluation on the basis of caste, creed, religion, language, ethnicity, gender and disability -

- (i) by not properly evaluating and re-evaluating examination papers of such students and by giving them less marks;
- (ii) by delaying declaration of results of any student or section of students;

(d) the higher educational institution or constituent of higher educational institution shall ensure that there is no discrimination against the students on the basis of caste, creed, religion, language, ethnicity, gender and disability:

- (i) by not giving full information about the fellowships related matters;
- (ii) by withholding or stopping the fellowships meant for students;

(e) The higher educational institution or constituent of higher educational institution shall ensure that no student or section of students is discriminated on the basis of caste, creed, religion, language, ethnicity, gender and disability, against -

- (i) by segregating such students from others in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc.;
- (ii) by indulging in acts of ragging specifically targeted against such students;





- (iii) by doing any thing which disrupts or disturbs the regular activities of such students;
- (iv) by any act of financial extortion or forceful expenditure put on such students;
- (v) by not allowing such students to participate in the cultural programme or the sports events;
- (f) the higher educational institution shall promote equality among all sections of the students without prejudice to their belonging to any social group and for this purpose it shall establish an Equal Opportunity Cell and appoint an Anti-Discrimination Officer who shall not be below the rank of a Professor in the case of a University and an Institution deemed to be a University, and not below the rank of Associate Professor in the case of a college;
- (g) the higher educational institution shall prohibit any conduct by any person or group of persons in the higher educational institution, whether by words spoken or written or by any act which has the effect of ragging on students;
- (h) the higher educational institution shall prescribe the procedures and mechanism, within a period of six months of coming into force of these regulations, to deal with and decide any complaint of discrimination, made or submitted by any student or group of students and it shall be obligatory on the part of the higher educational institution to decide such complaints within a maximum period of sixty days from the date of receipt or submission of such complaints;
- (i) the higher educational institution shall take steps to educate the educational fraternity and public and raise public awareness on the importance of equality and overcoming any form of caste based discrimination and harassment against students belonging to the marginalized sections, including SC/ST students of the society in higher educational institution;
- (j) The higher educational institutions shall ensure the strict implementation of all constitutional provisions and protective measures in respect of students belonging to SC/ST categories;
- (k) the higher educational institution shall upload on its website all measures for elimination of discrimination and punishments for breaching them and the higher educational institution shall also upload relevant public awareness material for prevention of discrimination against and harassment of any section of the student.
4. **PUNISHMENTS:-** (1) Whoever commits any act of discrimination or harassment as specified in these regulations against any student or section of students in any higher educational institution, shall be dealt with through the following procedure, namely:-
- on receipt of a written complaint, the Anti Discrimination Officer shall initiate follow-up action including preliminary fact finding inquiry, if he considers necessary;
  - on the recommendation of the Anti Discrimination Officer, the higher educational institution shall take appropriate follow-up action:



- c) the competent authority of the higher educational institution upon receipt of the inquiry report shall refer the same to the Anti Discrimination Officer in the case of students for taking appropriate action in accordance with the provisions of the Statutes or Ordinances or Regulations of the higher educational institution or the UGC Regulations on Ragging and any other Regulations in force; or
- d) in case of teachers and non-teaching staff, the competent authority of the higher educational institution upon receipt of the inquiry report shall take appropriate action in accordance with the provision of the Statutes or Ordinances or Regulations of the higher educational institution or service rules as applicable to higher educational institution.

2. The punishment shall be commensurate with the nature of the discrimination or harassment.

**5. INFORMATION ABOUT THE COMPLAINT:-** (1) A complaint about discrimination or harassment as defined in these regulations may be made in writing by a student or a parent of a student irrespective of whether the discrimination or harassment is alleged to have taken place within or outside the higher educational institution.

2. The complaint shall include sufficient details of the alleged act of discrimination or harassment.

3. The complaint shall be made to the Anti Discrimination Officer.

4. The higher educational institution shall formulate and make public, by uploading the information on its website, a transparent procedure for filing and dealing with such complaint.

## 6. APPEAL

Subject to provisions made by higher educational institutions, any person aggrieved by an order made by the Anti Discrimination Officer may prefer an appeal against such order within a period of ninety days from the date of the order to the Head of the higher educational institution.

Provided that the Head of the higher educational institution may entertain an appeal after the expiry of the said period of ninety days, if he is satisfied that the appellant had sufficient cause for not preferring the appeal within the said period of ninety days.

AKHILESH GUPTA  
Secy.







MAHATMA GANDHI VIDYAMANDIR'S  
**SAMAJSHRI PRASHANTDADA HIRAY  
COLLEGE OF PHARMACY**

Approved by : Pharmacy Council of India, New Delhi, Recognized by : DTE, Mumbai  
Affiliated to : Savitribai Phule Pune University, Pune (CPHND16220) MSBTE (2142) DTE Code : 5205 AISHE Code : C-41659 Exam Code : 1032  
Accredited by NAAC "B + " Grade with = CGPA -2.88 in First Cycle, NSS CODE-D-SF-091

**Annual Summary Report of the Committee Motioning the Activities and No. of grievances redressed to prove timely redressal of the grievances**

**2023-24**

Sr. No.	Name of the Committee	No. of meeting conducted
1.	Internal Complaint Committee (ICC)	02
2.	Antiragging Committee	02
3.	Gender Equality Committee	01
4.	Anti-Discrimination Cell	01
5.	Student Grievances Redressal Cell	02

**Annual Summary Report:** In the meeting of Internal Complaint Committee on 21/10/2023 student requested to arrange the program for awareness among girls student about ICC and its working. The issue is resolved immediately by explain them about the purpose and working of the committee. Complaint box was opened during the meeting and no complaint letter was found. Its decided to open the letter box on weekly basis and meetings were ended with positive note to resolve the issues if any in future.

In the meeting of antiragging on 12/09/2023 students were included in the new committee constitution. Discussion was carried out regarding obtaining affidavits from staff and student and annually antiragging squad visit to girls hostel to resolve their issues regarding hostel related issue if any meetings were ended with positive note to resolve the issues if any in future.

Student Grievance committee meeting was held on 18/09/2023 various points were discussed in meeting it's decided to conduct a seminar on gender equality.



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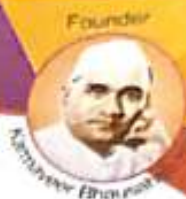
# Mahatma Gandhi Vidyamandir's Women Grievance Policy



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## POLICY AGAINST SEXUAL HARASSMENT

MGVs has a zero-tolerance policy towards sexual harassment. Sexual misconduct will be met with a strict disciplinary action.

The parliament of india passed the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act," in the year 2013. The act provides protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment and for the matters connected therewith or Incidental thereto.

The guidelines explicitly state the following:

**"It shall be the duty of the employer or other responsible person in workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require."**

Educational institutions are also bound by the Supreme Courts directive of 1997 and the 2013 Act. The MGv is committed to creating and maintaining an environment which is free of all forms of gender violence, sexual harassment, and discrimination based on sex/gender.

Following this, the institute is committed to uphold the Constitutional mandate ensuring the above-mentioned human rights of all those who fall within its jurisdiction. As directed by the act MGv has constituted a committee called **"Internal Complaint Committee of Sexual Harassment Prevention and Womens Grievance Redressal"**.

### Objectives:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

1. To develop a policy against sexual harassment of women in Institute.
2. To evolve a permanent mechanism for the prevention and Redressal of sexual Harassment

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cases and other acts of gender based violence at the Institute.

3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
5. To create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

**The Definition of Sexual Harassment:**

According to The Sexual Harassment of Women at The Workplace (Prevention, Prohibition and Redressal) Act 2013, sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- Physical contact and advances; or
- A demand or request for sexual favours; or
- Making sexually coloured remarks; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Any act falling under the purview of following cases will be considered as an incident of sexual harassment (Clarification of Unwelcome acts or behavior):

- When submission to unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of teaching/guidance, employment, participation, or evaluation of a person's engagement in any activity.
- When unwelcome sexual advances, and verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or emails, gestures, physical contact, stalking, sounds or display of a derogatory nature.

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- Interfering with her work or creating an intimidating, offensive, or hostile environment for her.
- When a person uses the body or any part of it or any object as an extension of the body with a sexual purpose in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
- When deprecatory comments, conduct or any such behavior is based on the gender identity/sexual orientation of the person and/or when the premises or any public forum of the institute is used to denigrate/discriminate against person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation.
- When a person shows any humiliating treatment to woman that is likely to affect her health and safety.
- Teaching activities or explanation of various issues related to fertility, reproductive health and other research topics in a scientific manner will not be considered as harassment.

#### **Constitution of the Internal Committee**

**The committee shall consist of members, who shall be appointed by the general secretary as under, namely:**

1. A Presiding officer who shall be a woman employed at a senior level at workplace from amongst the employees.
2. Two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.
3. One member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.

The term of each member shall be of three years. The previous committee members will continue till the new committee is constituted at the end of the years terms or as decided by the General Secretary.

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Provided that at least one-half of the total Member so nominated shall be women. In case a senior level women employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace. Further provided that in case the other offices or administrative unit 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 organizations.

### **Statutory Status:**

The Internal Committee to Prevent Sexual Harassment of Women at the Workplace is empowered to carry out the mandate of the policy and has statutory power as are vested in a civil court under the Code of Civil Procedures, 1908 when trying a suit in respect of the following matters:

1. Summoning and enforcing the attendance of any person (Complaint/Complainee/Witness) and examining him/her on OATH and recording the statements.
2. Requiring the discovery and production of valid Documents.
3. Any other matter which may be prescribed.

### **Power and Duties of the Committee:**

The committee is NOT to act as moral police; neither will it intrude on anyone's privacy. The role of the Committee is to create awareness about sexual harassment and to deal with and recommended punishment for non-consensual acts of sexual harassment, and not to curtail sexual expression within the campus. Members are expected to be sensitive to the issue and not let personal biases and prejudices (whether based on gender, caste, class) and stereotypes (e.g., predetermined notions of how a "victim" or "accused" should dress up or behave) affect their functioning as members of the committee.

File a written complaint to the members in the committee or write an email- [ceo@mgvnasik.org](mailto:ceo@mgvnasik.org).

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## Organization Wide Awareness and Undertaking on Policies with Zero Tolerance

2023-24

SR. NO.	DATE	TOPIC OF PROGRAM	RESOURCE PERSON/ORGANIZING COMMITTEE	COORDINATOR
1.	01/07/2023	Organized guest lecture on topic "Our Health and Diet" on the occasion of Doctors Day	Dr. Yogita Khaimar	Ms. Snehal D. Pawar
2.	27/07/2023	Organized guest lecture on topic "Human Values and Ethics"	Dr. Milind Wagh	Ms. Snehal D. Pawar
3.	18/08/2023	Organized guest lecture on topic "Career Opportunities after B Pharm"	Mr. Shubham A. Naikwade	Ms. Snehal D. Pawar
4.	12/09/2023	Organized guest lecture on topic "Personality Development"	Mr. Suresh Shastri	Ms. Snehal D. Pawar
5.	14/10/2024	Organized guest lecture on topic "How to deal with your teenage life"	Prof. Priyatama N. Pophale	Ms. Snehal D. Pawar
6.	21/10/2024	Organized guest lecture on topic "Women health" On the Occasion of our college chairman Dr. Prashantdada Hiray Birthday	Dr. Shital V. Desale	Ms. Snehal D Pawar
7.	21/10/2024	Organize Health checkup of all B Pharm girls and boys On the Occasion of Dr. Prashantdada Hiray birthday	----	Ms. Pallavi Wagh and Mr. Vinod Patil
8.	25/01/2024	Organized guest lecture on topic "Women empowerment and personality development" on the	Prof. Shakuntala Khune	Ms. Snehal D. Pawar

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		Occasion of National Girl child day		
9.	30/01/2024	Organized guest lecture on topic "Indian attitude towards women" On the Occasion of The Fearless Girl campaign	Ad. Manjusha S. Kajwadkar	Ms. Snehal D. Pawar
10.	30/01/2024	Organized guest lecture on topic "Challenges faced by today's women" On the Occasion of The Fearless Girl campaign	Ad. Jyoti Bhosale	Ms. Snehal D. Pawar
11.	30/01/2024	Organized guest lecture on topic "Yoga workshop" On the Occasion of The Fearless Girl campaign	Ms. Poonam Ingale	Ms. Snehal D. Pawar



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Date: 01/07/2023

Activity Report

Event: Our Health and Diet (National Doctors Day)

Date of Event: 1<sup>st</sup> July 2023, Saturday

Time: 11:00AM to 12:00PM

Speaker: Dr. Yogita Khairnar

Address of Speaker: Nirmal Sai Clinic, Soyagaon, Malegaon

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Our Health and Diet" on 1<sup>st</sup> July 2023, Saturday at 11:00AM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

**Objective of the Seminar:** The session on 'Our Health and Diet' aimed to create awareness about the importance of maintaining a balanced diet and healthy lifestyle for overall well-being.

**Seminar Highlights:**

- 1. Understanding the Importance of Diet:** Dr. Khairnar emphasized the significance of a balanced diet in maintaining physical and mental health. She explained how nutrient-rich foods play a vital role in disease prevention.
- 2. Dietary Recommendations:** Practical tips were shared regarding daily food intake, including:
  - Incorporation of fruits, vegetables, whole grains, and lean proteins.
  - Avoiding excess sugar, salt, and processed foods.
  - Importance of staying hydrated and consuming adequate water.
- 3. Lifestyle Modifications:** Dr. Khairnar stressed the need for adopting healthier habits such as regular exercise, adequate sleep, and stress management. She discussed the ill effects of sedentary lifestyles and poor eating habits.
- 4. Interactive Question and Answer Session:** The event concluded with an engaging question-and-answer session, where attendees shared their concerns related to diet and health. Dr. Khairnar provided personalized advice on managing specific dietary challenges and health conditions.

**Outcome of the Seminar:**

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The session successfully raised awareness about the critical link between diet and health. Participants expressed gratitude for the practical and easy-to-implement advice shared by Dr. Yogita Khaimar. Attendees were motivated to make positive changes in their lifestyle and eating habits.

**Coordination and Participation:**

The seminar was successfully coordinated by Prof. Snehal D. Pawar, Assistant Professor at MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. The event witnessed active participation from 42 students and staff members, who showed enthusiasm and keen interest throughout the session.



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Organized Guest Lecture on Our Health and Diet dated on 01/07/2023



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MGV/SPH/25/2023-24

Date: 30/06/2023

To,  
Dr. Yogita Khairnar  
Nirmal Sai Clinic  
Soyagaon, Malegaon

Subject: Invitation as an eminent speaker <sup>or</sup> for guest lecture

Respected Madam,

With reference to above cited subject we cordially invite you as an eminent speaker on guest lecture occasion of "Our Health and Diet" for First Year B.Pharm Student on 01<sup>st</sup> July 2023 in our MGV'S Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

Thanking you.

Yours Truly,



Dr. S.R. Tambe  
PRINCIPAL  
Mahatma Gandhi Vidyamandir's  
Samajshri Prashantdada Hiray  
College of Pharmacy  
LVH Marg, Malegaon Camp  
Dist. Nashik 423105

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MGV/SPH//2023-24

Date: 01/07/2023

To,  
Dr. Yogita Khairnar  
Nirmal Sai Clinic  
Soyagaon, Malegaon

Subject: - Letter of Thanks .....

Respected Madam,

With reference to above mentioned subject, I am herewith expressing my heartfelt thanks for your kind co-operation and guidance that you have extended for eminent speaker for "Our Health and Diet" for First year B. Pharmacy student in MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

We further appreciate you for your valuable guidance.

Thanking you,



Yours Truly,

1.   
**Dr. S.R. Tambe**  
PRINCIPAL  
Mahatma Gandhi Vidyamandir's  
Samajshri Prashantdada Hiray  
College of Pharmacy  
LVH Marg, Malegaon Camp  
Dist. Nashik-423105



# ATTENDANCE NATIONAL DOCTOR'S DAY.

• Topic- Our Health And Diet.

Date: 01/07/2023

Sl. NO.	Student Name	Sign.
1.	Jadhav Priyanka Pankaj	<u>PJadhav</u>
2.	Ballewar Archita Rajesh	<u>Archita</u>
3.	Mane Monika Dhanraj	<u>Mane</u>
4.	Kadam vidhidnya vilas	<u>VKadam</u>
5.	Ahee Bhumika Vishwas	<u>B. Ahee</u>
6.	Phakare Krutika Vilendra	<u>PHAKARE</u>
7.	Mahajan Dhanshri onyaneshwar	<u>D. Mahajan</u>
8.	Magwade Tejal Subhash	<u>Tejal</u>
9.	Narote Rohini Suresh	<u>R. Narote</u>
10.	Sonawane Dipali dadaji	<u>D. Sonawane</u>
11.	Narole gayatri Bhausahab	<u>G. Narole</u>
12.	Baviskar swarali vijay	<u>B. Baviskar</u>
13.	Shinde Harsha mangesh	<u>H.M. shinde</u>
14.	Nikam Divya kiran	<u>D. Nikam</u>
15.	Suryawanshi mahendra mansi	<u>M. Suryawanshi</u>
16.	Shardul Harshall Nitin	<u>S. Shardul</u>
17.	Dalavi dhanshri sudhir	<u>D. Dalavi</u>





18)	Pawar Roshani Vinod	<del>Pawar</del>
19)	Wagh Sakshi Devendra	Sakshi Wagh
20)	Thakare Purna Nitin	Thakare
21)	Parmal Bhumi Kamlesh	<del>Parmal</del>
22)	Patil Komal Sunil	Patil
23)	Salunkhe Nikita Jitendra	Salunkhe
24)	Badgajar Harshali Anil	<del>Badgajar</del>
25)	Wadile Jayshri Sanjay	Wadile
26)	Wani Janhavi Sanjay	Wani
27)	Deore Jayesh Natthu.	<del>Deore</del>
28)	Diwate Siddhant Bhausaheb	Diwate
29)	Bachhav om Santosh	Bachhav
30)	Hiraj Hitesh Sachin	H.S. Hiraj
31)	Borse Karan Sanjay	<del>Borse</del>
32)	Harshal Subhash Yeole	Harshal Yeole
33)	Baviskar Savodnyu Dharmaraj	<del>Baviskar</del>
34)	Bachhav Chetan Arun	Bachhav
35)	Dhondge Narendra Rajendra	Dhondge
36)	Chavan Sanjog Dattatray	Chavan
37)	Thoke Jagruti Sanjay	<del>Thoke</del>
38)	Kadam Shrawani Gaman.	Kadam
39)	Bhadange Namrata Harish	Namrata
40)	Ahite Vaishnavi Sanjay	Ahite
41)	Kadam Yashashri Vijay	<del>Kadam</del>
42)	Brambankam Premana Prakash	<del>Brambankam</del>





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Date: 27/07/2023

### Activity Report

**Event:** Human Values and Ethics

**Date of Event:** 27<sup>th</sup> July 2023, Thursday

**Time:** 11:00AM to 12:30PM

**Speaker:** Dr. Milind Wagh

**Address of Speaker:** MVPS College of Pharmacy, MVP Campus, Gangapur road, Nashik

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "**Human Values and Ethics**" on 27<sup>th</sup> July 2023, Thursday at 11:00AM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

#### Objective of the Seminar:

The primary objective of the seminar was to emphasize the importance of human values and ethics in building a strong moral foundation for personal and professional life. The session aimed to inspire participants to integrate ethical behavior into their decision-making processes.

#### Seminar Highlights:

A seminar on the topic "Human Values and Ethics" was organized by Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon on 27th July 2023, Thursday at 11:00 AM. The seminar aimed to enlighten students and faculty about the significance of ethics and values in personal and professional life.

The event commenced with a welcome address by Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy.

The keynote speaker, Dr. Milind Wagh from MVPS College of Pharmacy, Nashik, delivered an engaging and insightful session on human values, emphasizing their importance in fostering moral and ethical conduct among students. He highlighted practical examples and shared personal experiences, inspiring participants to adopt strong ethical principles in their daily lives.

#### Seminar Highlights:

1. Insightful lecture on the significance of human values in education and profession

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Founder



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2. Real-life examples and experiences shared by the speaker to connect theory with practice.
3. Interactive discussions encouraging participants to express their views on ethical dilemmas.
4. Emphasis on adopting ethical practices to develop responsible citizenship.

### Outcome of the Event:

1. Students gained a deeper understanding of human values and their relevance in life and profession.
2. Participants were motivated to incorporate ethical practices in their studies, career, and personal lives.
3. The session encouraged critical thinking and discussion on ethical dilemmas and solutions.
4. Improved awareness of the role of ethics in shaping responsible individuals and professionals.

### Coordination and Participation:

The seminar was successfully coordinated by Prof. Pallavi Wagh, Assistant Professor at MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. The event witnessed active participation from 56 students and staff members, who showed enthusiasm and keen interest throughout the session.



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Organized Guest Lecture on Human Values and Ethics

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MGV/SPH/237/2023-24

Date:- 26/07/2023

To  
Dr. Milind P. Wagh  
Professor,  
Pharmaceutics,  
MVP S College of Pharmacy,  
MVP Campus, Gangapur road, Nashik.

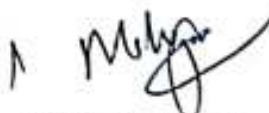
Subject: Invitation as an eminent speaker for Guest Lecture

Dear Sir,

With reference to above cited subject we cordially invite you as an eminent speaker for the Guest Lecture on "Human Values and Ethics" for B.Pharm staff, Third and Final year B. Pharm. Students at 27<sup>th</sup> July 2023 in our Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

We kindly request you to accept our invitation.

Thanking you.

  
Dr. S. R. Tambe  
PRINCIPAL  
Mahatma Gandhi Vidyamandir's  
Samajshri Prashantdada Hiray  
College of Pharmacy  
LVH Marg, Malegaon Camp  
Dist. Nashik 423105

Received  




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MGV/SPH/23S/2023-24

Date:- 27/07/2023

To  
Dr. Milind P. Wagh  
Professor,  
Pharmaceutics,  
MVP S College of Pharmacy,  
MVP Campus, Gangapur road, Nashik.

Subject: - Letter of Thanks .....

Respected Sir,

With reference to above mentioned subject, I am herewith expressing my heartfelt thanks for your kind co-operation and guidance that you have extended for guest lecture on "Human Values and Ethics" for B.Pharm staff, Third and Final year B. Pharm. Students in MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. Your views, ideas and knowledge are always inspirational and motivational to all.

We further appreciate you for your valuable guidance.

Thanking you,

Received  
MVP



1  
Mokh  
Yours Truly

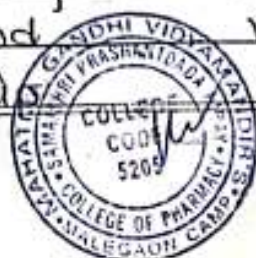
Dr. S. R. Tambe  
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1	Manasi Nitin Bhomare	<del>Manasi</del>
	Pawar Harshali Kewal	<del>Harshali</del>
	Craungunde chetana Yogesh	<del>Chetana</del>
	Shewale sayli pradip	<del>Sayli</del>
	Sondwane Sumit Prakash	<del>Sumit</del>
	Raundat Akash Shrawan	<del>Akash</del>
	pachore Tejas Jayprakash	<del>Tejas</del>
	sutar bhavesh vikas	<del>Bhavesh</del>
	Alai Darshana vilas	<del>Darshana</del>
	Nuroke monali Santosh	<del>Monali</del>
	Abdurrahman Hamid Husain	<del>Abdurrahman</del>
	Momin md. faaz	<del>Momin</del>
	Md. Saad	<del>Saad</del>
	more Bhavesh Sanebrao	<del>Bhavesh</del>
	Ahirao Harshal Mohan	<del>Harshal</del>
	Khaira Shublam Anun	<del>Shublam</del>
	patil sujal chandrakant	<del>Sujal</del>
	Shandul Tejes Ganesh	<del>Tejes</del>
	Fas <sup>o</sup> Mhase Om Balasahab	<del>Mhase</del>
	Kumarat Satyam Jagdish	<del>Satyam</del>
	Kumarat Kunal Sonjay	<del>Kunal</del>
	pagar Gurav Karbhari	<del>Gurav</del>
	Jagtap kavari Umesh	<del>Jagtap</del>
	Bachhav utkasha Nandu	<del>Utkasha</del>
	Suryawarshi manasi Rajendra	<del>Manasi</del>
	Nikom pratiksha Suresh	<del>Pratiksha</del>
	Patil prasanna Rajendra	<del>Prasanna</del>
	Shivade Vaishnavi Satish	<del>Vaishnavi</del>
	Kavar Suvarna Yuvraj	<del>Suvarna</del>
	Borse Vishakha Vinod	<del>Vishakha</del>
	Bhavsar Vaishnavi sandip	<del>Vaishnavi</del>



V.V. Borse  
V. Bhavsar

Awari Saurabh Jalindar

Saurabh

Sangale Karan Kailas

Karan

Pawar Piyush Ravindra

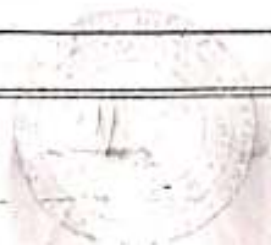
Piyush

Pawar Jaydeep Vaman

Jaydeep

Patil Seema Yuvraj

Seema





Final Year

27/7/23:  
Time: 11am.

Roll NO	Name	Sign
01	Ahlee Gayatri	<del>Abhis</del>
02	Ahlee Kung	<del>Abhis</del>
03	Ahlee Priyanka	(P) Ahlee
07	Bachhav Sakshi	<del>Bachhav</del>
47	Pachore Akanksha	<del>Pachore</del>
60	Pawar Vaishnavi	<del>Pawar</del>
65	Shewale Yashashri	<del>Shewale</del>
19	Deshmukh Chetana	<del>Chetana</del>
51	Pansare Snehal	<del>Pansare</del>
56	Patil Vaishnavi	<del>Patil</del>
18	Deore Yashini	<del>Yashini Deore</del>
32	Khairnar Devyani	<del>Devyani</del>
29	Jagtap Prerna	<del>Jagtap</del>
08	Bagad Rutuja	<del>Rutuja</del>
68	Shirsath Smriti	<del>Smriti</del>
<del>57</del> 57	Patil Vishakha	<del>Patil</del>
73	Komal Wagh	<del>Komal</del>
31	Kale Vishal	<del>Vishal</del>
46	Nikam Tugol	<del>Nikam</del>
55	Patil Ravikant	<del>Ravikant</del>
27	Tushar Tadkar	<del>Tushar</del>
23	Tadkar Manasi M.	<del>Manasi</del>
10	Bhadane Divya	<del>Divya</del>
11	Bhambre Nutan	<del>Nutan</del>
70	Thoke Priyanka	<del>Priyanka</del>
09	Bagul Gayatri	<del>Gayatri</del>
20	Deshmukh Vaishnavi	<del>Vaishnavi</del>





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Accredited by NAAC "B ++" Grade with - CGPA -2.88 in First Cycle. NSS CODE-D-SF-091

Date: 18/08/2023

Activity Report

Event: Career Opportunities after B.Pharm

Date of Event: 18<sup>th</sup> August 2023, Friday

Time: 12:00PM to 1:30PM

Speaker: Mr. Shubham A.Naikwade

Address of Speaker: Placement Coordinator, Department of Management Science (PUMBA)

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Career Opportunities after B.Pharm" on 18<sup>th</sup> August 2023, Friday at 12:00PM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

### Objective of the Seminar

The primary goal of the seminar was to guide and inform B.Pharm students about the career opportunities that lie ahead after completing their degree. The seminar aimed to:

- Provide clarity on career options beyond traditional pharmaceutical roles.
- Discuss the emerging trends in the pharmaceutical industry.
- Inform students about the necessary skills and qualifications required to excel in various career paths.

### Seminar Highlights

The session covered the following key topics:

#### 1. Overview of Career Opportunities:

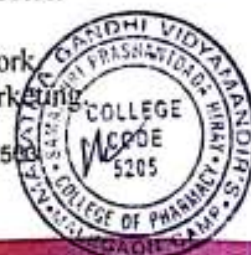
- Traditional paths such as pharmacy practice, pharmaceutical manufacturing, and research.
- Emerging career options in regulatory affairs, medical writing, and clinical trials.
- Entrepreneurial avenues for starting businesses in the pharmaceutical sector.

#### 2. Skills Required:

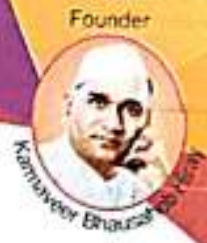
- Emphasis on soft skills such as communication, leadership, and teamwork.
- Technical skills like knowledge of GMP, GLP, and pharmaceutical marketing.

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**3. Job Market Insights:**

- Discussion on the current job market and the demand for skilled professionals in the pharmaceutical industry.
- Overview of the roles of pharmaceutical professionals in the healthcare sector.

**4. Higher Education and Certification:**

- Options for further education such as M.Pharm, MBA, and certifications in specialized areas.
- The importance of pursuing higher qualifications for career advancement.

**5. Entrepreneurship:**

- Encouraging students to consider starting their own ventures in the field of pharmacy, whether in manufacturing, retail, or digital health solutions.

**Outcome of the Event**

The seminar proved to be a highly beneficial session for students, with several key outcomes:

- Students gained a broader perspective on the variety of career options available after completing their B.Pharm degree.
- They were introduced to the concept of entrepreneurship and were motivated to explore business opportunities within the pharmaceutical industry.
- Many students were inspired to pursue higher education or specialized certifications to enhance their career prospects.
- The session helped students understand the importance of developing both technical and soft skills to succeed in their careers.

**Coordination and Participation:**

The seminar was successfully coordinated by Prof. Pallavi Wagh, Assistant Professor at MGVS Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. The event witnessed active participation from 62 students and staff members, who showed enthusiasm and keen interest throughout the session.



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Organized Guest Lecture on Career Opportunities after B.Pharm dated on 18<sup>th</sup> August 2023



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Ref: MGV/SPH/Pharmacy/2573/2023-24

Date: - 17/8/2023

To  
Mr. Shubham A. Naikwade  
Placement Coordinator  
Dept. of Mangement Science (PUMBA).

Subject: Invitation as an eminent speaker for Guest Lecture

Respected Sir,

With reference to above cited subject we cordially invite you as an eminent speaker for the Guest Lecture on "Career Opportunities after B.Pharm" for B.Pharm staff, Third and Final year B. Pharm. Students at 18<sup>th</sup> Aug 2023 in our Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

We kindly request you to accept our invitation.

Thanking you.

Received  
*Shubham A. Naikwade*



Yours Truly  
*S. R. Tambe*  
Dr. S. R. Tambe  
PRINCIPAL  
Mahatma Gandhi Vidyamandir's  
Samajshri Prashantdada Hiray  
College of Pharmacy  
LVH Marg, Malegaon Camp  
Dist. Nashik 423105



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Ref: MGVS/SPH/Pharmacy/2793/2023-24

Date: - 18/08/2023

To  
Mr. Shubham A. Naikwade  
Placement Coordinator  
Dept. of Mangement Science (PUMBA).

Subject: - Letter of Thanks .....

Respected Sir,

With reference to above mentioned subject, I am herewith expressing my heartfelt thanks for your kind co-operation and guidance that you have extended for guest lecture "Career Opportunities after B.Pharm" for B.Pharm Staff, Third and Final year B. Pharm. Students in MGVS's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. Your views, ideas and knowledge are always inspirational and motivational to all.

We further appreciate you for your valuable guidance.

Thanking you,

Received  
Shubham A. Naikwade

Yours Truly

Dr. S. R. Tambe  
PRINCIPAL  
Mahatma Gandhi Vidyamandir's  
Samajshri Prashantdada Hiray  
College of Pharmacy  
LVH Marg, Malegaon Camp  
Dist. Nashik 423105



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Date: 12/09/2023

### Activity Report

**Event:** Personality Development

**Date of Event:** 12<sup>th</sup> September 2023, Tuesday

**Time:** 3:00PM to 4:30PM

**Speaker:** Dr. Suresh Shastri

**Address of Speaker:** Shastri Eye Hospital, Malegaon Camp, Malegaon.

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Personality Development" on 12<sup>th</sup> September 2023, Tuesday at 3:00PM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

### Objective of the Seminar

The main objectives of the seminar were:

- To help students understand the importance of personality development for personal and professional growth.
- To equip students with practical tools and strategies to improve communication, self-presentation, and interpersonal skills.
- To promote self-confidence, leadership qualities, and emotional intelligence.
- To provide a foundation for developing a positive and strong professional image.

### Seminar Highlights

The session covered the following key areas:

#### 1. Self-Awareness:

- Understanding one's strengths, weaknesses, and how to improve them.
- The importance of self-reflection and setting personal goals.

#### 2. Effective Communication:

- Techniques for improving verbal and non-verbal communication.
- The role of body language, active listening, and presentation skills in professional success.

#### 3. Confidence Building:

- Strategies for overcoming shyness and building self-assurance.

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- The importance of positive thinking and maintaining a growth mindset.
4. **Leadership Skills:**
- Cultivating leadership qualities such as decision-making, motivation, and team collaboration.
  - Ways to take initiative and demonstrate leadership in academic and extracurricular activities.
5. **Emotional Intelligence:**
- Understanding and managing emotions effectively.
  - How emotional intelligence impacts personal and professional relationships.
6. **Time Management and Stress Management:**
- Tips for balancing academic, personal, and professional life.
  - Techniques for managing stress and staying focused under pressure.

### Outcome of the Seminar:

The seminar had a positive impact on the students, with the following outcomes:

- Students gained valuable insights into various aspects of personality development, including communication, leadership, and emotional intelligence.
- Many students expressed an increased sense of motivation and determination to work on their personal and professional skills.
- The session encouraged students to focus on holistic growth, both in academic excellence and in personal traits that are essential for career success.
- Several students showed interest in attending further workshops or seminars on related topics such as confidence building and leadership development.

### Coordination and Participation

The seminar was efficiently coordinated by Prof. Pallavi Wagh. A total of 31 students participated in the event. The feedback received from students indicated that the session was informative and interactive, providing them with practical tools they could immediately implement. The faculty members were actively involved in facilitating the event and ensuring a smooth flow of the session.



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MGV/SPHCOP/334/2023-24.

Date:- 11/09/2023

To  
Dr. Suresh Shastri  
Shastri Eye Hospital,  
Malegaon Camp, Malegaon.

**Subject: Invitation as an eminent speaker for Guest Lecture**

Respected Sir,

With reference to above cited subject we cordially invite you as an eminent speaker for topic  
"Personality Development" for B. Pharm & D. Pharm staff, First year B. Pharm & D. Pharm  
Students on 12<sup>th</sup> Sep 2023 at 3:00 PM in our Samajshri Prashantdada Hiray College of Pharmacy,  
Malegaon.

We request you to accept our invitation.

Thanking you,

Yours Truly

**Dr. S. R. Tambe**  
PRINCIPAL

Mahatma Gandhi Vidyamandir's  
Samajshri Prashantdada Hiray  
College of Pharmacy  
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MGV/SPHCOP/335/2023-24

Date:- 12/09/2023

To  
Dr. Suresh Shastri  
Shstri Eye Hospital,  
Malegaon Camp, Malegaon.

Subject: - Letter of Thanks .....

Respected Sir,

With reference to above mentioned subject, I am herewith expressing my heartfelt thanks for your kind co-operation and guidance that you have extended for guest lecture on "Personality Development" for B. Pharm & D. Pharm staff, First year B. Pharm & D. Pharm. Students in MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. Your views, ideas and knowledge are always inspirational and motivational to all.

We further appreciate you for your valuable guidance.

Thanking you,

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Date: 21/10/2023

### Activity Report

Event: Women Health

Date of Event: 21<sup>st</sup> October 2023, Saturday

Time: 11:00AM to 12:30PM

Speaker: Dr. Shital V. Desale

Address of Speaker: Vedik Ayurveda and Panchakarma Centre, Malegaon, Nashik

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Women Health" on 21<sup>st</sup> October 2023, Saturday at 11:00AM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

### Objective of the Seminar

The seminar aimed to:

- Raise awareness about women's health issues and preventive measures.
- Provide insights into maintaining physical and mental well-being for women.
- Highlight the role of Ayurveda and natural therapies in women's health.
- Encourage early detection and timely management of common health problems.

### Seminar Highlights

The session focused on key aspects of women's health, including:

1. **Introduction to Women's Health:**
  - Understanding the unique health challenges faced by women at different stages of life.
  - Emphasis on the importance of regular health check-ups and self-care practices.
2. **Reproductive Health and Hygiene:**
  - Discussion on menstrual health, hygiene practices, and managing menstrual disorders.

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- Information on reproductive health issues, including polycystic ovary syndrome (PCOS) and menopause.
- 3. **Nutrition and Lifestyle:**
  - Importance of a balanced diet and its role in hormonal balance.
  - Tips for maintaining an active lifestyle and managing stress effectively.
- 4. **Ayurveda and Natural Therapies:**
  - Overview of Ayurvedic approaches for managing common health problems.
  - Introduction to Panchakarma treatments for detoxification and rejuvenation.
- 5. **Preventive Health Measures:**
  - Importance of vaccinations and screening tests.
  - Awareness about breast and cervical cancer, with guidelines for early detection.
- 6. **Interactive Q&A Session:**
  - Participants discussed personal health concerns with Dr. Desale.
  - Clarification of doubts regarding Ayurveda and its application in modern healthcare.

### Outcome of the Event

The seminar successfully achieved its objectives, resulting in the following outcomes:

- Participants gained valuable insights into maintaining and improving women's health.
- Increased awareness of common health issues and the importance of early intervention.
- Encouragement to adopt holistic approaches, including Ayurveda, for overall well-being.
- Positive feedback from attendees highlighted the relevance and practicality of the session.

### Coordination and Participation

The event was coordinated by Ms. Snehal Pawar. Around 75 students and staff members attended the seminar, engaging actively in discussions and sharing their experiences. The feedback received underscored the importance of organizing similar events in the future.

In conclusion, the seminar on "Women Health" provided a comprehensive understanding of various health aspects, empowering women to take charge of their well-being and encouraging a proactive approach to health management.



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Organized Guest Lecture on Women Health



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MGV/SPH/406/2023-24

Date: 20/10/2023

To  
**Dr. Shital Vikas Desale**  
Vedik Ayurveda n Panchakarma Centre  
Malegaon, Nashik.

**Subject:** Invitation as an eminent speaker for Guest Lecture

Respected Mam,

With reference to above cited subject, we cordially invite you as an eminent speaker for the Guest Lecture on "Women Health" for B. Pharm and D Pharm Girl's and teaching and supporting staff members on 21 October 2023 in our MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon Camp, Malegaon

We kindly request you to accept our invitation.

Thanking you.

Yours Faithful

**Dr. S. R. Tambe**  
PRINCIPAL  
Mahatma Gandhi Vidyamandir  
Samajshri Prashantdada Hiray  
College of Pharmacy  
LVH Marg, Malegaon Camp  
Dist. Nashik 423105

Received  
*Desale*



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MGV/SPH/414/2023-24

Date: 20/10/2023

To

Dr. Shital Vikas Desale

Vedik Ayurveda n Panchakarma Centre

Malegaon, Nashik.

Subject: - Letter of Thanks .....

Madam,

MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon Organized the Guest lecture on the "Women Health" at 11.00 am, Date- 21/10/2023 we are very thankful for your valuable guidance to students.

Thanking you,

Yours Faithfully,

Dr. S. R. Tambe  
PRINCIPAL

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College of Pharmacy  
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Date: 25/01/2024

### Activity Report

**Event:** Women Empowerment and Personality Development

**Date of Event:** 25<sup>th</sup> January 2024, Saturday

**Time:** 11:00AM to 12:00PM

**Speaker:** Prof. Shakuntala Khune

**Address of Speaker:** Assistant Professor, K.B.H. Law College, Malegaon Camp, Malegaon.

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Women Empowerment and Personality Development" on 25<sup>th</sup> January 2024, Saturday at 11:00AM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

### Objective of the Seminar

The seminar aimed to:

- Highlight the importance of women empowerment in modern society.
- Equip participants with practical strategies for enhancing their personality and confidence.
- Inspire attendees to challenge societal norms and embrace their potential.
- Provide insights into legal and social rights for women to foster equality and empowerment.

### Seminar Highlights

The session covered the following key topics:

#### 1. Understanding Women Empowerment:

- Definition and significance of women empowerment in the 21st century.
- Addressing gender disparities and promoting equality in various spheres.

#### 2. Personality Development:

- Techniques to build self-confidence and self-esteem.
- Effective communication skills and professional etiquette.
- Strategies for managing stress and maintaining a positive mindset.

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**3. Legal and Social Rights for Women:**

- Overview of fundamental legal rights and protections for women in India.
- Discussion on the role of education in achieving empowerment.

**4. Motivational Stories:**

- Real-life examples of empowered women who have made significant contributions to society.

**5. Interactive Session:**

- An engaging Q&A session where participants discussed challenges they face in personal and professional growth.
- Prof. Khune provided actionable advice and shared valuable resources for self-improvement.

**Outcome of the Event**

The seminar successfully achieved its objectives and yielded the following outcomes:

- Enhanced awareness among participants about the importance of women empowerment.
- Practical knowledge on personality development techniques and their application in daily life.
- Increased understanding of women's rights and how to utilize them effectively.
- Encouragement to pursue self-growth and contribute positively to society.

**Coordination and Participation**

The event was coordinated by Prof. Snehal Pawar. The seminar witnessed active participation from over 40 students and staff members, who found the session to be highly informative and inspirational.



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F.No SPH/COP/603/2024-25

Date:- 24/01/2024


To  
Prof. Shakuntala Khune  
Assistant Professor,  
K.B.H. Law College, Malegaon Camp, Malegaon.

Subject: Invitation as an eminent speaker for Guest Lecture

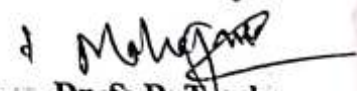
Respected Madam,

With reference to above cited subject we cordially invite you as an eminent speaker for the Lecture on "Women Empowerment and Personality Development" for B.Pharm and D.Pharm student at 25<sup>th</sup> Jan-2024 in our Samajshri-Prashantdada Hiray College of Pharmacy, Malegaon.

We kindly request you to accept our invitation.

  
Thanking you.

Yours Truly



Dr. S. R. Tambe

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CPNO. SPH/COPI/606/2024-25

Date:- 25/01/2024

To  
Prof. Shakuntala Khune  
Assistant-Professor,  
K.B.H. Law College, Malegaon Camp, Malegaon.

Subject: - Letter of Thanks .....

Respected Madam,

With reference to above mentioned subject, I am here with expressing my heartfelt thanks for your guidance on "Women Empowerment and Personality Development" at B. Pharm and D. Pharm Students in MGVS Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. Your views, guidance and knowledge are always inspirational and motivational to all.

We further appreciate you for your valuable guidance.

Thanking you,

Yours Truly

Dr. S. R. Tambe

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Date: 27/01/2024

### Activity Report

Event: Indian Attitude towards Women

Date of Event: 27<sup>th</sup> January 2024, Monday

Time: 1:30PM to 3:30PM

Speaker: Ad. Manjusha S. Kajawadkar

Address of Speaker: M. Com, L.L.B, National Women Volunteers Committee, Malegaon.

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Indian Attitude towards Women" on 27<sup>th</sup> January 2024, Monday at 1:30PM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

### Objective of the Seminar

The seminar aimed to:

- 1. Understand the Historical and Cultural Context:**
  - To explore how traditional Indian society viewed women and their roles.
- 2. Analyze Societal Changes:**
  - To examine how the Indian attitude towards women has evolved with modern-day education, empowerment, and socio-political changes.
- 3. Empower Women:**
  - To discuss the importance of empowering women in various spheres of life, including education, career, and social responsibilities.
- 4. Address Gender Equality Issues:**
  - To raise awareness about gender biases and promote equality and respect for women in all walks of life.

### Seminar Highlights

The seminar focused on several key aspects:

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**1. Cultural and Historical Views on Women:**

- Ad. Kajawadkar gave a brief overview of the role of women in traditional Indian society, highlighting both the positive and negative aspects of historical perceptions.

**2. Modern-Day Challenges and Achievements:**

- The speaker emphasized the significant strides women have made in education, workforce participation, and leadership roles despite societal challenges.

**3. Gender Equality and Legal Framework:**

- Discussion on the role of laws, such as the Protection of Women from Domestic Violence Act and the Sexual Harassment of Women at Workplace Act, in changing societal attitudes.

**4. Empowerment and Gender Sensitization:**

- The importance of empowering women through education, skills development, and awareness campaigns was discussed.
- The session included practical examples and initiatives that aim to change public attitudes towards women, especially in rural and conservative areas.

**Outcome of the Event**

The seminar achieved the following outcomes:

**1. Enhanced Awareness:**

- Participants gained a better understanding of the cultural and societal factors that shape the Indian attitude towards women.

**2. Encouragement for Gender Equality:**

- The session inspired a deeper commitment to gender equality and women's empowerment among the attendees.

**3. Increased Advocacy:**

- Students were motivated to advocate for change and play an active role in promoting gender-sensitive attitudes in their communities.

**4. Actionable Insights:**

- The session provided actionable insights into improving the attitude towards women at both personal and community levels.

**Coordination and Participation:**

The event was coordinated by Prof. Snehal Pawar of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy. The seminar attracted approximately 46 students and faculty members who actively participated in discussions and shared their thoughts.

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Organized Guest Lecture on Challenges Faced by Today's Women



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MGV/SPH / 610 /2023-24

Date:- 27/01/2024

To  
Ad. Manjusha S. Kajawadkar  
M.Com, L.L.B  
National Women Volunteers Committee,  
Malegaon.

Subject: Invitation as an eminent speaker for Guest Lecture


Respected Madam,

With reference to above cited subject we cordially invite you as an eminent speaker for the Guest Lecture on "Indian Attitude towards Women" for B. Pharm and D. Pharm Girls Student on 30<sup>th</sup> January 2024 in our Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

We kindly request you to accept our invitation.

Thanking you.

Yours Truly

  
Dr. S. R. Tambe

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MGV/SPH /14/2023-24

Date:- 30/01/2024

To  
Ad. Manjusha S. Kajawadkar  
M.Com, L.L.B  
National Women Volunteers Committee,  
Malegaon.

Subject: - Letter of Thanks .....

Respected Madam,

With reference to above mentioned subject, I am here with expressing my heartfelt thanks for your kind co-operation and guidance that you have extended for guest lecture on "Indian Attitude towards Women" at B. Pharm and D. Pharm Girl Student in MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. Your views, guidance and knowledge are always inspirational and motivational to all.

We further appreciate you for your valuable guidance.

Thanking you,

Yours Truly

*[Signature]*

Dr. S. R. Fambe

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To the Director, Ministry of Pharmacy Education





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Date: 27/01/2024

### Activity Report

**Event:** Challenges Faced by Today's Women

**Date of Event:** 27<sup>th</sup> January 2024, Monday

**Time:** 3:30PM to 5:30PM

**Speaker:** Ad. Jyoti Bhosale

**Address of Speaker:** L.L.B, Deputy Major, Malegaon.

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Challenges Faced by Today's Women" on 27<sup>th</sup> January 2024, Monday at 3:30PM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

### Objective of the Seminar

The seminar aimed to:

- 1. Discuss Societal Challenges:**
  - To understand the societal pressures and limitations placed on women in today's world.
- 2. Examine Legal and Gender-Based Disparities:**
  - To highlight issues such as gender inequality, workplace discrimination, and legal barriers that impact women's rights.
- 3. Empower Women to Overcome Challenges:**
  - To provide women with strategies and resources to overcome challenges they face in education, employment, and personal life.
- 4. Encourage Advocacy for Change:**
  - To inspire the audience to become advocates for women's rights and work toward creating a more inclusive society.

### Seminar Highlights

The seminar focused on the following key areas:

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**1. Socio-Economic Challenges:**

- Ad. Bhosale discussed how women still face significant obstacles in achieving economic independence, such as unequal pay, limited access to resources, and societal expectations related to family and work-life balance.

**2. Legal Issues and Gender-Based Violence:**

- The speaker provided insights into legal challenges women face, including discrimination in workplaces, insufficient legal protections against harassment, and issues with the implementation of laws designed to protect women.

**3. Mental and Emotional Struggles:**

- Addressing the psychological impacts of societal pressures, the speaker emphasized the mental health challenges that many women face, including stress, anxiety, and societal expectations related to appearance, behavior, and responsibilities.

**4. Cultural and Traditional Norms:**

- The seminar also covered the cultural norms that restrict women's freedom, particularly in rural or conservative areas, and how these norms can be challenged through awareness and education.

**Outcome of the Event**

The seminar had the following outcomes:

**1. Increased Awareness:**

- Attendees gained a deeper understanding of the multifaceted challenges women face in today's society, both personally and professionally.

**2. Empowerment and Advocacy:**

- The session empowered women to recognize their strengths and take actionable steps to overcome the challenges they encounter.

**3. Inspiration for Social Change:**

- Participants were inspired to advocate for changes in both societal attitudes and legal frameworks that can better support women's rights and equality.

**4. Stronger Support Networks:**

- The event fostered discussions on creating better support systems for women, encouraging networking and community building among participants.

**Coordination and Participation**

The seminar was coordinated by Prof. Snehal Pawar of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy. Approximately 46 students and faculty members attended the seminar. The interactive nature of the seminar encouraged active participation and discussions, allowing attendees to voice their thoughts and engage with the speaker on personal and professional challenges faced by women today.

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Organized Guest Lecture on Indian Attitude towards Women



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DTE Code : 5205 AISHE Code : C-41859 Exam Code : 1032

MGV/SPH / 610B /2023-24

Date:- 27/01/2024

To  
Ad. Jyoti Bhosale  
L.L.B  
Deputy Major,  
Malegaon.

Subject: Invitation as an eminent speaker for Guest Lecture

Respected Madam,

With reference to above cited subject we cordially invite you as an eminent speaker for the Guest Lecture on **"Challenges Faced by Today's Women"** for B. Pharm and D. Pharm Girls Student on 30<sup>th</sup> January 2024 in our Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

We kindly request you to accept our invitation.

Thanking you.

Yours Truly

*[Signature]*  
Dr. S. R. Tambe

PRINCIPAL  
Mahatma Gandhi Vidyamandir's  
Samajshri Prashantdada Hiray  
College of Pharmacy  
LVH Marg, Malegaon Camp  
Dist. Nashik 423105



Loknete Vyankatrao Hiray Marg, Malegaon camp, Nashik, Maharashtra - 423105, Tel: (02554) 252563  
email : prin.sphpharmacycollege@mgvnashik.org Website : www.mgvmlgpharmacy.kbhgroup.in

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COLLEGE OF PHARMACY

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Recognized by : DTE, Mumbai.

Affiliated to : Savitribai Phule Pune University, Pune (CPHN018220). MSBTE (2142)

DTE Code : 5205 AISHE Code : C-41859 Exam Code : 1032

MGV/SPH K15/2023-24

Date:- 30/01/2024

To  
Ad. Jyoti Bhosale  
L.L.B  
Deputy Major,  
Malegaon.

Subject: - Letter of Thanks .....

Respected Madam,

With reference to above mentioned subject, I am here with expressing my heartfelt thanks for your kind co-operation and guidance that you have extended for guest lecture on "**Challenges Faced by Today's Women**" at B. Pharm and D. Pharm Girl Student in MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon. Your views, guidance and knowledge are always inspirational and motivational to all.

We further appreciate you for your valuable guidance.

Thanking you,

Yours Truly

Copy received  
30/1/2024



*[Handwritten Signature]*

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Accredited by NAAC "B ++" Grade with - CGPA -2.88 in First Cycle, NSS CODE-D-SF-091

Date: 27/01/2024

### Activity Report

**Event:** Yoga Workshop

**Date of Event:** 27<sup>th</sup> January 2024, Monday

**Time:** 11:00AM to 1:00PM

**Speaker:** Ms. Poonam Ingale

**Address of Speaker:** Yoga Teacher, Takshila International English Medium School, Malegaon.

Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon organized a seminar on the topic "Yoga Workshop" on 27<sup>th</sup> January 2024, Monday at 11:00AM. Dr. S.R. Tambe, Principal of Mahatma Gandhi Vidyamandir's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

### Objective of the Seminar

The seminar aimed to:

1. Provide an introduction to the practice of yoga and its health benefits.
2. Teach basic yoga postures and breathing exercises to enhance physical and mental health.
3. Encourage students to incorporate yoga into their daily routine for stress management and overall well-being.
4. Raise awareness about the importance of maintaining a balanced lifestyle through yoga.

### Seminar Highlights

The workshop covered the following key points:

#### 1. Introduction to Yoga:

- An overview of yoga's history, principles, and various forms.
- Discussion on how yoga promotes physical health, mental clarity, and emotional stability.

#### 2. Basic Yoga Postures (Asanas):

- Ms. Ingale demonstrated a series of beginner-friendly yoga poses that improve flexibility, strength, and posture.

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- Participants actively practiced asanas like Tadasana, Bhujangasana, and Padmasana under the guidance of the instructor.
- 3. **Breathing Techniques (Pranayama):**
  - Explanation of basic breathing exercises to enhance oxygen flow and calm the mind.
  - The focus was on deep breathing, which helps reduce stress and anxiety.
- 4. **Interactive Q&A Session:**
  - Students asked questions about the benefits of specific asanas and how yoga helps in stress relief.
  - Ms. Ingale shared practical advice on how to integrate yoga into a busy lifestyle.

### Outcome of the Event

The workshop successfully:

- Introduced participants to the practice of yoga and its benefits for overall health.
- Provided students and faculty with simple yoga techniques that can be practiced at home or during study breaks.
- Encouraged a healthy lifestyle by incorporating physical activity and mindfulness into daily routines.
- Helped students and faculty members better manage stress and improve focus through yoga practices.

### Coordination and Participation

The event was organized by the Health and Student Development Committee of the college with the support of faculty members and student volunteers. Around 17 students and faculty members attended the workshop, actively participating in the practice sessions.



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Organized Guest Lecture on Yoga Workshop



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MGV/SPH /610A/2023-24

Date:- 27/01/2024

To  
Ms. Poonam Ingale  
Yoga Teacher  
Takshila International English Medium School,  
Malegaon.

Subject: Invitation as a trainer for yoga workshop

Respected Madam,

With reference to above cited subject we cordially invite you as an eminent trainer for "Yoga Workshop" for B. Pharm and D. Pharm Girls Student on 30<sup>th</sup> January 2024 in our Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

We kindly request you to accept our invitation.

Thanking you.

*Handwritten signature*



Yours Truly

*Handwritten signature*  
Dr. S. R. Tambe

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MGV/SPH E13/2023-24

Date:- 30/01/2024

To  
Ms. Poonam Ingale  
Yoga Teacher  
Takshila International English Medium School,  
Malegaon.

Subject: - Letter of Thanks .....

Respected Madam,

With reference to above mentioned subject, I am here with expressing my heartfelt thanks for your kind co-operation and guidance that you have extended for "Yoga Workshop" at B. Pharm and D. Pharm Girl-Student in MGV's Samajshri Prashantdada Hiray College of Pharmacy, Malegaon.

Your views, guidance and knowledge are always inspirational and motivational to all.

We further appreciate you for your valuable guidance.

Thanking you,

*Prashant*

Yours Truly

*S. R. Tambe*



**Dr. S. R. Tambe**

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