



Jawahar Education Society's,
**INSTITUTE OF TECHNOLOGY,
MANAGEMENT & RESEARCH, NASHIK.**

(Approved by AICTE, DTE & Affiliated to Savitribai Phule Pune University)

AY 2021-22		
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Survey No 48, Gowardhan, Gangapur Road,
Nashik- 422 222. Maharashtra, India
www.jitnashik.edu.in



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**INSTITUTE OF TECHNOLOGY,
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“ Grievance Redressal Mechanism ”

[A. Y. 2021-22]

Survey No 48, Gowardhan, Gangapur Road,
Nashik- 422 222. Maharashtra, India
www.jitnashik.edu.in

Grievance Redressal Mechanism

As per the directives from AICTE and SPPU University, Grievance Redressal Committees are established to deal with the individual grievances related to students and faculty members and to ensure the redressal of grievances amicably in a time bound manner.

Following committees are constituted for grievance redressal.

1. Student Grievance Redressal Committee
2. Staff Grievance Redressal Committee
3. Internal complaint committee (ICC)
4. Anti-ragging committee

Role of committee:

- To formulate the policy to investigate and review complaints or grievances of students and staff.
- To create awareness of availability of members for students and staff to report grievances.
- To investigate the cause of grievances.
- To ensure effectual solution depending upon the gravity of the grievances.
- Take necessary steps for improvement in the light of grievances.

Institute has provided link on the college website to submit the grievances. Students, staff including female staff members (sexual harassment) can submit their grievance through the link available on the institute website (<https://jitnashik.edu.in/grievance.php>). On submission of the grievance the system saves the details and made available on dashboard. They can submit the grievances directly in offline mode to the Principal. Suggestion box is also available to drop their Suggestions/Complaints, standard procedure is followed. The received grievances forwarded to the concerned grievance committee chairperson.



Grievance Redressal Procedure:

1. Submission of grievances in offline or via online grievance submission portal.
2. Acknowledging the message of grievances immediately.
3. Forwarding of grievances to the appropriate Grievance Redressal cell chairperson.
4. Scrutiny of the grievances by the grievance redressal committee.
5. Call for hearing or Enquiry if the grievance redressal committee requires additional information for resolving the grievance.
6. Final resolution/decision by grievance redressal committee.
7. Communicating the final decision to the grieving person.
8. Closing of grievance and preparation of report.
9. Feedback for improving the redressal process from time to time.





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**“Circular, Minutes of Meeting of
Anti- ragging committee”
[A. Y. 2021-22]**

Survey No 48, Gowardhan, Gangapur Road,
Nashik- 422 222. Maharashtra, India
www.jitnashik.edu.in

Date: 26/7/2021

Aniti Ragging Committee

Anti-Ragging Committee and Anti-Ragging Squad are constituted for the academic year 2021-22.

Objectives:

- To prohibit, prevent and eliminate the scourge of ragging including any conduct by any student 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 undisciplined activities by any student.
- To monitor, direct and oversee the functions and performance of the Anti-Ragging Squads in prevention and curbing of ragging in the institution.

Role and Responsibilities:

- To be vigilant at all hours all around the campus and other places vulnerable to incidents of and having the potential of, ragging, and shall be empowered to inspect such places.
- To make surprise raids at other places vulnerable to incidents and having the potential for ragging.
- To conduct an on-the-spot enquiry into any incident of ragging referred to it by the faculty or student or parent or guardian, as the case may be:and the enquiry report along with recommendations shall be submitted to the Head of the Institution for action.
- To ensure the display of posters on Institution and Department Notice Boards and other prominent designated places.
- The Anti-Ragging Squad regularly makes rounds in the campus to effectively monitor the student's behaviour in the campus
- To offer services of counselling and create awareness to the students on the evils of Ragging
- To inform about the Suggestion Box which is placed in the college which helps the students to drop complaints or any kind of problems.

Ragging means the doing of any act which causes, or is likely to cause any physical, psychological or physiological harm of apprehension or shame or embarrassment to a student, and includes

- Teasing or abusing of playing Practical joke on, or causing hurt to any student.
- Asking any student to do any act, or perform anything, which he/she would not, in the ordinary course, be willing to do or perform.

Contd..



Aniti Ragging Committee

Faculty Name	Cell No.	e-mail ID
Dr. M.V.Bhatkar (Principal)	9819314614	principaljitnashik@rediffmail.com
Prof. S.A.Thete (Head, Electrical Dept.)	9960964942	swarungasethete@gmail.com
Prof.S.J. Aswar (Head, Mechanical Dept.)	9518362439	sagaraswar123@gmail.com
Prof. D.B. Sisode (Head, Computer Dept.)	7798677547	dushyant.sisode@gmail.com
Prof. A.N. Shukla (Head, Civil Dept.)	8830982426	ajayshukla11121989@gmail.com
Prof. S.K. Patil (First Year Co-Ordinator)	9403374532	sp107107@gmail.com
Prof.S.B. Patil (Student Development/ Welfare Officer)	7028300991	sharadbpatil27@gmail.com
Prof.Amol A. Patil (National Service Scheme)	8788003673	amolkarankal@gmail.com
Shri.Dattu Aher (Police)	8805067711	-
Shri.Jitendra Kakuste (Deputy Collector)	7588296164	-
Shri. S.M.Tanpure (Media Person)	9325383092	smtanpure@rediffmail.com
Mrs. S.S. Kulkarni (Librarian)	8149900308	jitlibrary025@gmail.com
Mr. John Sadaphule (Parent Representative)	9850284766	---
Mr. Kuldeep Kadu (Student Representative)	7887610579	Kuldeepkadu1210@gmail.com


Aniti Ragging Squad

Faculty Name	Cell No.	e-mail ID
Prof. S. J. Aswar (Convener)	9850501171	sagaraswar123@yahoo.co.in
Prof.S.B. Patil	7028300991	sharadbpatil27@gmail.com
Prof. A.A. Patil	8788003673	amolkarankal@gmail.com
Prof. S.D. Nagare	8888638635	sannagare007@gmail.com

Copy to :

- 1 All above Committee members
- 2 All Heads of Department.




(Dr.M.V.Bhatkar)
PRINCIPAL
Jawahar Education Society's
Institute of Technology, Management
and Research, Nashik

Date: - 23-08-2021

Anti Ragging Committee

Notice

All the members of Anti-Ragging committee (as per Circular) are here by informed that the meeting is arranged on 24/08/2021 at 12:30 pm in the board room (Principal Chamber).

Agenda of the meeting

- 1) Constitute internal Squads to identify case of anti-ragging to prevent ragging.
- 2) Responsibility and Guideline to be followed by the members.
- 3) Finalization of Penalties/Punishments.
- 4) Any other relevant subject at the time of meeting.



Principal

(Dr. M. V. Bhatkar)



(Dr. M. V. Bhatkar)

Time:

24/08/2021

Agenda

- 1) constitute internal squad to identify case of anti-ragging to prevent ragging.
- 2) Responsibility & guideline to be followed by the members
- 3) Finalization of penalties / Punishments.
- 4) Any other relevant subject at time of meeting

- 1) All the members are directed to follow law of anti-ragging to avoid ragging in college campus.
- 2) Anti-ragging Squad take regular round around college campus & identify area where there is possibilities of ragging.
- 3) If any ragging found then take immediate conduct a meeting & take strict action against them.
- 4) i) oral & written warning
ii) Suspension from class 1 week to 2 week
- 5) display list of all committee members & Squad members with phone no. in college campus.



A handwritten signature in blue ink, appearing to be "Dr. M. V. Bhatkar".

Principal
(Dr. M. V. Bhatkar)




Date :- 16/01/2022


Anti Ragging Squad Notice

All the members of Anti-Ragging squad (as per circular) are here by inform that the meeting is arranged on 18/01/2022 at 3.00 PM in the room number 38.

Agenda of the meeting

- 1) Discussion on work related to Anti-Ragging squad.
- 2) Guidelines to be followed by the members.
- 3) Penalties.

-①  Prof. S.B. Patil
-②  A.A. Patil.
-③  S.D. Patil


Convener
(Prof. S. J. Aswar)



Ref.: JES (ITM&RN)/College Con./2021-22/5470 (D)

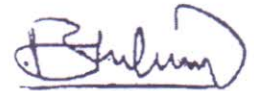
Date 28/07/2021

Anti-Ragging Squad

All the students are hereby informed that the following anti-ragging squad committee has been constituted to monitor any unfair cases (Ragging) in the college premises and around for academic year 2021-22. The members are requested to vigil the campus on regular intervals.

The students are requested to report / call the following senior faculty members for the necessary help as and when required.

Faculty Name	Cell No.	e-mail ID
Prof. S. J. Aswar (convener)	9850501171	sagaraswar123@yahoo.co.in
Prof. S. B. Patil	7028300991	sharadbpatil27@gmail.com
Prof. A. A. Patil	8788003673	amolkarankal@gmail.com
Prof. S. D. Nagare	8888638635	sannagare007@gmail.com



(Dr. M. V. Bhatkar)

Principal

Copy to :

- | | |
|----------------------------------|-------------------------|
| 1 All of above Committee members | 8 Librarian |
| 2 Head, Electrical Engg. Dept. | 9 System Admin Dept. |
| 3 Head, Computer Engg. | 10 Training & Placement |
| 4 Head, Civil Engg. Dept. | 11 Exam Section |
| 5 Head, Mechanical Engg. Dept. | 12 Store |
| 6 Head, App. Science Dept. | 13 Workshop |
| 7 Office Copy. | 14 Security |






MOM


Time :- 3:00 PM.

Subject :- Work related to Anti-Ragging Squad

- ① Prof. S.J. Aswar - convener - Anti-Ragging Squad has Explained about the duties and responsibilities of Anti-Ragging Squad.
- ② Discussion about :- (Anti-Ragging measures)
 - ① Any conduct by words or act, which had the effect of life of students.
 - ② Asking any student to do any act which has the effect of causing shame.
 - ③ Asking to complete the academic task assigned.
 - ④ Forceful expenditure burden from any students.
- ③ Identification of areas around the College Campus whose possibility of happening of Ragging is more.

Att.

- ① Prof. S.B. Patil 
- ② Prof. A.A. Patil 
- ③ Prof. S.D. Nagare 


 Prof. S.J. Aswar
 (convener)






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“Circular, Minutes of Meeting of Grievance Redressal Cell”

[A. Y. 2021-22]

Survey No 48, Gowardhan, Gangapur Road,
Nashik- 422 222. Maharashtra, India
www.jitnashik.edu.in

Ref.: JES (ITMRN)/College Corr./2021-22/

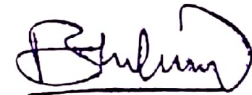
Date: 26/07/2021.

Grievance Redressel Cell

All the HOD's and teaching faculty members are hereby informed that "**Grievance Redressel Cell**" is constituted for faculty, staff & students with following faculty and staff members for the academic year 2021-22.

The names of the appointed Faculty and Staff members are as follows:

1	Prof.S. J. Aswar	Convener
2	Prof.S.B.Patil	Member
3	Prof.R.R.Sonwane	Member
4	Prof. S.K. Patil	Member
5	Prof. S.D. Nagare	Member



(Dr.M.V.Bhatkar)
Principal


Copy to :




- | | |
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| 1 All of above Committee members | 8 Librarian |
| 2 Head, Electrical Engg.Dept. | 9 System Admin Dept. |
| 3 Head, Computer Engg. | 10 Training & Placement |
| 4 Head, Civil Engg.Dept. | 11 Exam Section |
| 5 Head, Mechanical Engg.Dept. | 12 Store |
| 6 Head, App. Science Dept. | 13 Workshop |
| 7 Office Copy. | 14 Security |



The following members here by informed that "Grievances Redressal Cell" meeting is schedule on 25/08/21 at 12:00 pm. All members are requested for presence.

Venue: Room No: 36


Prof. S.J. Aswat
(Convenor)

- ① Prof. S.B. Patil 
- ② Prof. R.R. Sonawane 
- ③ Prof. S.K. Patil —
- ④ Prof. S.D. Nagare 
25/08/2021

Agenda :-

- ① To collect grievances for redressal through Online
- ② To discuss & Initiate the action against the grievances received.




To,
The Principal,
JESITMR,
Nashik.

Subject: Minutes of meeting of "Grievances Redressal Cell"


I am directed to forwarded here with the meeting of "Grievance Redressal Cell" on 25/08/21 at 12:00 pm at room No: 36

Meeting was conducted by Prof. S.J. Aswar with your permission. In this meeting following points are discussed.

- 1) Due to covid-19 pandemic, classes are going to be held online, therefore collect grievances Online.
- 2) In Meeting, members decided that student will submit grievances through link available on Institute website. (online)
(Link: <https://jitnashik.edu.in/grievance.php>)
- 3) All received complaints are to be analysed and initiate the action against it (if any).


(Dr. M. V. Bhatkar)

PRINCIPAL
Jawahar Education Society's
Institute of Technology, Management
and Research, Nashik


(Convenor)





Jawahar Education Society's,
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“Circular, Minutes of Meeting of Women's grievance cell (ICC)”

[A. Y. 2021-22]

Survey No 48, Gowardhan, Gangapur Road,
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www.jitnashik.edu.in

Date: 26/07/2021.

Internal Complaint Committee (ICC)

The committee is established for Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances for academic year 2021-22. Internal Complaints Committee will put an effort to promote the well-being of women employees and students in the Institute.

Objectives:

- To create and maintain safe, healthy, and supportive environment for women and girl students in the campus.
- To address issues faced by women at workplace and to organize awareness generation programmes and to take preventive steps towards protection of women staff / female students from sexual harassment in the college.
- ICC is functioning in the college as per the norms to organize workshops affecting women in general and especially in the following areas:
 - Sensitization and gender equality on campuses
 - Issues of women arising from societal concerns

Role and Responsibilities:

1. The committee will arrange programs on Women's Day and at other times, as is deemed necessary. The committee will admit complaints from:
 - Female employees on harassment and discrimination in the workplace by other employees
 - Female students on harassment and discrimination in the classroom and in relation to academic activities by faculty and staff and Student to student cases
2. The committee will follow relevant Acts, Rules, etc as applicable from time to time.
3. The Committee will institute Enquiry Committee as it deems fit to examine complaints.
4. The Committee will make recommendations on actions to be taken on specific complaints
5. The committee will organize awareness programs.
6. To inform about the Suggestion Box that is placed in the college which helps the students to feel free to lodge any complaints or problems.

Contd..



Internal Complaint Committee (ICC)

Sr. No.	Name	Designation
1	Prof.G.P.Mohole	Presiding Officer
2	Prof.S.B. Kajabe	Member ICC
3	Prof.P.C. Shah	Member ICC
4	Prof.L.V. Shinde	Member ICC
5	Mr.Gokul C.Suryawanshi	Member ICC
6	Ms.Kuldeep Kadu	Student Member ICC
7	Mr. Jayesh Ghodekar	Student Member ICC
8	Ms. Pirya Palve	Student Member ICC
9	Mr.Nikhil Ghotekar	Student Member ICC from NGO



Principal

(Dr. M. V. Bhatnagar)

PRINCIPAL
Jawahar Education Society's
Institute of Technology, Management
and Research, Nashik

Copy to :

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- 2 All Heads of Department.



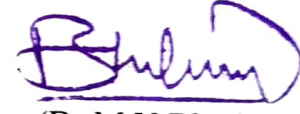
Ref.: JES (ITMRN)/College Corr./2021-22/

Date: 26/07/2021.

Women's Grievance Cell

The Women's Grievance Cell has been constituted for the academic year 2021-22. The following staff will be the members of said committee and they will look after all the related matters.

1. Prof. S.A. Thete (Convener)
2. Prof. Y.R.Girase
3. Mrs. S.N.Bedse



(Dr.M.V.Bhatkar)
Principal

Copy to :

- | | |
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| 5 Head, Mechanical Engg.Dept. | 12 Store |
| 6 Head, App. Science Dept. | 13 Workshop |
| 7 Office Copy. | 14 Security |



Date: 23/08/2021

Women's Grievance Cell Notice

Following staff members are here by informed that women's grievance meeting will be held on 23/08/2021. All the requested staffs are requested to attend the same.

Agenda of meeting: Confirmation adoption of UGC guidelines on women's grievances and sexual harassment.

Venue: Room no. 08

1. Prof S. A. Thete
2. Prof D.D. Survase
3. Prof M. S. Shelar
4. Prof. S.N. Bedse
5. Prof S. B. Kajabe
6. Prof P.C. Shah
7. Mr L.V. Patil
8. Mr. Mukund Patil
9. Mrs Harshada Maishdune Student Representative
10. Mr Gokul Suryawanshi
11. Mr Kuldeep Kadu
12. Mr Jayesh Ghodekar
13. Ms Priya Palve




Prof. G.P. Mohole
(Presiding Officer)

Minutes of meeting



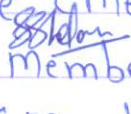




Date/Time: 25/08/2021 12:30pm

Venue: Room no. 08

Purpose of meeting: Confirmation adoption of UGC guidelines on women's grievance and sexual harassment

In the chair: Prof S.A. Thete (Convener) - 
Prof G.P. Mohole (Presiding Officer)

Attendance:

- 1) Prof S.A. Thete (Convener) 
- 2) Prof D.D. Surware (Member) 
- 3) Prof M.S. Shelar (Member) 
- 4) Prof S.N. Bedse (Member) 
- 5) Mr. Mukund Patil (NGO Member)
- 6) Ms Harshada Maishdune Student Representative
- 7) Prof S.B. Kajabe 
- 8) Prof P.C. Shah 
- 9) Mr L.V. Patil 
- 10) Mr Gokul C. Suryawanshi
- 11) Mr Kuldeep Kade
- 12) Mr Jayesh Ghadekar
- 13) Ms Priya Palve

Agenda:

- Confirmation adoption of UGC guidelines on women's grievance and sexual harassment
- in the educational institutions, it was decided
- a) To develop a proper guidelines and norms for a policy against sexual harassment to the girl student of the college
 - b) To develop principles and procedures for combating sexual harassment
 - c) That women student representatives be included in the committee, so that the girl students will be able to share with fellow students, the measure that are

being taken towards sexually harassed students
in the college.

closing time: 2.30 pm







Prof S.A. Thete
(Convener)