

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

1. Implementation of guidelines of statutory/regulatory bodies -The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases for which following **statutory/regulatory bodies** functional for the year 2020-21.

i) Internal complaints committee (Prevention of sexual harassment) ICC, for this Dr. C. M. Zaveri was presiding officer.

ii) Women Development Cell- Prof. S.Parab (In-charge)

iii) Grievance redressal cell (students/ teachers) - Dr. S. R. Saple was Convenor

iv) Anti ragging cell – Dr. U. S. Sarkar was In-charge.

2. Organization wide awareness and undertakings on policies with zero tolerance
Women Development Cell (WDC) of our college had taken efforts to spread wide awareness among the students especially girls students by organizing following activities related to sexual harassment and ragging cases during the year 2020-21

a) Online Survey regarding improving 'Safety of Women in India' was conducted by WDC members in the month of December, 2020. Suggestions were given by students in form of Developing app with all the emergency services (GPS Tracking with Accurate Information), More strong laws for women's safety, Developing special equipment in case if any emergency, Free Martial Arts Training in every institution for Females, Changing mindset of society towards women etc.

b) Online (Microsoft Teams) Guest lecture on 'Understanding Gender Equity' by Mr Pravin Thote on 30th Jan 2021. He explained Sex vs Gender, the identity of male and female, heterosexuality, homosexuality, transgender and bisexuality. He focused on the representation of women in all sectors that should be balanced to improve gender equity in India.

c) Online One day Training Workshop by UGC Prevention, Prohibition and Redressal of Sexual Harassment of Women Empowerment and Students in Higher Education Institutions on 5th Feb. 2021 (Prof. Shubhshree Parab & Dr Chetana Zaveri attended). It was to brief about the functioning of ICC and WDC to handle various types of cases.

d) Online Meeting on 18th Feb.2021 by University of Mumbai to examine the functioning of WDC in all colleges. It was chaired by Ms Chandramukhi Devi (Member, National Commission for Women New Delhi) (Prof. Shubhshree Parab & Dr Chetana Zaveri attended).

e) Online 'Skill Based Programme' to celebrate International Women's Day on 8th March, 2021. Chief Guest was Ms. Suman Shrivastava (Entrepreneur and Social Worker). She emphasized on Empowerment, Health and Skills development in India. She explained about the achievement of women in society. Also briefed about women have great opportunities to do work in society. Successful women should transfer her 'Crown' to other women, these as help to other women and it's a 'Chain'!

f) **Inter-Collegiate Participation:**

- a) Online National Level Debate Competition on 8th March 2021 organised by Bhandodkar College, Thane & Bedekar Institute of Management (Ms Vedanti Gide and Aham Nahar from FYBCOM bagged 4th place in this competition).
- b) Shroff College for Online Panel Discussion on Balance for Better on International Women's Day on 8th March 2021. Some students were encouraged to participate in this event.

3. **Mechanisms for submission of online/offline students' grievances-**

For offline students' grievances, a complaint box was placed near the college office where students can drop their complaints. But due to the Pandemic situation all lectures and practical's along with examinations were held online on Teams app. So there were no complaints dropped in the box.

During the academic year 2020-21 the entire online process regarding admission, teaching and examination was new to all the students as well as to the teachers. For online queries regarding the admission process, query meetings were held online and the problems of the students were resolved during those meetings. During examination there were control room duties allotted to the teachers to solve the difficulties of the students.

Due to a pandemic there was a lockdown for a long period students faced financial crisis for admission fees, college management made arrangements for part payment facility.

4. **Timely redressal of the grievances through appropriate committees**

As teaching during the academic year 2020-21 was entirely online mode, No cases were reported to the anti ragging committee during this year.