

### **Metric ID :- 5.1.3**

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

1. Institution has guidelines regarding redressal mechanism approved by appropriate statutory/regulatory bodies
2. Details of members of grievance redressal committees are available on the institutional website
3. Awareness programmes are conducted to communicate the guidelines for redressal of student grievances to teachers and students
4. Provision for students to submit grievances online/offline
5. Grievance redressal committee meets on a regular basis
6. Students' grievances are addressed within 7 days of receiving the complaint

### **Findings of DVV :-**

- Institutional guidelines for students' grievance redressal
- Composition of the student grievance redressal committee including sexual harassment and ragging
- Samples of grievance submitted offline

### **Response :-**

We have attached relevant documents in Appendix I

## Appendix- I

Central India Women's

College of Education


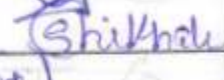


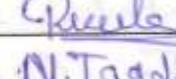
S.N.D.T. B. Ed.

Vi-Shakha Committee



## Anti Sexual Harassment Cell Grievance Redressal T.C.C. for Women

2017 - 2018

Dr. Neelima Gabhane	Chairman	
Dr. Seema Chikhale	Co-Ordinator	
Asst Prof. Rekha Patil	Member	
" Shabana Anjum	Member	
" Rekha Kale	Member	
" Nandesh Tagde	Member	N. Tagde
Bisma Khan	Student Representative	

### Introduction :-

Anti - Sexual Harassment Cell Grievance Redressal T.C.C. for Women and Internal Complaint Committee is formed in the college for the safety of the girls students and to solve the complaints of girls students and women facilities. It is established according to the law Anti Sexual Harassment at Work Place Prohibition Protection act 2003. This committee also follows Vishakha guidelines. It works to create awareness among students regarding Male - Female Equality.

This committee has organized various programmes throughout the year to create awareness among students.



Aim & Objective :-

- 1) To Solve complaints of girl students.
- 2) To Solve complaints of women teachers.
- 3) To Solve complaints regarding Sexual harassment.
- 4) To Create awareness about Safety measure made for students.
- 5) To Create awareness about male female equality.
- 6) To increase involvement of girl students in various activities even in the college.
- 7) To Put up a board giving information of Anti Sexual Harassment Cell for women & Icc committee for women.

## Minutes of the Meeting 2017-18

Date: 20 May 2017

Time: 11:00 a.m.

Venue: Conference Room

### Meeting Agenda -

- 1) To discuss about organizing Orientation Programme for Students
- 2) To discuss about organizing health awareness Programme.
- 3) To discuss about solving girl students Problems.

### Meeting Minutes :-

Anti Sexual Harassment.

Cell for Women / Internal Complaint Committee 2017-2018 meeting is held under the chairmanship of the Incharge Principal Dr. Neelima (Gabhane) on 10/10/2017. All members of the committee were present for the meeting. All members discussed on the agenda following decisions were taken -

- 1) It is decided to organize ~~online~~ Law Awareness Programme for Students.



2. It is decided to organize Online Law Awareness Programme.

3) It is decided to organize the programme in college.

4) It is decided to discuss & solve the problems of girls students.

### Present members

1) Dr. Seema Chikhale	—	Shikhale
Assist Prof. Rekha Patil	—	Patil
» Shabana Anyum	—	Anyum
» Rekha Kale	—	Kale
» Nandesh Tegole	—	N. Tegole
» Bisma Khan	—	Bisma Khan.



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## Minutes of the Meeting 2018 - 19.

Date : 5/06/2018

Time : 11:00 P.M.

Venue : Conference Room

### Meeting Minutes -

#### Anti Sexual Harassment.

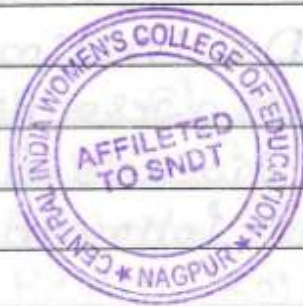
Cell for Women / Internal Complaint Committee 2018-2019 meeting is held under the chairmanship of the Incharge Principal Dr. Neelima Gabbane on 5/6/2018. All members were present for the meeting. All members discussed on the agenda of the meeting and following decisions were taken -

- 1) 'Sexual Harassment of Women at Work Place (Prevention, Prohibition & Redressal) Act & Rule 2013.
- 2) Constitution of the committee.
- 3) Details of the members of the complaints committee such as name, phone number, address.
- 4) She motivated the students to do yoga, meditation, exercise & to have healthy food habits to maintain their health.



Present members

- 1) Dr. Seema Chikhale — Shikhale
- 2) Assit. Prof. Rekha Patil — Patil
- 3) » Nandesh Tagole — N. Tagole
- 4) » Shabana Anjum — Anjum
- 5) » Rakha Kale — Kale
- 6) » Bhawna Soni — B. Soni



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## Minutes of the Meeting 2019-20

Date : 12/07/2019  
Time : 11:00 P.M.  
Venue : Conference hall

### Meeting Minutes -

Anti Sexual Harassment cell for women / Internal Complaint Committee 2019-2020 meeting is held under the Chairmanship of the Incharge Principal Rekha Patil on 12/7/2019. All members were present for the meeting. All members discussed on the agenda of the meeting. & following decisions were taken -

- 1) The rules & regulations of disciplinary action related to ragging were discuss in the meeting. Contact of Police personal was put up on the main Notice board as well.
- 2) Each class has a poster put up on the class room wall with information about what is ragging and its implications as per University Directives.
- 3) Activity like Surprise visit were conducted by coordinators and members of the committee for checking any ragging & sexual harassment issue on campus.



Present member

Asst Prof	Nandesh Tagde	—	N. Tagde
»	Shabana Anjum	—	Anjum
»	Rakha Kale	—	Rakha
»	Vaishali Bansod	—	Vaishali Bansod
»	Tabassum Ansari	—	T. Ansari



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## Minutes of the Meeting 2022-23

Date — 10/06/2022

Time — 11:00

Venue — Conference hall

### Meeting Agenda -

- 1) Organise regular orientation or training programmes for the students & members
- 2) Proactively move to curb all forms of harassment
- 3) Treat Sexual harassment as misconduct.
- 4) Treat Sexual harassment as a violation of the disciplinary rules.

Anti Sexual harassment cell for women/  
Internal Complaint Committee 2022-23 meeting  
is held under the chairmanship of the Incharge  
Principal Dr. Seema Chikhale on 10/6/2022.  
All members were present for the meeting.  
All members discussed on the agenda of the  
meeting & following decisions were taken. -

- 1) It is decided to organize ~~online~~ orientation  
program for students to inform them about  
the Anti Sexual Harassment Cell for Women.  
It is decided to ensure the safety to the



## girl Students

- 2) In the case of academic / administrative / technical / Non Teaching staff / management the recommended disciplinary action could be one or more of the following -  
warning, written apology, Bond of good behaviour, Gender Sensitization Counselling, Adverse remarks in the Confidential Report, Suspension.
- 3) In Case of Students the recommended disciplinary action could be - warning, written apology, Bond of good behaviour, Gender Sensitization, Counselling, Debarring entry into campus, Withholding results, Debarring from exams, Debarring from contesting elections.
- 4) The rules & Regulation of disciplinary action related to ragging & Sexual Harassment were discuss in the meeting. Contact of Police Personal was put upon the main notice board as well.
- 5) She motivated the Students to do Yoga Meditation, exercise & to have healthy food habits to maintain their health.

## Present Members

1) Dr. Seema Chikhale

Chikhale

2) Dr. Shabana Anjum

Anjum

3) Dr. Yogesh Pund

Yogesh

4) Dr. Subhas Funder

S. Funder

5) Assit Prof Sharda Thakre

Sharda

6)        »        Rekha Kale

Rekha

7) Ankita Nagpal

Anagpal



Chikhale

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Nagpur





Mehanda Shikshan & Mahila Gramin vikas Bahuddeshiya Sanstha's

# CENTRAL INDIA WOMEN'S COLLEGE OF EDUCATION

(AFFILIATED TO S.N.D.T. WOMEN'S UNIVERSITY, MUMBAI)

Behind Godhani Railway Station, Godhani(Rly), Nagpur(M.S)- 441123 Ph./Fax: 2669506

Website:- [www.CIWCEDD.org.in/site](http://www.CIWCEDD.org.in/site), Mail ID- 144centralindiawomenscollege@gmail.com

Ref.No

Date - 24/11/2022

## CIRCULAR

This is to inform all the students and faculty members of Central India Women's College of Education that our institution organized **Women's Grievance Cell of Central India Women's College of Education Celebrated International Day For The Elimination of Violence against Women** at college campus.

The program held on 25<sup>th</sup> November 2022.

All the students and faculty members will be present by 10.00 am.

Venue: Central India Women's College of Education, Godhani, Nagpur Campus.

Principal

Dr.Seema Chikhale



*Shikhale*  
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Central India Women's College Of Education  
Nagpur



Mehmuda Shikshan & Mahila Gramin vikas Bahuddeshiya Sanstha's

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Website:- [www.ciwcengp.org.in/site](http://www.ciwcengp.org.in/site), Mail ID- 144centralindiawomenscollege@gmail.com

Ref No.

Date: - 25/11/2022

Women's Grievance Cell of Central India Women's College of  
Education Celebrated International Day For The Elimination of  
Violence against Women on 25 November 2022

## Report

Central India Women's college of Education celebrated the  
International day for the elimination of violence against women on 25<sup>th</sup>  
November

### Objective

Educate and awareness rise for women's equality. Also awareness of  
recognizes their contribution to society

### Activity.

Central India Women's college of Education celebrated the  
International day for the elimination of violence against women on 25<sup>th</sup>  
November at College premises. The program was organized by the



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Nagpur



Women's Cell of Central India Women's College of Education in association with Prakriti Foundation an NGO working for women's right based in Gumthi. Prakriti Foundationan NGO working for Women's right based in Gumthi, Prakriti a registered Non Government Organization that has its focus on programs and activities for the improvement of women's status. The objective of the organization is to create and run programs that benefit the social, political and economic emancipation of urban and rural women. Prakriti aims to boost all efforts that enhanced the status of women's by offering ways and means to train women's grow to build respect and dignity for themselves in present day society.

The program was inaugurated by the hands of Director of Prakriti Foundation Mrs. Damle madam, the chief guest for the function was Ms.Kavita Hisurkar, PSI of Hudkeshwar Branch and Ms. Vaijanti Madhav Dhare, PSI, Mankapur Police Station, Moghe Madam a Sakshi one stop center was also present chief guest in her speech addresses the students on women's rights and aware them about the use of social media wisely.

All Faculties and students of Central India women's college of Education were present at the program.



*Shilpa*  
PRINCIPAL  
Central India Women's College Of Education



*Shikha*  
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Behind Godhani Railway Station, Godhani(Rly), Nagpur(M.S)- 441123 Ph./Fax: 2669506

Website:- [www.ciwce.org.in/site](http://www.ciwce.org.in/site), Mail ID- 144centralindiawomenscollege@gmail.com

Date: -08/03/2017

## International Women's Day Celebrated at Central India Women's College of Education

### Report

Central India Women's College of Education under the aegis of Mehmuda Shikshan Mahila Gramin Vikas Bahuddeshiya Sanstha Celebrated International Women's Day.

#### Objective

To raise awareness about the status and dignity of women among the students.

#### Activity

Central India Women's College Of Education organized International Women's Day on 8<sup>th</sup> March 2017 at College premises. The chief guest of the program was Smt Manisha Thakkar, President Lion Club, Nagpur, Dr.Rupa Verma Principal, MKSSS Sitabai Nargundkar College of Nursing for Women Nagpur, were the guest of honor. The program was presided by the mentor of the Sanstha Dr. Anees Ahmed Ex. Cabinet Minister, Govt of Maharashtra.

The program was started by lighting the lamp and singing the welcome song by the students. On the occasion of International Women's Day women's were felicitated for their significant contribution in various fields by the hands of



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dignitaries along with the female teaching and non-teaching staff of the various colleges under Sanstha.

Smt Manisha Thakkar, in her speech said that women have faced exploitation for thousands of years, by working hard, they have made their identify in the whole world today. Education home job and every work they have been completed responsibility with an echoes smile on her face. She wished everyone a happy women's day.

Dr.Rupa Verma perished in her speech said that the most important purpose of celebrating women's Day is to maintain equality between women and man. Even today women are backward in term of education and health. It is necessary for them to be aware of their health for progress in future. There is also a need to improve the political and economic status of women.

During the program all principal teaching and non-staff and students of the institution were present. The program were compared by Dr.Seema Chikhale and Vote of thanks was proposed by Assist Prof.Rekha Kale.



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Central India Women's College Of Education  
Nagpur





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Nagpur



Mehmuda Shikshan & Mahila Gramin vikas Bahuddeshiya Sanstha's

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Ref No.

Date: -07/03/2017

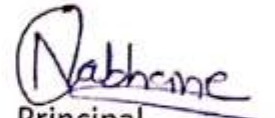
## CIRCULAR

This is to inform all the students & staff members of Central India Women's College of Education that the International Women's Day on 8<sup>th</sup> March 2017 at College Campus.

All the Staff and students will be present by 10.00 am.

Coordinator: Dr.Seema Chikhale

Reporting Time: 9.30AM

  
Principal

Dr.Nillima Gabhne



  
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Central India Women's College Of Education  
Nagpur





Mehmuda Shikshan & Mahila Gramin Vikas Bahuddeshiya Sanstha's  
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Ref No

Date: 08/03/2018

## International Women's Day Celebrated at Central India Women's College of Education

### Report

Central India Women's College of Education under the aegis of Mehmuda Shikshan Mahila Gramin Vikas Bahuddeshiya Sanstha Celebrated International Women's Day.

#### Objective:-

The purpose of Women's Day Celebration is an occasion to celebrate the progress made towards achieving gender equality and women's empowerment but also to critically reflect on those accomplishments and strive for a greater momentum towards gender equality.

#### Activity

Central India Women's College Of Education organized International Women's Day on 8<sup>th</sup> March 2018 at College premises. The chief guest of the program was Dr. Suchitra Mehta SCG Cancer Hospital, Dr. Swati Raut Principal Central India College of Education were the guest of honor. The program was presided by the mentor of the Sanstha Dr. Anees Ahmed Ex. Cabinet Minister, Govt of Maharashtra.



*Shiksha*  
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Nagpur

The program was started by lighting the lamp and singing the welcome song by the students. On the occasion of International Women's Day women's were felicitated for their significant contribution in various fields by the hands of dignitaries along with the female teaching and non-teaching staff of the various colleges under Sanstha.

Dr. Suchitra Mehta, in her speech said that women have faced exploitation for thousands of years, by working hard, they have made their identify in the whole world today. Education home job and every work they have been completed responsibility with an echoes smile on her face. She wished everyone a happy women's day.

Dr. Swati Raut, in her speech said that the most important purpose of celebrating women's Day is to maintain equality between women and man. Even today women are backward in term of education and health. It is necessary for them to be aware of their health for progress in future. There is also a need to improve the political and economic status of women.

During the program all principal teaching and non-staff and students of the institution were present. The program were compared by Assist Prof. Vidhya Tadaskar and Vote of thanks was proposed by Assist Prof. Usha Satija



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Nagpur





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Ref No

Date: -07/03/2018

## CIRCULAR

This is to inform all the students & staff members of Central India Women's College of Education that the International Women's Day on 8<sup>th</sup> March 2018 at College Campus.

All the Staff and students will be present by 10.00 am.

Coordinator: Dr.Seema Chikhale

Reporting Time: 9.30AM

*Patil*  
Principal

Assist Prof.Rekha Patil



*Chikhale*  
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Nagpur





Mehmuda Shikshan & Mahila Gramin Vikas Bahuddeshiya Sanstha's

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Ref No.

Date: -08/03/2019

## International Women's Day Celebrated at Central India Women's College of Education

### Report

Central India Women's College of Education under the aegis of Mehmuda Shikshan Mahila Gramin Vikas Bahuddeshiya Sanstha Celebrated International Women's Day.

#### Objective

To raise awareness about the status and dignity of women among the students.

#### Activity

Central India Women's College Of Education organized International Women's Day on 8<sup>th</sup> March 2019 at College premises. The chief guest of the program was Dr.Suchitra Mehta Director SCG Cancer Hospital,Nagpur,Kunda Raut, Vice president, Zillaparished,Nisha Khan were the guest of honor. The program was presided by the mentor of the Sanstha Dr. Anees Ahmed Ex. Cabinet Minister, Govt of Maharashtra

The program was started by lighting the lamp and singing the welcome song by the students. On the occasion of International Women's Day women's were felicitated for their significant contribution in various fields by the hands of dignitaries along with the female teaching and non-teaching staff of the various colleges under Sanstha.



*Shiksha*

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Nagpur

Dr. Suchitra Mehta, in her speech said that women have faced exploitation for thousands of years, by working hard, they have made their identify in the whole world today. Education home job and every work they have been completed responsibility with an echoes smile on her face. She wished everyone a happy women's day

Kunda Raut perished in her speech said that the most important purpose of celebrating women's Day is to maintain equality between women and man. Even today women are backward in term of education and health. It is necessary for them to be aware of their health for progress in future. There is also a need to improve the political and economic status of women.

During the program all principal teaching and non-staff and students of the institution were present. The program were compared by Dr. Seema Chikhale and vote of thanks was proposed by Assist Prof. Rekha Kale.



*Chikhale*  
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Ref No

Date: -07/03/2019

## CIRCULAR

This is to inform all the students & staff members of Central India Women's College of Education that the International Women's Day on 8<sup>th</sup> March 2019 at College Campus.

All the Staff and students will be present by 10.00 am.

Coordinator: Assist Prof. Babu Rathod

Reporting Time: 9.30AM

*Patil*

Principal

Assist Prof. Rekha Patil

*Shilkhale*

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Nagpur







Mehmuda Shikshan & Mahila Gramin vikas Bahuddeshiya Sanstha's

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Ref No

Date: -08/03/2020

## International Women's Day Celebrated at Central India Women's College of Education

### Report

Central India Women's College of Education under the aegis of Mehmuda Shikshan Mahila Gramin Vikas Bahuddeshiya Sanstha Celebrated International Women's Day.

#### Objective

The purpose of Women's Day Celebration is to give equal right for women also celebrate the social, economic and political achievement of women.

#### Activity

Central India Women's College Of Education organized International Women's Day on 8<sup>th</sup> March 2020 at College premises. The chief guest of the program was Smt .Manisha Thakkar, President LionClub, Nagpur, Dr. Rupa Verma Principal, MKSSSSitabai Nargundkar College of Nursing for Women Nagpur, were the guest of honor. The program was presided by the mentor of the Sanstha Dr. Anees Ahmed Ex. Cabinet Minister, Govt of Maharashtra.

The program was started by lighting the lamp and singing the welcome song by the students. On the occasion of International Women's Day women's where



  
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Mukta Kukadde, President Zillah perished in her speech said ,Today ,women across the globe actively participate in politics, education, social work, cooperate, sports,IT, research & development, innovation and diverse fields, and have left their footprint. She wished everyone a happy women's day.

Reena Kale perished in her speech said that the most important purpose of celebrating women's Day is to maintain equality between women and man. Even today women had to fight for their independence and protection of rights, Since decades, women had struggled and are still fighting to express their right to speech, to vote ,to equality, to education, to income and most importantly, to freedom.

During the program all principal teaching and non-staff and students of the institution were present. The program were compared by Assist Prof.Nandesh Tagde and Vote of thanks was proposed by Assist Prof ShardaThakre.



*Shilkhade*  
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Ref No.

Date: -07/03/2020

## CIRCULAR

This is to inform all the students & staff members of Central India Women's College of Education that the International Women's Day on 8<sup>th</sup> March 2020 at College Campus.

All the Staff and students will be present by 10.00 am.

Coordinator: Assist Prof.Nandesh Tagde

Reporting Time: 9.30AM

*Chikhale*

Principal

Dr.Seema Chikhale



*Chikhale*

PRINCIPAL

Central India Women's College Of Education  
Nagpur



Mehmuda Shikshan & Mahila Gramin Vikas Bahuddeshiya Sanstha's

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Ref No

Date :-08/03/2021

## International Women's Day Celebrated at Central India Women's College of Education Report

Central India Women's College of Education under the aegis of Mehmuda Shikshan Mahila Gramin Vikas Bahuddeshiya Sanstha Celebrated International Women's Day.

### Objective

The objective of Women's Day is to express love and gratitude towards women's contribution to our lives and society. It honours the power and struggles of women who have broken all barriers and reached the pinnacle of success in every sphere of life.

### Activity

Central India Women's College Of Education organized International Women's Day on 8<sup>th</sup> March 2021 at College premises. The chief guest of the program was Mukta Kokade president, Zilla parishad, Dr. Reena Kale, Director Green City Hospital were the guest of honor. The program was presided by the mentor of the Sanstha Dr. Anees Ahmed Ex. Cabinet Minister, Govt of Maharashtra.

The program was started by lighting the lamp and singing the welcome song by the students. On the occasion of International Women's Day women's where felicitated for their significant contribution in various fields by the hands of dignitaries along with the female teaching and non-teaching staff of the various colleges under Sanstha.



*Chikholu*  
PRINCIPAL  
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Nagpur

felicitated for their significant contribution in various fields by the hands of dignitaries along with the female teaching and non-teaching staff of the various colleges under Sanstha

Smt.Manisha Thakkar, in her speech said that women have faced exploitation for thousands of years, by working hard, they have made their identify in the whole world today. Education home job and every work they have been completed responsibility with an echoes smile on his face all the time by saying "Housalo se bhar luchi udan na shikaya tna thakan nari tujhe salaam". She wished everyone a happy women's day.

Dr.Rupa Verma perished in her speech said that the most important purpose of celebrating women's Day is to maintain equality between women and man. Even today women are backward in term of education and health. It is necessary for them to be aware of their health for progress in future. There is also a need to improve the political and economic status of women.

During the program all principal teaching and non-staff and students of the institution were present. The program were compared by Dr.Seema Chikhale and Vote of thanks was proposed by Assist Prof.Rekha Kale.



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Nagpur





Central India Group of Education  
Nagpur







Mehmuda Shikshan & Mahila Gramin vikas Bahuddeshiya Sanstha's

# CENTRAL INDIA WOMEN'S COLLEGE OF EDUCATION

(AFFILIATED TO S.N.D.T. WOMEN'S UNIVERSITY, MUMBAI)

Behind Godhani Railway Station, Godhani(Rly), Nagpur(M.S)- 441123 Ph./Fax: 2669506

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Ref No.

Date: -07/03/2021

## CIRCULAR

This is to inform all the students & staff members of Central India Women's College of Education that the International Women's Day on 8<sup>th</sup> March 2021 at College Campus.

All the Staff and students will be present by 10.00 am.

Coordinator: Assist Prof. Shabana Anjum

Reporting Time: 10.00AM

*Chikhale*  
Principal

Dr.Seema Chikhale



*Chikhale*  
PRINCIPAL  
Central India Women's College Of Education,  
Nagpur