



SADHANA EDUCATION SOCIETY'S

(Registered under society's act of 1860 & Bombay Public Trust Act 1950)

Linguistic (Gujarati) Minority

L. S. RAHEJA COLLEGE OF ARTS & COMMERCE

Estd : 1980

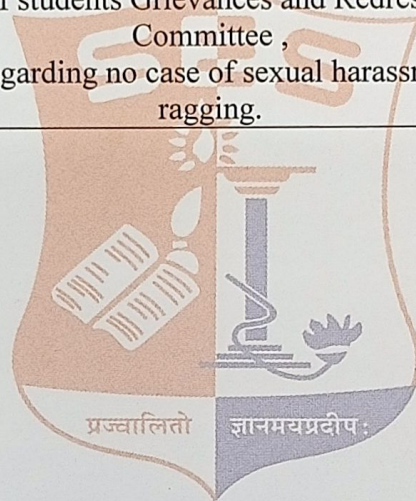
Relief Road, Santacruz (W), Mumbai - 400 054.

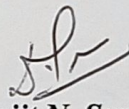
Tel.: 2660 9320 / 2661 4101 | E-mail: degree.office@lsraheja.org / principal@lsraheja.org

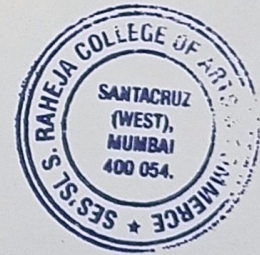
Website : www.lsraheja.org

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

Sr No.	Particulars	Page No.
1.	Minutes of the meetings for the years 2016-2021.	1-50
2.	Committee Names for 5 years 2016-21, Circular of I.C. Activities of all 5 years 2016-2021	51-118
3.	Policy Document, Report of students Grievances and Redressal in IC Committee , Letter regarding no case of sexual harassment and ragging.	119-130




Dr. Debajit N. Sarkar
(Principal)





26

Don't
SCARE

Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320, Self Finance : 2661 4101 Telefax : 91-22-2660 7391
E-mail : contactus@lsraheja.org Website : www.lsraheja.org
Ref.No.LSRC/CWDC/16-17/472

October 22, 2016.

NOTICE

The meeting of the College Women Development Cell will be held on Monday, October 24, 2016 at 10.30. a.m. in the Principals office. All the members of CWDC are required to attend the meeting without fail.

Members of Internal Complaints Committee

1. Dr (Mrs) Anupama N. Nerurkar
2. Mr. Mahesh S. Sathe
3. Mrs. Meena Patil
4. Ms. Smita Patil
5. Mrs. Ragini S. Samant
6. Student Representative

Anupama

M.S. Sathe

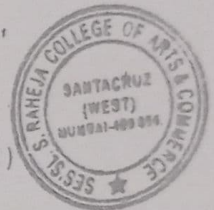
Meena

Mrs. Smita Patil

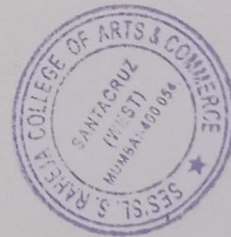
Ragini Samant

Anupama
(DR. (MRS) A. N. NERURKAR)

CONVENER - CWDC



S.P.



SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 27/08/2016

TITLE:

FIRST MEETING ANTI-RAGGING AND DISCIPLINE COMMITTEE:2016-2017

VENUE: ROOM NO. F-4

AGENDA:

- To review the case of ragging if any.
- To Organized anti-ragging Awareness programmes.
- Any other relevant subject at the time of meeting.

TIME: 11:30 P.M. TO 12.30 P.M.

MEMBERS:

DR. K. VENKATESWARLU - CONVENER

DR. SEEMA UKIDVE – MEMBER

DR. NEELAM YADAV - MEMBER

MINUTES OF THE MEETING:

- The cases of ragging are reviewed.
- It is found that there is no case regarding ragging of student.
- It is decided to organise anti-ragging Awareness Programmes for the students.



[Handwritten signature]

TITLE:

SECOND MEETING ANTI-RAGGING AND DISCIPLINE COMMITTEE:2016-2017

VENUE: ROOM NO. F-4

AGENDA:

- To review the case of ragging if any.
- To Organize More Anti-Ragging Awareness Programmes and to guide students about Anti Ragging Guidelines given by University of Mumbai.
- Any other relevant subject at the time of meeting.

TIME: 11:30 P.M. TO 12.30 P.M.

MEMBERS:

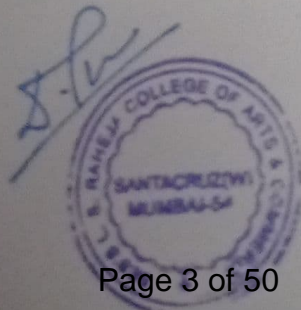
DR. K. VENKATESWARLU - CONVENER

DR. SEEMA UKIDVE - MEMBER

DR. NEELAM YADAV - MEMBER

MINUTES OF THE MEETING:

- The cases of ragging are reviewed.
- It is found that there is no case regarding ragging of student.
- It is decided to organise more anti-ragging Awareness Programmes for the students and to guide students about Anti Ragging Guidelines given by University of Mumbai.





Ref.No.LSRC/CWDC/ICC/17-18/

January 16, 2018.

NOTICE

The meeting of the Internal Complaints Committee will be held on ^{Thursday} Friday, January 18, 2018 at 11.00. a.m. in the Principals office. All the members of ICC are required to attend the meeting without fail.

Members of Internal Complaints Committee

1. Dr (Mrs) Anupama N. Nerurkar
2. Mr. Mahesh S. Sathe
3. Mrs. Meena Patil
4. Ms. Smita Patil
5. Mrs. Ragini S. Samant
6. Student Representative

Anupama N. Nerurkar
16/1/18

M. S. Sathe

Meena Patil
16/1/18

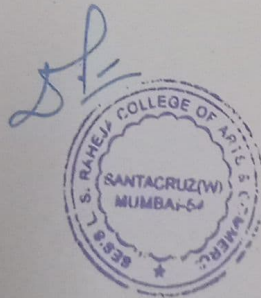
Mrs Smita Patil

Ragini S. Samant
16/1/18

Aasha Pothekar

Anupama N. Nerurkar
(DR. (MRS) A. N. NERURKAR)

CONVENER - CWDC



MINUTES OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE HELD ON 18.01.2018

The minutes of the first meeting of the Internal Complaints Committee for the academic year 2017-18 was held on Friday, January 18, 2018 at 11.00 a.m. in the Vice Principal's room.

The following members were present at the meeting.

1. Dr. (Mrs) Anupama N. Nerurkar - Convener.
2. Shri Mahesh Sathe
3. Mrs. Meena Patil
4. Mrs. Smita Patil
5. Mrs. Ragini Samant
6. Ms. Asha

Dr. (Mrs) Anupama Nerurkar welcomed all the members of the Internal Complaints Committee.

Discussion was held regarding conducting of workshops / seminar for the girl students in the college. It was decided to organize a Gender Sensitization programme and Self Defence Workshop for the girl students.

Further, It was suggested / jointly decided that the members should attend the workshops / seminars etc. organised by the Internal Complaints Committee of other institutions.

Since there was no complaint reported by the students / staff, the members had a general discussion on how to go about with future plans.

As there was no other matter to discuss, meeting terminated with a vote of thanks to the Chair.

Anupama N. Nerurkar

DR. (MRS) ANUPAMA N. NERURKAR
(CONVENER)



SES's L.S. RAHLJA COLLEGE OF ARTS AND COMMERCE

DATE: 07/08/2017

TITLE: FIRST MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2017-2018

VENUE: ROOM NO. F-4

AGENDA:

- To aware the students of dehumanizing effect of ragging inherent in its perversity.
- To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
- To promptly and stringently deal with the incidents of ragging brought to our notice.
- To generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.

TIME: 11:30 P.M. TO 12.30 PM.

MEMBERS:

DR. (MRS.) ANUPAMA NERURKAR - CONVENER

MRS. NANDITA SALDANHA - MEMBER

DR. SATISH NARINGREKAR - MEMBER

MRS. LAILA PATEL - MEMBER

MRS. VAISHALI PANDYA- MEMBER

MR. MEHUL BARAI- MEMBER

MINUTES OF THE MEETING:

It is decided to aware the students of dehumanizing effect of ragging inherent in its perversity, to keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence, to promptly and stringently deal with the incidents of ragging brought to our notice, to generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.



Handwritten signature

SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 22/01/2018

TITLE: SECOND MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2017-2018

VENUE: ROOM NO. F-4

AGENDA:

- To educate and create awareness among the students about the ill effects of ragging.
- To inform students about their rights against anti-ragging activities.
- To obstruct the occurrence of ragging by following anti-ragging measures.
- To provide punishment to those involved in ragging as per the orders laid down by the Supreme Court of India and Maharashtra Prohibition of Anti Ragging Act.
- To involve the teaching staff and to invoke a sense of responsibility among the staff to curb the menace of ragging in any of its form.

TIME: 11:30 P.M. TO 12.30 PM.

MEMBERS:

DR. (MRS.) ANUPAMA NERURKAR - CONVENER

MRS. NANDITA SALDANHA - MEMBER

DR. SATISH NARINGREKAR - MEMBER

MRS. LAILA PATEL - MEMBER

MRS. VAISHALI PANDYA- MEMBER

MR. MEHUL BARAI- MEMBER

MINUTES OF THE MEETING

It is decided to educate and create awareness among the students about the ill effects of ragging, to inform students about their rights against anti-ragging activities, to obstruct the occurrence of ragging by following anti-ragging measures, to provide punishment to those involved in ragging as per the orders laid down by the Supreme Court of India and Maharashtra Prohibition of Anti Ragging Act., to involve the teaching staff and to invoke a sense of responsibility among the staff to curb the menace of ragging in any of its form.



[Handwritten signature]



Ref.No.LSRC/CWDC/ICC/17-18/

January 16, 2018

NOTICE

The meeting of the Internal Complaints Committee will be held on ^{Thursday} ~~Friday~~, January 18, 2018 at 11.00. a.m. in the Principals office. All the members of ICC are required to attend the meeting without fail.

Members of Internal Complaints Committee

1. Dr (Mrs) Anupama N. Nerurkar
2. Mr. Mahesh S. Sathe
3. Mrs. Meena Patil
4. Ms. Smita Patil
5. Mrs. Ragini S. Samant
6. Student Representative

Anurkar
16/1/18

Mrs Sathe

Mh
15/1/18

Mrs Smita Patil

R Samant
16/1/18

Aasha Potheral.

Anurkar
(DR. (MRS) A. N. NERURKAR)

CONVENER - CWDC



12

SADHANA EDUCATION SOCIETY'S
L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE
JUHU ROAD, SANTACRUZ (WEST), MUMBAI - 400 054.

MINUTES OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE HELD ON 18.01.2018

The minutes of the first meeting of the Internal Complaints Committee for the academic year 2017-18 was held on Friday, January 18, 2018 at 11.00 a.m. in the Vice Principal's room.

The following members were present at the meeting.

1. Dr. (Mrs) Anupama N. Nerurkar - Convener.
2. Shri Mahesh Sathe
3. Mrs. Meena Patil
4. Mrs. Smita Patil
5. Mrs. Ragini Samant
6. Ms. Asha

Dr. (Mrs) Anupama Nerurkar welcomed all the members of the Internal Complaints Committee.

Discussion was held regarding conducting of workshops / seminar for the girl students in the college. It was decided to organize a Gender Sensitization programme and Self Defence Workshop for the girl students.

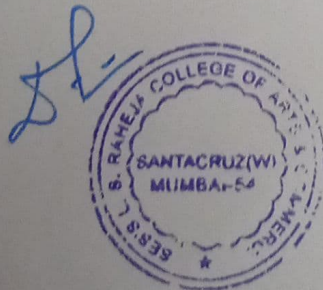
Further, it was suggested / jointly decided that the members should attend the workshops / seminars etc. organised by the Internal Complaints Committee of other institutions.

Since there was no complaint reported by the students / staff, the members had a general discussion on how to go about with future plans.

As there was no other matter to discuss, meeting terminated with a vote of thanks to the Chair.

Anupama

DR. (MRS) ANUPAMA N. NERURKAR
(CONVENER)





Ref.No.LSRC/CWDC/ICC/17-18/

April 03, 2018.

NOTICE

The meeting of the Internal Complaints Committee will be held on Monday, April 09, 2018 at 10.30. a.m. in the Vice Principals office. All the members of ICC are required to attend the meeting without fail.

Members of Internal Complaints Committee

1. Dr (Mrs) Anupama N. Nerurkar
2. Mr. Mahesh S. Sathe
3. Mrs. Meena Patil
4. Ms. Smita Patil
5. Mrs. Ragini S. Samant
6. Ms. Asha Pokheral

Anupama
M.S. Sathe
AB
Mrs. Smita Patil
Ragini S. Samant
9/4/18
Asha

Anupama
(DR. (MRS) A. N. NERURKAR)
CONVENER - CWDC

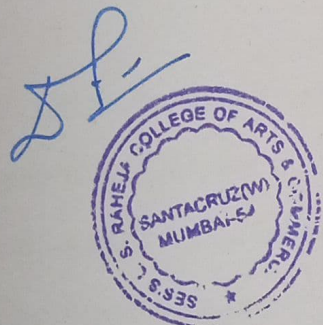


SADHANA EDUCATION SOCIETY'S
L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE
JUHU ROAD, SANTACRUZ (WEST), MUMBAI - 400 054.

ATTENDANCE OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE HELD ON 09.04.2018

MEMBERS OF THE INTERNAL COMPLAINTS COMMITTEE

1. DR. (MRS) ANUPAMA N. NERURKAR anupkar
2. MR. MAHESH S. SATHE Mssath
3. MRS. MEENA PATIL mb
4. MRS. SMITA PATIL Mrs. Smita Patil
5. MRS. RAGINI S. SAMANT Ragini S. Samant - 9/4/18
6. MS. ASHA POKHERAL ashap



MINUTES OF THE FIRST MEETING OF THE INTERNAL COMPLAINTS
COMMITTEE HELD ON 26.09.2018 FOR THE ACADEMIC YEAR 2018-19.

The first meeting of the Internal Complaints Committee was held on Wednesday, September 26, 2018, at 11.00 a.m. in the Principal's room.

The following members were present for the meeting.

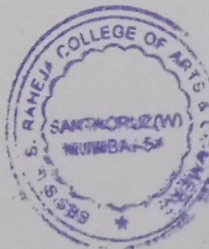
DR. DEBAJIT N. SARKAR
DR. NANDITA SALDANHA
MR. HRISHIKESH WANDREKAR
MRS. MEENA PATIL
MRS. SMITA PATIL
MR. SATISH DALVI
MRS. RAGINI SAMANT
MS. NIKITA SONAR
MS. PRACHI JANI

The meeting was chaired by Dr. D. N. Sarkar. Dr. Sarkar welcomed all the members and gave a brief orientation about the goals and objectives of the Committee and said "Preventive Measures should be taken against Sexual harassment and Gender Inequality". It was decided that the following steps should be taken.

1. A proforma to be prepared for the complaint that is to be submitted.
2. The suggestion box should also include the word "complaint" as well and be kept under the board which displays the names of the ICC members.
3. Every complaint to be signed and dated by the Complainant, without which complaint cannot be accepted.
4. Posters to be displayed on prevention of sexual harassment and gender equality all over the college premises, to create a general awareness among staff and students.
5. The two student representatives namely Ms. Nikita Soni and Ms. Prachi Jani were given the responsibility to spread awareness on the Internal Complaints Committee to students from Junior, Degree - aided and unaided.

.....2/-

Page 1 of 2



6. For awareness of Staff ICC will conduct separate seminar.
7. A programme on "Self Defence" for students and in particular female students was decided to be organised.
8. A Street Play to promote "Gender Equality" of Prevention of Sexual Harassment for students and staff to be organized.
9. Lectures on "Sexual Harassment for students and staff are to be organized.
10. A survey regarding the vending machine for sanitary pads to be conducted by Nikita and Prachi and on that basis it will be decided either to remove or restore the working of the machine.
11. A talk by Dr. Deepak Dave on "Gynaecological Issues" will be conducted.
12. A talk on "Toilet Etiquette" should also be arranged for students.
13. Mrs. Meena Patil said she would organize the downloading of relevant poster from the internet.
14. All agreed that "Preventive Methods especially pictorial displays were important"
15. The next meeting was proposed to be held in the month of December, 2018.
16. It was also decided to hold a meeting with canteen and security staff to sensitize them on sexual harassment and gender equality issues.
17. It was also decided to screen some films on issues of sexual harassment and gender inequality so as to sensitize the students.
18. Since there was no other matter to be discussed, the meeting ended with thanks to the Chair.

N. Saldanha

DR. (MRS) N. SALDANHA
CONVENER - ICC

DL
10/11/19
(DR. DEBAJIT N. SARKAR)
PRINCIPAL.



Page 2 of 2



Ref.No.LSRC/ICC/Meeting/18-19/

January 8, 2019.

NOTICE

The second meeting of the members of Internal Complaints Committee will be held on Thursday,
January 10, 2019 at 11.00 a.m. in the Principal's Cabin for the year 2018-2019.

Attendance is compulsory.

Yours faithfully,

N. Saldanha

(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC

DL

(DR DEBAJIT N. SARKAR)
PRINCIPAL.

1. MR. HRISHIKESH WANDREKAR

Man

2. MRS. MEENA PATIL

Meena

3. MRS. SMITA PATIL

Mrs. Smita Patil

4. MR. SATISH DALVI

Dalvi
P. Samant

5. MRS. RAGINI SAMANT

6. MS. NIKITA SONAR

Sonar

7. MS. PRACHI JANI

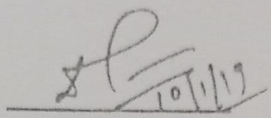
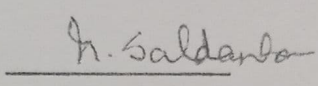
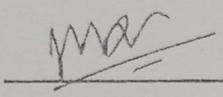
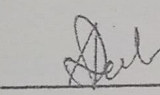
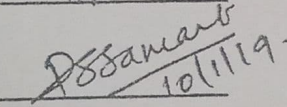
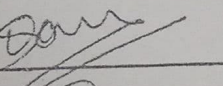
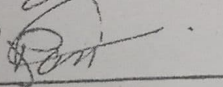

Jani



SADHANA EDUCATION SOCIETY'S
RAHEJA COLLEGE OF ARTS AND COMMERCE
JUHU ROAD, SANTACRUZ (WEST), MUMBAI - 400 054.

SECONDnd
ATTENDANCE OF THE ~~1st~~ MEETING OF THE INTERNAL COMPLAINTS
COMMITTEE HELD ON 10.01.2019 FOR THE ACADEMIC YEAR 2018-19.

MEMBERS OF THE INTERNAL COMPLAINTS COMMITTEE

1. DR. DEBAJIT N. SARKAR 
2. DR. NANDITA SALDANHA 
3. MR. HRISHIKESH WANDREKAR 
4. MRS. MEENA PATIL ABSENT
5. MRS. SMITA PATIL Mrs Smita Patil
6. MR. SATISH DALVI 
7. MRS. RAGINI SAMANT 
8. MS. NIKITA SONAR 
9. MS. PRACHI JANI 
10. Special Invitee
Dr. Samya Shinde. 



SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 18/08/2018

TITLE: FIRST MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2018-2019

VENUE: ROOM NO. F-4

AGENDA:

- To preserve a Culture of Ragging Free Environment in the college Campus.
- To engage in the works of checking places like Buses, Canteens, Classrooms and other places of student congregation.
- Anti-Ragging Committee will be involved in designing strategies and action plan for curbing the Menace of Ragging in the college by adopting array of activities.

TIME: 11:30 P.M. TO 12.30 PM.

MEMBERS:

DR. K. VENKATESWARLU - CONVENER

DR. (MRS.) NANDITA SALDANHA - MEMBER

DR. GORDHAN DEVNANI - MEMBER

MRS. LAILA PATEL - MEMBER

MRS. VAISHALI PANDYA- MEMBER

MR. MEHUL BARAI- MEMBER

MINUTES OF THE MEETING:

It is decided that Anti-Ragging Squad will be working under the Monitoring of Anti Ragging Committee and will seek advice from the Anti-Ragging Committee. The functions of Anti-Ragging Squad will be to keep a vigil and stop the incidences of Ragging, if any, happening / reported in the places of Student aggregation including, Classrooms, Canteens, Buses, Grounds, Hostels etc. The Squad will also educate the students at large by adopting various means about the menace of Ragging and related Punishments there to. A gamut of positive reinforcement activities are adopted by Anti-Ragging Squad for orienting students and moulding their personality for a better cause. They shall work in Consonance and Guidance of Anti Ragging Committee.



Handwritten signature in blue ink.

SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 19/01/2019

TITLE: FIRST MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2018-2019

VENUE: ROOM NO. F-4

AGENDA:

- To make the students aware about ragging constituents

TIME: 11:30 P.M. TO 12.30 PM.

MEMBERS:

DR. K. VENKATESWARLU - CONVENER

DR. (MRS.) NANDITA SALDANHA - MEMBER

DR. GORDHAN DEVNANI - MEMBER

MRS. LAILA PATEL - MEMBER

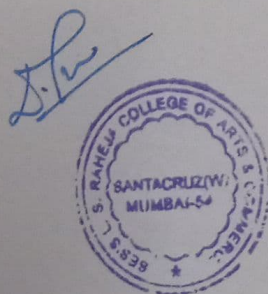
MRS. VAISHALI PANDYA- MEMBER

MR. MEHUL BARAI- MEMBER

MINUTES OF THE MEETING:

The committee members discussed that as per the order of Supreme Court of India and subsequent Notification from University Grants Commission (UGC), ragging constitutes one or more of any intention by any student or group of students on:

- Any act of Indiscipline, Teasing or Handling with Rudeness.
- Any act that Prevents, Disrupts the Regular Academic Activity.
- Any activity which is likely to cause Annoyance, hardship, Psychological Harm or creates Fear or Apprehension.
- Any Act of Financial Extortion or Forceful Expenditure.
- Any Act of Physical Abuse causing Assault, Harm or danger to Health.
- Any Act of abuse by spoken words, emails, SMS or public insult etc.
- Any Act of injury or infringement of the fundamental right to the human dignity.
- Any Act of Wrongful Confinement, Kidnapping, molesting or committing unnatural offences, use of criminal forces, trespass or intimidation.
- Any unlawful assembly or conspiracy to ragging.



Sadhana Education Society
(Registered under the Societies Registration Act,
1860 and the Mumbai Public Trust Act, 1950)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



**L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE**

Estd 1980



Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 E-mail : contactus@lsraheja.org Website : www.lsraheja.org

Ref.No.LSRC/ICC/Meeting/19-20/

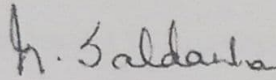
August 7, 2019.

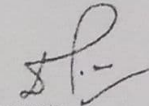
NOTICE

The first meeting of the members of Internal Complaints Committee will be held on Monday,
August 19, 2019 at 11.00 a.m. in the Principal's Cabin for the year 2019-2020.

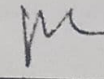
Attendance is compulsory.

Yours faithfully,



(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC


(DR DEBAJIT N. SARKAR)
PRINCIPAL.

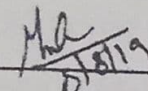
1. MR. HRISHIKESH WANDREKAR



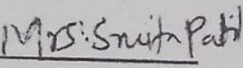
2. MRS. DIVYA KANCHAN



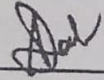
3. MRS. MEENA PATIL



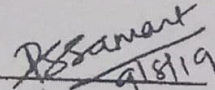
4. MRS. SMITA PATIL



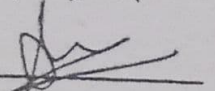
5. MR. SATISH DALVI



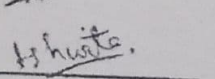
6. MRS. RAGINI SAMANT



7. MS. NIKITA SONAR



8. MS. ASHWITA CHANDRAN





SADHANA EDUCATION SOCIETY'S
RAHEJA COLLEGE OF ARTS AND COMMERCE
JUHU ROAD, SANTACRUZ (WEST), MUMBAI - 400 054.

MINUTES OF THE FIRST MEETING OF THE INTERNAL COMPLAINTS
COMMITTEE HELD ON 19.08.2019 FOR THE ACADEMIC YEAR 2019-20.

The first meeting of the Internal Complaints Committee was held on Monday, August 19, 2019, at 11.00 a.m. in the Principal's room.

The following members were present for the meeting.

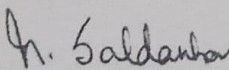
DR. DEBAJIT N. SARKAR
DR. NANDITA SALDANHA
MR. HRISHIKESH WANDREKAR
MRS. MEENA PATIL
MRS. SMITA PATIL
MR. SATISH DALVI
MRS. RAGINI SAMANT
MS. NIKITA SONAR
MS. PRACHI JANI


The meeting was chaired by Dr. D. N. Sarkar. Dr. Sarkar welcomed all the members. It was decided that the following steps should be taken.

Mrs. Rupal Kore, Office Superintendent was co-opted by all the members since Mr. Satish Dalvi was retiring on August 31, 2019. Ms. Aswita Chandrani, SYBFM student was introduced as a new student representative of the ICC.

It was decided that the MOU with Akshara should be ratified. The complaint box was opened and no complaint was found in it. The Self Defence workshop was discussed for female students and it was decided that Sub. Inspector Mr. Gawai could do the training. Other programmes to be conducted for the first term was discussed like film screening and toilet etiquette for girls and also certain programmes for staff.

Since there was no other matter to be discussed, the meeting ended with thanks to the Chair.


DR. (MRS) N. SALDANHA
CONVENER - ICC


(DR. DEBAJIT N. SARKAR)
PRINCIPAL





ATTENDANCE OF THE ICC MEETING HELD ON 19.08.2019

1. DR. D. N. SARKAR

8/19/8/19

2. DR. NANDITA SALDANHA

N. Saldanha

3. MR. HRISHIKESH WANDREKAR

Absent

9. MRS. DIVYA KANCHAN

[Signature]

10. MRS. MEENA PATIL

Absent

11. MRS. SMITA PATIL

Mrs. Smita Patil

12. MR. SATISH DALVI

Absent

13. MRS. RAGINI SAMANT

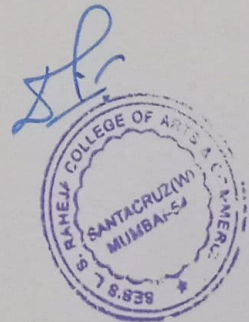
R. Samant

14. MS. NIKITA SONAR

[Signature]

15. MS. ASHWITA CHANDRAN

Ashwita





Ref.No.LSRC/ICC/Meeting/19-20/

September 26, 2019.

NOTICE

The second meeting of the members of Internal Complaints Committee will be held on Monday, September 30, 2019 at 11.00 a.m. in the Principal's Cabin for the year 2019-2020.

Attendance is compulsory.

Yours faithfully,

(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC

(DR DEBAJIT N. SARKAR)
PRINCIPAL.

1. MR. HRISHIKESH WANDREKAR

2. MRS. DIVYA KANCHAN

3. MRS. MEENA PATIL

4. MRS. SMITA PATIL

Mrs Smita Patil

5. MRS. RUPAL R. KORE

6. MRS. RAGINI SAMANT

7. MS. NIKITA SONAR

8. MS. ASHWITA CHANDRAN



MINUTES OF THE SECOND MEETING OF THE INTERNAL COMPLAINTS
COMMITTEE HELD ON 30.09.2019 FOR THE ACADEMIC YEAR 2019-20.

The second meeting of the Internal Complaints Committee was held on Monday, September 30, 2019, at 11.00 a.m. in the Principal's room.

The following members were present for the meeting.

DR. NANDITA SALDANHA
MR. HRISHIKESH WANDREKAR
MRS. MEENA PATIL
MRS. DIVYA KANCHAN
MRS. SMITA PATIL
MRS. RUPAL R. KORE
MRS. RAGINI SAMANT
MS. NIKITA SONAR

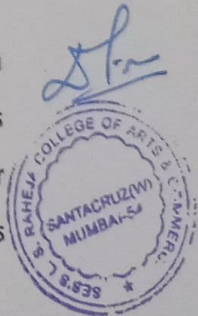
The meeting was chaired by Dr. Nandita Saldanha as the Principal, Dr. Sarkar, the Presiding Officer was occupied in other meeting.

Leave of absence was granted to MS. ASHWAITA CHANDRANI as she had to prepare for her semester examination commencing from October 1, 2019.

Dr. Saldanha welcomed all the members and introduced Mrs. Rupal Kore, Office Superintendent as a new member.

The minutes of the last meeting were read and ratified. The complaint box was opened and no complaint was found in it.

The action taken and programmes conducted were read out. There was a poster competition on "Gender Equality" for the FY students which showcased many creative posters. An MOU was signed with the NGO Akshara. A three day self defence workshop was conducted by Sub inspector Gawai of the Dadar Police Station, who is a specialist in Self Defence, for female students across the College from FY to TY and involved aided and unaided sections.



The Akshara NGO organised their first major event which involved training of students for the film screening on "Ungendered spaces". The event was held in the auditorium on 26th September, 2019. It involved 97 participants. Ms. Gargi, the representative for Akshara was also present. To

give the students the right perspective the event which was put up by the FY students began with a short skit. The film was followed by a very fruitful discussion on Women's mobility.

Other programmes that were to be conducted for the next term by Akshara was discussed namely, a campaign on Women's issues.

Red Dot Foundation an NGO, for Safe College campus was discussed and it was decided that Mr. Hrishikesh Wandrekar was the member incharge of this project for the next term beginning November and ending March. He was to be assisted by Ms. Meena Patil of the Junior College. Mrs. Marissa Borges of the Red Dot Foundations number was shared with Mr. Hrishikesh Wandrekar and his number was shared with Mrs. Borges.

The second set of Self Defence workshop for the female students of the College was decided to be held in the month of January, 2020.

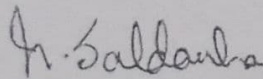
Some members of the ICC committee strongly felt that a haemoglobin checkup for female students should be conducted in collaboration with the NSS unit the the College during the Blood Donation Drive.

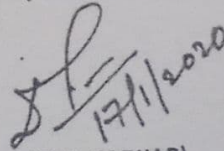
Ms. Nikita Sonar, shared with the committee members a problem that had arisen in the Girl's common room, namely that the space before the mirrors was creating a crowd and therefore she requested that the mirror could be placed outside the common room or some other place to be found.

A talk on Toilet Etiquette for the girls should be conducted in the next term. Ms. Manjusha Molavane, to be contacted for conducting a seminar on Gender and Women's issues.

It was suggested that there should be separate Complaint box and Suggestion Box. The complaint box should be placed on every floor in a prominent place and instructions should be displayed along the side of the box. It was decided that this would be done after the College renewal work is all over.

Since there was no other agenda to be discussed the meeting ended on a peaceful note.


DR. (MRS) N. SALDANHA
CONVENER - ICC


(DR. DEBAJIT N. SARKAR)
PRINCIPAL.





Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 E-mail : contactus@lsraheja.org Website : www.lsraheja.org

ATTENDANCE OF THE ICC MEETING HELD ON 30.09.2019

- 1 DR. D. N. SARKAR
- 2 DR. NANDITA SALDANHA
- 3 MR. HRISHIKESH WANDREKAR
- 4 MRS. DIVYA KANCHAN
- 5 MRS. MEENA PATIL
- 6 MRS. SMITA PATIL
- 7 MRS. RUPAL R. KORE
- 8 MRS. RAGINI SAMANT
- 9 MS. NIKITA SONAR
- 10 MS. ASHWITA CHANDRAN

N. Saldanha

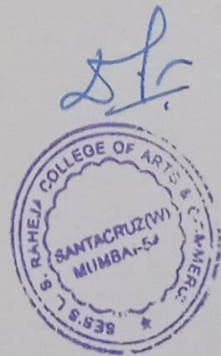
[Signature]

Meena Patil

Mrs Smita Patil

RW
Ragini Samant
30/9/19.

ABSENT



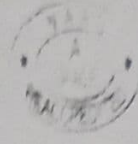
Sadhana Education Society

Registered under the Societies Registration Act
1860 and the Mumbai Public Trust Act 1950.
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE

Estd 1990



Juhu Road, Santacruz (West), Mumbai - 400 054

Telephone: 2660 9320 E-mail: contactus@lsraheja.org Website: www.lsraheja.org

Ref.No.LSRC/ICC/Meeting/19-20/181

January 13, 2020.

NOTICE

The third meeting of the members of Internal Complaints Committee will be held on Friday, January 17, 2020 at 11.00 a.m. in the Principal's Cabin for the year 2019-2020.

Attendance is compulsory.

Yours faithfully,

N. Saldanha

(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC

D. N. Sarkar

(DR DEBAJIT N. SARKAR)
PRINCIPAL.

1. MR. HRISHIKESH WANDREKAR

Mr. H. W. Wankar

2. MRS. DIVYA KANCHAN

Mrs. D. Kanchan

3. MRS. MEENA PATIL

Mrs. M. Patil

4. MRS. SMITA PATIL

Mrs. Smita Patil

5. MRS. RUPAL R. KORE

*Record
Rupal R. Kore
13/01/2020*

6. MRS. RAGINI SAMANT

*Ragini Samant
13/01/2020*

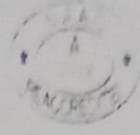
7. MS. NIKITA SONAR

Ms. Nikita Sonar

8. MS. ASHWITA CHANDRAN

Ashwita Chandran





Juhu Road, Santacruz (West), Mumbai - 400 054
Telephone : 2660 9320 E-mail : contactus@lsraheja.org Website : www.lsrhaheja.org

ATTENDANCE OF THE ICC MEETING HELD ON 17.01.2020

1. DR. D. N. SARKAR

[Signature]

2. DR. NANDITA SALDANHA

N. Saldanha

3. MR. HRISHIKESH WANDREKAR

[Signature]

4. MRS. DIVYA KANCHAN

[Signature]

5. MRS. MEENA PATIL

[Signature]

6. MRS. SMITA PATIL

Mrs Smita Patil

7. MRS. RUPAL R. KORE

Rekore

8. MRS. RAGINI SAMANT

R Samant 17/1/2020

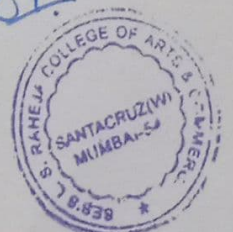
9. MS. NIKITA SONAR

[Signature]

10. MS. ASHWITA CHANDRAN

Ashwita

[Signature]





SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority

L. S. RAHEJA COLLEGE OF ARTS & COMMERCE

Estd : 1959
Relief Road, Santacruz (W), Mumbai - 400 054.
Tel.: 2660 9320 / 2661 4101 • E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

4th June 2019

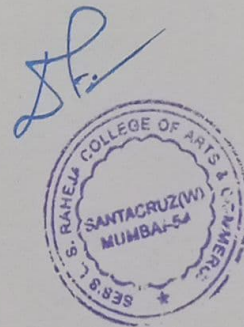
Notice and Agenda of the Meeting of College Grievance and Redressal Cell

This is to inform that the first meeting of College Grievance and Redressal Cell will be held on 11th June 2019 at 10 am in Principal's Office. All the Members are requested to be present.

(Dr. DEBAJIT SARKAR)
PRINCIPAL

Agenda:

1. To discuss and appoint the Member Secretary, Chairperson and other members
2. To discuss and understand the working of the College Grievance and Redressal Cell



Minutes of the Consumer Grievance and Redressal Cell Meeting held on 11th June 2019

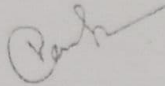
Members Present:

The following members were present

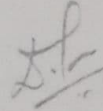
1. Dr. Debajit Sarkar (Principal)
2. Dr. Mrs Anupama Nerurkar (Sr.Faculty, HOD Commerce)
3. Ms.Vaishali Pandya(Sr.Faculty, Asst . Professor and Coordinator)
4. Mr. Justin Tuscano (IT staff)

The following points were discussed and decided upon

1. It was discussed and then decided to appoint Ms. Vaishali Pandya as the member Secretary of the Cell.
ATR: NA
2. As per the guidelines, Dr. Debajit Sarkar, the Principal shall be the Chairperson of the cell.
ATR: NA
3. Dr. Mrs Nerurkar , the senior Faculty and member of the cell suggested that Mr. Justin Tuscano, the IT incharge shall take charge of all the work related to hosting the notices and the grievance forms etc on the website.
ATR: A Notice with regards to CGRC along with the guidelines was displayed on the website
4. The meeting ended with the vote of thanks



Ms.Vaishali Pandya
Member Secretary



Dr.Debajit Sarkar
Chairperson





SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority

L. S. RAHEJA COLLEGE OF ARTS & COMMERCE
ESTD : 1989

Relief Road, Santacruz (W), Mumbai - 400 054.
Tel.: 2660 9320 / 2661 4101 • E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

28th Sept 2019

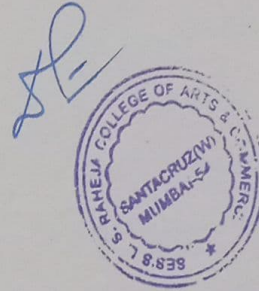
Notice and Agenda of the Meeting of College Grievance and Redressal Cell

This is to inform that the second meeting of College Grievance and Redressal Cell will be held on 2nd October 2019 at 10 am in Principal's Office. All the Members are requested to be present.

(Dr. DEBAJIT SARKAR)
PRINCIPAL

Agenda:

1. To review the grievances if any received



Minutes of the Consumer Grievance and Redressal Cell Meeting held on 8th Oct 2019

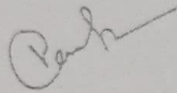
Members Present:

The following members were present

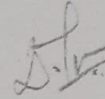
1. Dr. Debajit Sarkar (Principal)
2. Dr. Mrs Anupama Nerurkar (Sr. Faculty, HOD Commerce)
3. Ms. Vaishali Pandya (Sr. Faculty, Asst. Professor and Coordinator)
4. Mr. Justin Tuscano (IT staff)

The following points were discussed and decided upon

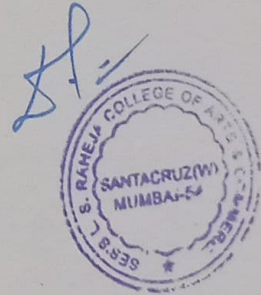
1. It was found that there were no grievances received on the online portal on the college website
ATR: NA
2. Dr. Debajit Sarkar, suggested that the announcements should be made in each class with regards to the CGRC.
ATR: The notice was circulated in each class regarding the same
3. The meeting ended with the vote of thanks



Ms. Vaishali Pandya
Member Secretary



Dr. Debajit Sarkar
Chairperson





SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority

L. S. RAHEJA COLLEGE OF ARTS & COMMERCE

Estd: 1989
Relief Road, Santacruz (W), Mumbai - 400 054
Tel: 2660 9320 / 2661 4101 • E-mail : degree_office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

3rd March 2020

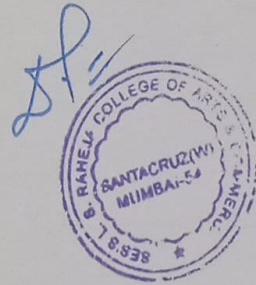
Notice and Agenda of the Meeting of College Grievance and Redressal Cell

This is to inform that the third meeting of College Grievance and Redressal Cell will be held on 11th March 2020 at 11 am in Principal's Room. All the Members are requested to be present.

(Dr. DEBAJIT SARKAR)
PRINCIPAL

Agenda:

1. To review the grievances if any received
2. To discuss any other matter with the permission of the chair



Minutes of the Consumer Grievance and redressal Cell Meeting held on 11th March 2020

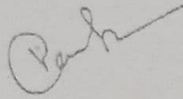
Members Present:

The following members were present

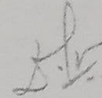
1. Dr. Debajit Sarkar (Principal)
2. Dr. Mrs Anupama Nerurkar (Sr.Faculty, HOD Commerce)
3. Ms.Vaishali Pandya(Sr.Faculty, Asst . Professor and Coordinator)
4. Mr. Justin Tuscano (IT staff)

The following points were discussed and decided upon:

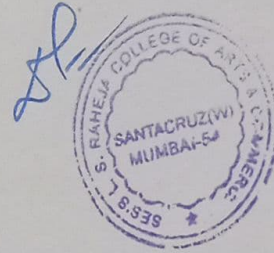
1. It was found that there were no grievances received on the online portal on the college website
ATR: NA
2. Dr. Debajit Sarkar, suggested that an Orientation session to be organised by the Member Secretary for Students with regards to working of CGRC
ATR: The Session is planned for the next academic year
3. The meeting ended with the vote of thanks



Ms.Vaishali Pandya
Member Secretary



Dr.Debajit Sarkar
Chairperson



2

SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 27/08/2019

TITLE: FIRST MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2019-2020

VENUE: ROOM NO. F-4

AGENDA:

To discuss:

What is ragging?

What is 'Zero tolerance' policy?

TIME: 11:30 P.M. TO 12.30 PM.

MEMBERS:

DR. K. VENKATESWARLU - CONVENER

MS. DIPALI PATIL- SPORTS DIRECTOR

DR. (MRS.) NANDITA SALDANHA – MEMBER

DR. GORDHAN DEVNANI – MEMBER

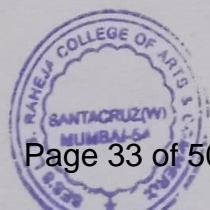
MRS. LAILA PATEL – MEMBER

MRS. VAISHALI PANDYA- MEMBER

MR. MEHUL BARAI- MEMBER

MINUTES OF THE MEETING: It is noted that as per UGC guidelines:

- Any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or a junior student.
- Indulging in a rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or Psychological harm or to raise fear or apprehension thereof in a fresher or a junior student.
- Asking the students to do any act or perform something which such student will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or Psyche of a fresher or a junior student.
- No act of ragging, major or minor, shall go unnoticed. No ragger, male or female, student or non-student, shall go unpunished. No institution that fails to take action against ragging shall be allowed to operate.



[Handwritten signature]

(S)

SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 18/01/2020

TITLE: SECOND MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2019-2020

VENUE: ROOM NO. F-4

AGENDA: To discuss:

- Observation and Directives of the Supreme Court
- Directives of the Anti-Ragging Committee to the Seniors

TIME: 11:30 P.M. TO 12.30 PM.

MEMBERS:

DR. K. VENKATESWARLU - CONVENER

MS. DIPALI PATIL- SPORTS DIRECTOR

DR. (MRS.) NANDITA SALDANHA – MEMBER

DR. GORDHAN DEVNANI – MEMBER

MRS. LAILA PATEL – MEMBER

MRS. VAISHALI PANDYA- MEMBER

MR. MEHUL BARAI- MEMBER

MINUTES OF THE MEETING: It is discussed that:

- The Supreme Court of India has observed that enrolment in academic pursuits or a campus life should not immunize any adult citizen from the penal provisions of the laws of the land.
- According to the directions of the Supreme Court if any instance of ragging is brought to the notice of the administration or the faculty, it is legally binding on the institute to report the matter to the Local Police.
- Any interaction between fresher's and seniors where the seniors are friendly, welcoming and non-aggressive is encouraged.
- Seniors may solicit participation in clubs and other activities by announcing promotional events at well designated times and places. However, no fresher should be forced to attend. Participation by fresher's can only be voluntary.



S. Raheja

6

SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 29/08/2020

TITLE: FIRST MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2020-2021

VENUE: MICROSOFT TEAMS

AGENDA:

- To build a ragging free environment by instilling the principles of democratic values, tolerance, empathy, compassion and sensitivity to that students become responsible citizens
- To create an atmosphere of discipline by passing a clear message that no act of ragging in college premises.

TIME: 11:30 P.M. TO 12.30 P.M.

MEMBERS:

DR. ANUPAMA N. NERURKAR- CONVENER

DR. (MRS.) NANDITA SALDANHA – MEMBER

DR. (MRS.) AKSHATA KULKARNI- MEMBER

DR. GORDHAN DEVNANI – MEMBER

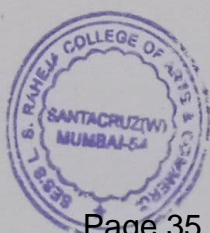
MRS. LAILA PATEL – MEMBER

MRS. VAISHALI PANDYA- MEMBER

MINUTES OF THE MEETING:

It is decided:

- 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.
- To bring out an awareness among the students about the consequences of ragging.
- To keep a constant eye and vigilance over ragging so as to prevent its occurrence.
- To address any ragging issues immediately and taken action as advised by the committee.



J.P.

Minutes of the first ICC meeting held on 29th January 2021

The first meeting of ICC for the academic year 2020- 2021 was held virtually in the Covid 19 PANDEMIC situation .It started at 11.45 am .Following members attended the meeting.

1. Dr. Akshata Kulkarni - ICC Presiding Officer
2. CA Hrishikesh Wandrekar - Member (Teaching)
3. Divya Kanchan - Member(Teaching)
4. Mrs. Rupal Kore - Member(Non- teaching)
5. Ragini Samant - Member(Non -Teaching)
6. Advocate Smita Patil - External Member ,NGO
7. Yashvi Chheda - Student Member
8. Shruti Samant - Student Member
9. Ashwita Chandran- Student Member

First the ICC PO Dr. Akshata Kulkarni welcomed all the members. Then she told everyone to introduce themselves to know their interest, hobbies and inclination towards the topic. She asked everyone to suggest the topics to be selected for the competitions to be held in this academic year.

Then Ashvita Chandran told that so many problems were faced by the girl students in this lockdown period. So she suggested that we can have either a poster competition to create awareness about it. So this will spread awareness on women's Rights. Over this Yashvi Chheda commented that, we may have a competition of a skit or a short film for 30-40 seconds highlighting the issue for the students. Then Mrs. Rupal Kore replied that it is a good suggestion and we can involve parents also in this. She again stressed the point that in addition to this we may create awareness on women's rights by conducting a Slogan Writing competition or a Poster making competition for the students. Everyone agreed with her views. Then NGO representative advocate Mrs. Smita Patil stated that we have to consider the topic of physical abuse as well as mental torture in the lockdown period.

[Handwritten signature]



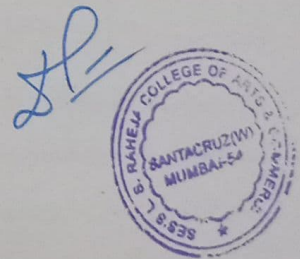
Over this Yashvi Chheda stated that we can create a video on the topic of how to deal with the kids sympathetically in this stressed period of lockdown.

Lastly Mrs. Divya Kanchan, a member of teaching suggested that we can create a separate email id for all the activities to be conducted with the help of Principal's permission. Justin would then help us to create one.

So then it was decided that

- 1) A notice of the competition should go to students and would be uploaded on the website
- 2) An Email Id should be prepared within a week's Time.

On this note the First meeting ended happily to meet in the second meeting in the month of February.



SADHANA EDUCATION SOCIETY'S
RAHEJA COLLEGE OF ARTS AND COMMERCE
JUHU ROAD, SANTACRUZ (WEST), MUMBAI – 400 054.

MINUTES OF THE FIRST MEETING OF THE INTERNAL COMPLAINTS
COMMITTEE HELD ON 29.01.2021 FOR THE ACADEMIC YEAR 2020-21.

The first virtual meeting of the Internal Complaints Committee was held on Friday, January 29, 2021, at 11.30 a.m. on Microsoft teams.

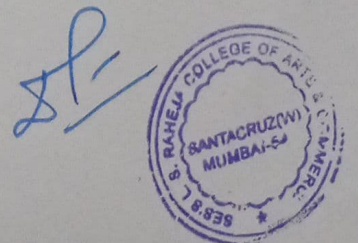
The following members were present for the meeting.

DR. AKSHATA KULKARNI
MR. HRISHIKESH WANDREKAR
MRS. SMITA PATIL
MRS. DIVYA KANCHAN
MRS. RUPAL KORE
MRS. RAGINI SAMANT
MS. ASHWITA CHANDRAN
MS. YASHVI CHHEDA
MS. SHRUTI SAMANT

The meeting was chaired by Dr. Akshata Kulkarni, Presiding Officer of Internal Complaints Committee. She welcomed all the members and said that on superannuation of former Chairperson, Dr. Nandita Saldanha, she has been appointed as Presiding Officer of the Internal Complaints and has taken the charge. Dr. Kulkarni then requested members to introduce themselves to know their interests / hobbies and their inclination towards this topic.

Due to pandemic and conduct of online lectures, it was decided to conduct an online poster competition for the students in order to bring awareness among the students. Dr. Kulkarni asked members to suggest the topics which are suitable for virtual competition.

Ms. Ashwita said that many problems were faced by all during lockdown period. So awareness through poster competition or short film would be better medium for Domestic violence. Ms. Yashvi stated that a short film of 30 to 40 seconds or a skit in the form of film would be highlighting the issues.



Mrs. Kore suggested that posters can show the women / or child torching, where in we can involve parents also. She also suggested that creating awareness on Women's rights is need of the hour which can also be showcased through posters / slogans.

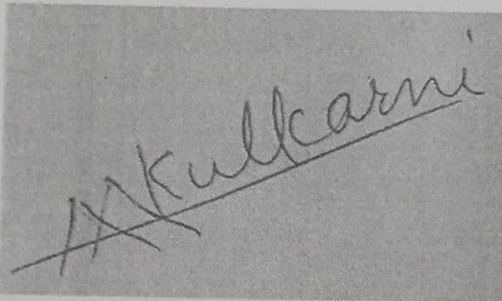
Mrs. Smita Patil, NGO representative stated that we have to consider the topic of physical abuse as well as torture on women or children during lockdown period.

Mrs. Divya Kanchan suggested a separate email id to be created for ICC in order to conduct online competitions and for correspondence of ICC committee members.

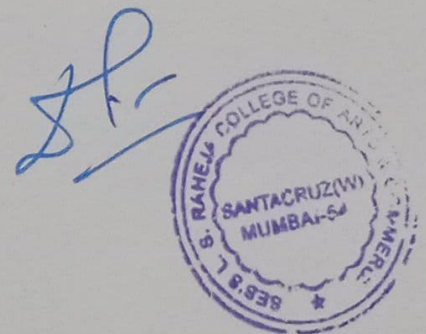
Dr. Kulkarni thanked Mr. Chandrakant Vichare for the technical support provided by him for conduct of virtual meeting.

Dr. Kulkarni announced that second meeting of ICC will be held in the month of February, 2021.

Since there was no other matter to be discussed, the meeting ended with thanks to the Chair.



DR. (MRS) AKSHATA KULKARNI
Presiding Officer- Internal Complaints Committee





SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority
L. S. RAHEJA COLLEGE OF ARTS & COMMERCE
Estd: 1982
Relief Road, Santacruz (W), Mumbai - 400 054
Tel : 2660 9320 / 2661 4101 • E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

15th October, 2020

Notice and Agenda of the Meeting of College Grievance and Redressal Cell

This is to inform that the meeting of College Grievance and Redressal Cell will be held on 16th October 2020 at 3.30 pm on Teams. All the Members are requested to be present.

(Dr. DEBAJIT SARKAR)
PRINCIPAL

Agenda:

1. To read and adopt the previous meetings minutes
2. To discuss and approve the annual report of the academic yr 19-20
3. Any other matter with the permission of the chair.



Minutes of the Consumer Grievance and Redressal Cell Meeting held on 15th Oct 2020

Members Present:

The following members were present

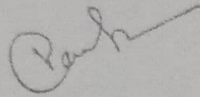
1. Dr. Debajit Sarkar (Principal)
2. Dr. Mrs Anupama Nerurkar (Sr.Faculty, HOD Commerce)
3. Ms.Vaishali Pandya(Sr.Faculty, Asst . Professor and Coordinator)
4. Mr. Justin Tuscano (IT staff)

The following points were discussed and decided upon

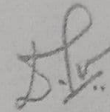
1. Ms Vaishali read the minutes of Previous meeting and it was accepted by all the members.
2. The Annual report was presented and Dr.Sarkar instructed Justin to keep the hard copies in his office for signatures.

ATR: NA

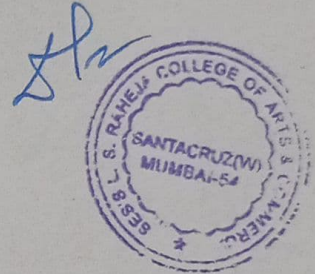
3. The meeting ended with the vote of thanks

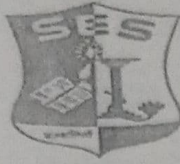


Ms.Vaishali Pandya
Member Secretary



Dr.Debajit Sarkar
Chairperson



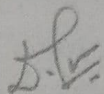


SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority
L. S. RAHEJA COLLEGE OF ARTS & COMMERCE
ESTD: 1992
Relief Road, Santacruz (W), Mumbai - 400 054.
Tel.: 2660 9320 / 2661 4101 • E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

14th Nov 2020

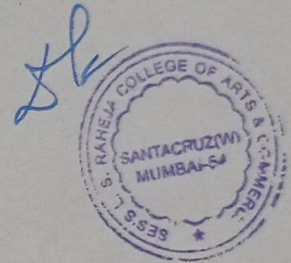
Notice and Agenda of the Meeting of College Grievance and Redressal Cell

This is to inform that the second meeting of College Grievance and Redressal Cell will be held on 14th November 2020 at 10 am on MS.Teams . All the Members are requested to be present.


(Dr. DEBAJIT SARKAR)
PRINCIPAL

Agenda:

1. To review the grievances if any received



Minutes of the Consumer Grievance and Redressal Cell Meeting held on 14th Nov 2020

Members Present:

The following members were present

1. Dr. Debajit Sarkar (Principal)
2. Dr. Mrs Anupama Nerurkar (Sr.Faculty, HOD Commerce)
3. Ms.Vaishali Pandya(Sr.Faculty, Asst . Professor and Coordinator)
4. Mr. Justin Tuscano (IT staff)

The following points were discussed and decided upon

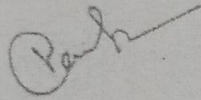
1. It was found that there were no grievances received on the online portal on the college website

ATR: NA

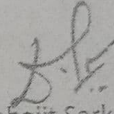
2. Dr. Debajit Sarkar, suggested that the announcements should be made in each class with regards to the CGRC.

ATR: The announcements were made during online lectures in each class regarding the same

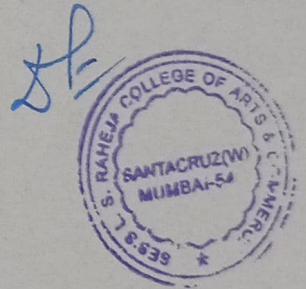
3. The meeting ended with the vote of thanks

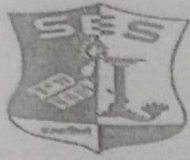


Ms.Vaishali Pandya
Member Secretary



Dr.Debajit Sarkar
Chairperson





SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority

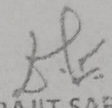
L. S. RAHEJA COLLEGE OF ARTS & COMMERCE

Estd: 1983
Relief Road, Santacruz (W), Mumbai - 400 054.
Tel.: 2660 9320 / 2661 4101 • E-mail : degree_office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

13 March 2021

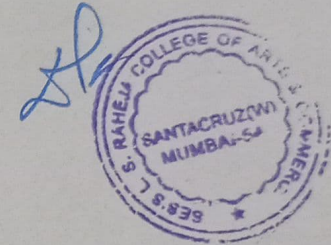
Notice and Agenda of the Meeting of College Grievance and Redressal Cell

This is to inform that the third meeting of College Grievance and Redressal Cell will be held on 13th March 2020 at 11 am on MS. Teams. All the Members are requested to be present.


(Dr. DEBAJIT SARKAR)
PRINCIPAL

Agenda:

1. To review the grievances if any received
2. To discuss any other matter with the permission of the chair



Minutes of the Consumer Grievance and redressal Cell Meeting held on 13th March 2021

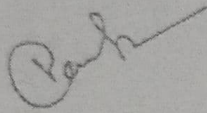
Members Present:

The following members were present

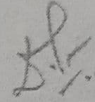
5. Dr. Debajit Sarkar (Principal)
6. Dr. Mrs Anupama Nerurkar (Sr.Faculty, HOD Commerce)
7. Ms.Vaishali Pandya(Sr.Faculty, Asst . Professor and Coordinator)
8. Mr. Justin Tuscano (IT staff)

The following points were discussed and decided upon:

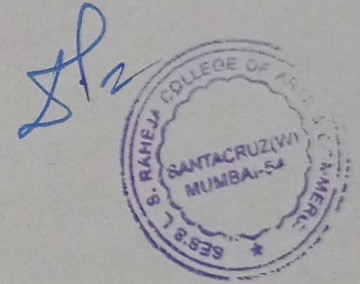
1. It was found that there were no grievances received on the online portal on the college website
ATR: NA
2. Dr. Debajit Sarkar, suggested that an Orientation session to be organised by the Member Secretary for Students with regards to working of CGRC
ATR: The Session is planned for the next academic year
3. The meeting ended with the vote of thanks



Ms.Vaishali Pandya
Member Secretary



Dr.Debajit Sarkar
Chairperson



SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

DATE: 19/01/2021

TITLE: SECOND MEETING ANTI-RAGGING AND STUDENTS' GRIEVANCE: 2020-2021

VENUE: ROOM NO. F-4

AGENDA:

- To discuss the measures of prevention of ragging at institution level if any

TIME: 11:30 P.M. TO 12.30 PM.

MEMBERS:

DR. ANUPAMA N. NERURKAR- CONVENER

DR. (MRS.) NANDITA SALDANHA – MEMBER

DR. (MRS.) AKSHATA KULKARNI- MEMBER

DR. GORDHAN DEVNANI – MEMBER

MRS. LAILA PATEL – MEMBER

MRS. VAISHALI PANDYA- MEMBER

MINUTES OF THE MEETING:

It is discussed that 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 as well as at places, where students normally gather and at places, known to be vulnerable to occurrences of ragging incidents.



[Handwritten signature]

SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

Title: First Meeting Anti-Ragging And Discipline Committee Meeting

DATE: 05/08/2021

VENUE:

Microsoft teams

AGENDA:

First meeting of the Anti-Ragging and Discipline committee for the academic year 2021-2022

TIME: 5:30 PM

MEMBERS PRESENT	MEMBERS ABSENT
Dr. Gordhan N Devnani	Present
Mr. Ramsagar Yadav	Present
Mr. Raju Gole	Present
Ms. Shivani Chande	Present

MINUTES

The committee has decided that we are going to adhere to rules and regulations published in the college prospectus for the academic year 2021-22.

The committee decided to follow the protocols along with rules and regulations published in the college prospectus for the year 2021-22.

Anti-ragging guidelines will be finalised by the committee in the next meeting.

Anti-ragging guidelines will be published on the website and will be displayed on the college premises.

Ram sir has suggested that an orientation regarding the rules, regulations, protocols and anti-ragging guidelines should be organised for all students. This suggestion was accepted by the committee.

Dr. Devnani gave the suggestion for making an official WhatsApp group, so that correspondence and notices can be shared on the group along with email.

Ms. Shivani Chande was to make the WhatsApp group and add the other members to it.

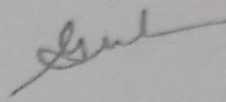
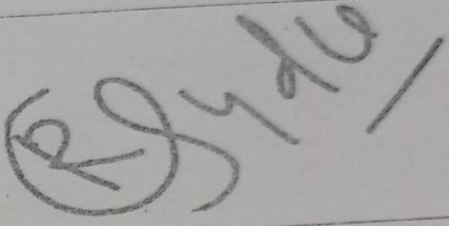
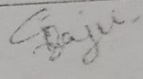
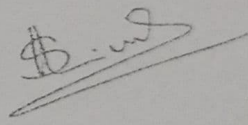


[Handwritten signature]

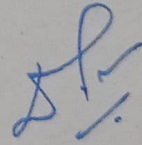
SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

Title: Anti-ragging and disciple committee meeting

Date of the Meeting: 05/08/2021

MEMBER'S NAME	SIGNATURE
Dr. Gordhan N Devnani	
Mr. Ramsagar Yadav	
Mr. Raju Gole	
Ms. Shivani Chande	





SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

Title: Second Meeting Anti-Ragging And Discipline Committee Meeting
2021-2022

DATE: 27/08/2021

VENUE:

Microsoft teams

AGENDA:

2nd Meeting of the Anti-Ragging and Discipline
committee for the academic year 2021-2022

TIME: 6:00 PM

MEMBERS PRESENT	MEMBERS ABSENT
Dr. Gordhan N Devnani	PRESENT
Mr. Ramsagar Yadav	PRESENT
Mr. Raju Gole	PRESENT
Ms. Shivani Chande	PRESENT

MINUTES

- Dr. Devnani Gordhan welcomed every member for the 2nd meeting of Anti Ragging and discipline committee meeting.
- Mr. Ram Sir brought into light some of the UGC regulations and supreme court judgements & video's regarding ragging.
- Mr. Ram Sir also sighted the official portal of anti-ragging and the 24/7 anti-ragging helpline.
- Dr. Devnani Sir suggested to make new email Id and name of the members with their mobile numbers, who will help the students 24/7, special for our college students apart from UGC email id and help line numbers.
- It was decided that Dr. Devnani will be making the word document for rules and regulations and protocol for the students as both these things are very important from the students point of view.
- It was also decided in the meeting that Mr. Ram sir is going to be making the anti-ragging guidelines.
- The committee also decided that once the documents are approved by the committee, they will be sent to the IQAC in charge for uploading to the website.
- Dr. Devnani has requested Ram sir to create a ppt for orientation of the first-year students.
- The meeting was over at 19p.m hours by vote of thanks by Dr. Devnani for remaining present in the meeting.

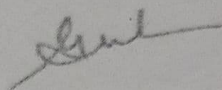
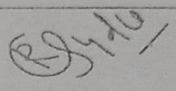
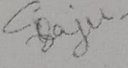
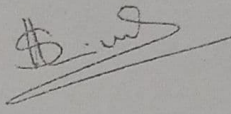


[Handwritten signature]

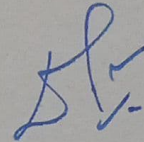
SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

Title: 2ND Meeting of Anti-Ragging and Disciple Committee.

Date of the Meeting: 27/08/2021

MEMBER'S NAME	SIGNATURE
Dr. Gordhan N Devnani	
Mr. Ramsagar Yadav	
Mr. Raju Gole	
Ms. Shivani Chande	





Committee name for Anti - ragging and Internal Grievances Committee 2016-17

Attendance/ Discipline/ Anti-ragging
Dr. K. Venkateshwarlu
Dr. Seema Ukidve
Dr. Neelam Yadav

WDC / Internal Grievances Committee
Dr. Anupama Nerukar
CA Mahesh Sathe
Mrs. Vaishali Pandya
Mrs. Meena Patil
Mrs. Ranjana Samant



Committee name for Anti – ragging and internal

Grievances committee 2017-2018

Attendance / Discipline / Anti - ragging
Dr. Anupama Nerurkar - Convenor
Dr. Nandita Saldanha
Dr. Satish Naringrekar
Mrs. Laila Patel
Mrs. Vaishali Pandya
Mr. Mayuresh Balsare

WDC / Internal Grievances Committee
Dr. Anupama Nerurkar
C.A Mahesh Sathe
Meena Patil
Ragini Samant
Ms. Asha

Handwritten signature in blue ink.



Anti-ragging and student's Grievances

Grievances committee 2018-2019

Attendance / Discipline / Anti - ragging
Dr. K . Venkateswarlu- Convenor
Dr. Nandita Saldanha
Dr. Gordan Devnani
Mrs. Laila Patel
Mrs. Vaishali Pandya
Mr. Mehul Barai

Internal complaints Committee
Dr. Nandita Saldhana - convenor
C.A Hrishikesh Wandrekar
Mrs. Meena Patil
Mrs. Divya Kanchan
Mrs. Ragini Samant
Mr. Satish Dalvi
Ms. Smita Patil – NGO Representative
Ms Nikita Sonar – Student representative
Ms. Prachi Jain – Student Representative



Anti-ragging and student's Grievances

Grievances committee 2019-2020

Attendance / Discipline / Anti - ragging
Dr. K . Venkateswarlu- Convenor
Ms. Dipali Patil – Sports Director
Dr. Nandita Saldanha
Dr. Gordan Devnani
Mrs. Laila Patel
Mrs. Vaishali Pandya
Mr. Mehul Barai

Internal complaints Committee
Dr. Nandita Saldhana - convenor
C.A Hrishikesh Wandrekar
Mrs. Meena Patil
Mrs. Divya Kanchan
Mrs. Ragini Samant
Mr. Satish Dalvi
Ms. Smita Patil – NGO Representative
Ms Nikita Sonar – Student representative
Ms. Prachi Jain – Student Representative

Consumer Grievance & redressal cell meeting

Dr. Debajit Sarkar (Principal)
Dr.Mrs Anupama Nerurkar (Sr. Faculty HOD commerce)
Ms. Vaishali Pandya (Sr. Faculty Asst. Professor and co ordinator)



**SES'S L.S.RAHEJA
COLLEGE OF ARTS
AND COMMERCE
COMMITTEES
2020-21**

SL

TIME-TABLE COMMITTEE

DR. (MS) A. NERURKAR	CONVENER
Dr. Nandita Saldanha	Member
Dr. Seema Ukidve	Member
Ms. Pooja Yadav	Member
Ms. Vaishali Pandya	Member
Ms. Kavita Makhija	Member
Ms. Divya Kanchan	Member
Ms. Suvama Raikar	Member
Ms. Prajakta Joshi	Member
Ms. Jyoti Sarkar	Member
Ms. Heta Parekh	Member
Ms. Neha Dalal	Member

GYMKHANA COMMITTEE

CA Hrishikesh A. Wandrekar	CHAIRMAN
Ms. Dipali Patil - Sports Director	CONVENER
Mrs. Laila A. Patel	Member
Mr. Ramsagar B. Yadav	Member
Mr. Raju Gole	Member
Mr. Mehul Barai	Member

DLLE COMMITTEE

Ms. Divya Kanchan	CHAIRPERSON
Mr. Raju Gole	Member
Mr. Mehul Barai	Member
Ms. Jyoti Sarkar	Member
Mr. Upmanyu Yajnik	Member

ANTI-RAGGING COMMITTEE

Dr. Gordhan N. Devnani	CONVENER
Dr. Nandita Saldanha	Member
Dr. Akshata A. Kulkarni	Member
Mrs. Laila A. Patel	Member
Ms. Vaishali Pandya	Member

GRIEVANCE REDRESSAL COMMITTEE

Dr. Debajit Sarkar	Chairperson
Dr. Anupama Nerurkar	Member
Ms. Vaishali Pandya	Member Secretary

SP



ATTENDANCE COMMITTEE

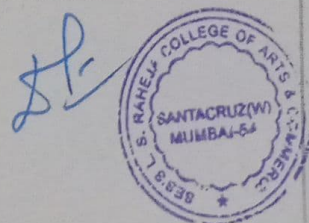
Dr.GordhanN.Devnani	CONVENER
CAHrshikeshA.Wandrekar	Member
Mrs.LailaA.Patel	Member
Ms.DivyaKanchan	Member
Ms.PrajaktaJoshi	Member

IQAC

Dr.DebajitN.Sarkar	CHAIRPERSON
Mr.SripadTamhane,CAO,SES	Management Representative
Dr.LilyBhushan	External Expert
Dr.M.Z.Farooqui	External Expert
Dr.JayashreeInbaraj	External Expert
Dr.AnupamaN.Nerurkar	CONVENER
Dr.SeemaA.Ukidve	Member
Dr.NeelamYadav	Member
Ms.PoojaU.Yadav	Member
Mr.RahulP.Dandekar	Member
Ms.VaishaliPandya	Member
Ms.DivyaKanchan	Member
Ms.RupalKore	Member
Ms. Prema Mordani	Student Representative
Ms. Snehal Raul	Student Representative
Mr. Firoz Khan	Alumni Representative

LIBRARY ADVISORY COMMITTEE

Dr.DebajitN.Sarkar	CHAIRMAN
Dr.ParitaM.Desai	CONVENER
Dr.AnupamaN.Nerurkar	MEMBER
Dr.NanditaSaldanha	MEMBER
Dr.ParitaDesai	MEMBER
CAHrshikeshA.Wandrekar	MEMBER
Dr.SeemaA.Ukidve	MEMBER
Mrs.SamikshaS.Jadhav	MEMBER
Ms.PoojaU.Yadav	MEMBER
Ms.NehaDalal	MEMBER
Ms.VaishaliPandya	MEMBER
Ms. KavitaMakhija	MEMBER
Ms.DivyaKanchan	MEMBER
Mrs.JyotiSarkar	MEMBER
Ms.HetaParekh	MEMBER
Ms.PrajaktaJoshi	MEMBER
Ms. Shruti Samant	Student Representative



EXTRA CURRICULAR ACTIVITIES COMMITTEE

Dr. Samya P. Shinde	CHAIRPERSON
Mrs. Samiksha S. Jadhav	MEMBER
Dr. Neelam Yadav	MEMBER
Ms. Heta Parekh	MEMBER
Mr. Raju Gole	MEMBER
Ms. Jyoti Sarkar	MEMBER
Mr. Upmanyu Yajnik	MEMBER
Ms. Puja Patwardhan	MEMBER
Ms. Yashvi Chedda	Student Representative
Mr. Nikhil Poojari	Student Representative
Ms. Nazneen Khan	Student Representative
Ms. Palak Parekh	Student Representative
Mr. Shubham Shah	Student Representative
Mr. Rishav Vatsh	Student Representative

COLLEGE MAGAZINE COMMITTEE

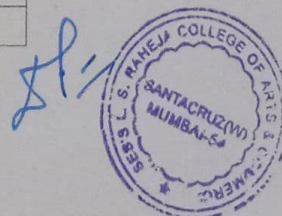
Dr. Preeti S. Vaswani	Chief Editor
Dr. Parita M. Desai	Editor
Ms. Pooja U. Yadav	Editor
Ms. Kavita Makhija	Editor
Ms. Shivani Chande	Editor
Ms. K. V. Bansod	Editor
Mrs. N. Shah	Editor
Mrs. P. M. Shejwal	Editor

NEWSLETTER-CAMPUZZ

Dr. Preeti S. Vaswani	Compilation and release of Newsletter 1 st quarter
Dr. Parita M. Desai	
Ms. Pooja U. Yadav	Compilation and release of Newsletter 2 nd quarter
Ms. Neha Nikam	
Ms. Pooja Patwardhan	Compilation and release of Newsletter 3 rd quarter
Ms. Shivani Chande	
Ms. Samiksha Jadhav	Compilation and release of Newsletter 4 th quarter
Mr. Upamanyu Yajnik	

NCC AND NSS ADVISORY COMMITTEE

Dr. Debajit N. Sarkar	CHAIRPERSON
Dr. Akshata A. Kulkarni	MEMBER
Mr. Ramsagar B. Yadav	CONVENER
Mr. Rahul P. Dandekar	MEMBER
Mr. Raju Gole	MEMBER
Ms. Dipali Patil	CO-CONVENER



UNFAIR MEANS INQUIRY COMMITTEE

CAHrishikeshA. Wandrekar	CONVENER
Dr. Neelam Yadav	MEMBER
Ms. Pooja U. Yadav	MEMBER
Ms. Jyoti Sarkar	MEMBER
Mr. Upmanyu Yajnik	MEMBER

COMMERCE RESEARCH CENTRE

Dr. Anupama N. Nerurkar	CHAIRPERSON
Mrs. Laila A. Patel	MEMBER
Ms. Parita Desai	MEMBER
Ms. Vaishali Pandya	MEMBER
Mr. Mehul Barai	MEMBER

STAFF ACADEMY

Dr. Samya P. Shinde	CHAIRPERSON
Mr. Ramsagar B. Yadav	MEMBER
Ms. Jyoti Sarkar	MEMBER
Ms. Mansi Bafna	MEMBER

PURCHASE COMMITTEE

Mr. Mohan Almal, Honorary General Secretary, SES	CHAIRPERSON
Mr. Sripad Tamhane, CAO, SES	MEMBER
Dr. Debajit Sarkar, Principal	MEMBER
Dr. Anupama N. Nerurkar	MEMBER
Dr. Seema A. Ukidve	MEMBER
Ms. Kavita Makhija	MEMBER
Ms. Rupal Kore	MEMBER

CLASS MENTORS

FYBA	Dr. Preeti S. Vaswani
SYBA	Mr. Rahul Dandekar
TYBA ECONOMICS/PSYCHOLOGY/SOCIOLOGY/ HISTORY	Mrs. Samiksha S. Jadhav / Ms. Neha Dalal / Dr. Samya Shinde / Ms. Pooja U. Yadav
F.Y.B.COM.A	Dr. Neelam Yadav
F.Y.B.COM.B	Ms. Akshata Kulkarni
F.Y.B.COM.C	Mr. Ramsagar B. Yadav
S.Y.B.COM.A	Mr. Gordhan Devnani
S.Y.B.COM.B	Ms. Laila Patel
T.Y.B.COM.A	Dr. Anupama Nerurkar
T.Y.B.COM.B	Ms. Seema Ukidve
T.Y.B.COM.C	CaHrishikeshwandrekar



FYBMS	Ms. NehaNikam
SYBMS	Ms. HetaParekh
TYBMS	Ms. SuvarnaRaikar
FYBAF	Ms. VaishaliPandya
SYBAF	Mr. UpmanyuYajnik
TYBAF	Ms. VaishaliPandya
FYBBI	Ms. JyotiSarkar
SYBBI	Mr. RajuGole
TYBBI	Mr. RajuGole
FYBFM	Ms. DivyaKanchan
SYBFM	Mr. MehulBarai
TYBFM	Ms. DivyaKanchan
BAMMCandBSCIT	Ms. KavitaMakhijaand Ms. PrajaktaJoshi

DISCIPLINE COMMITTEE

Dr. Gordhan N. Devnani	CHAIRPERSON
CA Hrishikesh A. Wandrekar	MEMBER
Ms. Pooja U. Yadav	MEMBER
Ms. Neha Nikam	MEMBER
Mr. Upmanyu Yajnik	MEMBER

COLLEGE CANTEEN COMMITTEE

Dr. AkshataA. Kulkarni	CHAIRPERSON
Dr. Gordhan N. Devnani	CONVENER
Dr. Parita M. Desai	MEMBER
Ms. Pooja U. Yadav	MEMBER
Ms. Shivani Chande	MEMBER
Ms. Meena Patil (JrCollege)	MEMBER
Mr. C.S. Rajput	MEMBER
Mr. Atul Khare	MEMBER

CELEBRATION OF IMPORTANT DATES

Ms. Dipali Patil	Convener
------------------	----------

WEBSITE COMMITTEE

Dr. Parita Desai	Convener
Ms. Neha Nikam	Member
Ms. Shivani Chande	Member
Ms. Pooja Patwradhan	Member

DEPARTMENTAL PUBLICATIONS

Ms. Laila Patel	Convener
Mr. Ramsagar Yadav	Member
Mr. Raju Gole	Member
Ms. Jyoti Sarkar	Member



NATURE AND HIKING CLUB

Dr. MS. AKSHATA KULKARNI-	CHAIRPERSON
Mr. Hrishikesh Wandrekar	MEMBER
Mr. Raju Gole	MEMBER
Ms. Neha Nikam	MEMBER
Mr. Upamnyu Yajnik	MEMBER

PRE-PLACEMENT TRAINING & PLACEMENT CELL

Ms. Laila Patel	CHAIRPERSON
Mr. Ramsagar Yadav	MEMBER
Mr. Mehul Barai	MEMBER
Mr. Raju Gole	MEMBER
Ms. Mansi Bafna	MEMBER

ALUMNI ASSOCIATION

Dr. Devnani / Dr. Akshata Kulkarni	CONVENERS
MS. Jyoti Sarkar	MEMBER
Ms. Neha Nikam	MEMBER
Mr. Raju Gole	MEMBER
Mr. Upamanyu Yajnik	MEMBER

INTERNAL COMPLAINTS COMMITTEE

Dr. Akshata Kulkarni	PO
CA Hrishikesh Wandrekar	MEMBER
Ms. Divya Kanchan	MEMBER
Ms. Rupal Kore	MEMBER
Ms. Ragini Samant	MEMBER
Ms. Smita Patil (Advocate with NGO)	MEMBER
Ms. Shruti Samant	Student Representative
Ms. Yashvi Chedda	Student Representative
Ms. Aswita Chandran	Student Representative

EXAMINATION COMMITTEE

Dr. Seema Ukidve	CONVENER
Dr. Akshata Kulkarni	MEMBER
Dr. G. Devnani	MEMBER
Ms. Pooja Yadav	MEMBER
Mr. Rahul Dandekar	MEMBER
Ms. Vaishali Pandya	MEMBER
Ms. Kavita Makhija	MEMBER
Ms. Divya Kanchan	MEMBER
Ms. Suvarna Raikar	MEMBER
Ms. Jyoti Sarkar	MEMBER
Ms. Prajakta Joshi	MEMBER



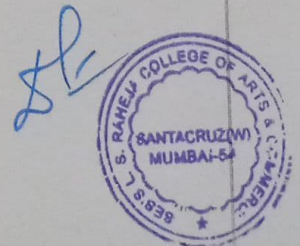
ADMISSION COMMITTEE

Dr. Seema A. Ukidve	CONVENER
Dr. Akshata A. Kulkarni	MEMBER
Dr. Gordhan N. Devnani	MEMBER
Dr. Samya P. Shinde	MEMBER
CA Hrishikesh A. Wandrekar	MEMBER
Mrs. Laila A. Patel	MEMBER
Dr. Preeti S. Vaswani	MEMBER
Mr. Ramsagar B. Yadav	MEMBER
Dr. Neelam Yadav	MEMBER
Ms. Pooja U. Yadav	MEMBER
Mr. Rahul P. Dandekar	MEMBER
Ms. Vaishali Pandya	CO-CONVENER
Ms. Kavita Makhija	MEMBER
Ms. Divya Kanchan	MEMBER
Ms. Suvarna Raikar	MEMBER
Mr. Mehul Barai	MEMBER
Ms. Jyoti Sarkar	MEMBER
Ms. Neha Nikam	MEMBER
Ms. Neha Dalal	MEMBER
Mr. Raju Gole	MEMBER
Ms. Heta Parekh	MEMBER
Ms. Prajakta Joshi	MEMBER
Mr. Upmanyu Yajnik	MEMBER
Ms. Mansi Bafna	MEMBER
Ms. Shivani Chande	MEMBER
Ms. Puja Patwardhan	MEMBER

OFFICE STAFF (OS) FOR ADMISSION COMMITTEE

Ms. Rupal Kore	COORDINATOR
Mr. Atul Khare	ADMIN HELP
Mr. Lalji Dubey	Fee concession to special category student
Mr. Gaurav Ranjane	ADMIN HELP
Mr. Justin Tuscano	HELP LINE (students) and ERP Supervision
Mr. Prasad Chavan	IT/SOFTWRAE MATTERS
Mr. Chandrakant Vichare	IT/SOFTWRAE MATTERS
Mr. Mahesh Gosavi	ADMIN HELP
Ms. Mohini Karande	ADMIN HELP

xxx



University of Mumbai
No. DSU/05/05/2019

Dr. Sandeep Patil
I/c Director



Department of Students' Development
Vidyapeeth vidyarthi Bhavan
"B" Road, Churchgate
Mumbai - 400 020
Tel. No. 2204 28 59

CIRCULAR

SEC'S L. S. Raneja College of Arts & Commerce	
inward No.:	109
Date:	20/05/2019
<i>[Signature]</i> Clerk	<i>[Signature]</i> Principal

To:
The Principals/Directors
of the Affiliated Colleges/Recognized Institutions
of the University of Mumbai

Subject: Constitution of College Grievance Redressal Cell (CGRC)
as per महाराष्ट्र शासन राजस्व उपसंचालन विभाग धार ३, असाधारण क्रमांक १७

For Information,

As per directives received from the University Authorities, I am directed to inform you to yourself that as per महाराष्ट्र शासन राजस्व उपसंचालन विभाग धार ३, असाधारण क्रमांक १७, dated 13th March 2019, the Affiliated College and Recognized Institution of the University of Mumbai has to constitute a **College Grievance Redressal Cell (CGRC)**. All grievances of students relating to College Institution shall first be addressed to College Grievance Redressal Cell (CGRC) in the institutes at the level of College Institution by following below given steps:

1. Affiliated College/Recognized Institution shall constitute College Grievance Redressal Cell (CGRC). The composition of CGRC shall be as follows:
 - a. Principal of the College or Head/Director of the Recognized Institution **Chairperson**
 - b. One Senior Faculty Member Nominated by the Principal of the College or Head/Director of the Recognized Institution **Member**
 - c. One Senior Faculty Member Nominated by the Principal of the College or Head/Director of the Recognized Institution **Member Secretary**

The tenure of all the members of CGRC shall be of two years.

2. Affiliated College/Recognized Institution shall create a Portal on their website where student shall register their grievances online with necessary documents.
3. Affiliated College/Recognized Institution shall upload the information of functioning of CGRC on the portal.
4. Affiliated College/Recognized Institution shall give wide publicity to College Grievance Redressal Cell (CGRC) among all students, teachers, administrative staff and non-teaching staff of their College Institution through various means like Website, Prospectus, Notices, Electronic Gadgets, etc.
5. The concerned student of the Affiliated College/Recognized Institution shall register his/her complaint on the portal available on the website of his/her College Institution.
6. The Member Secretary of CGRC shall maintain the documentation of the grievances of students who have registered their grievances on the portal of the College Institution.

The Member Secretary shall prepare the Agenda for the meeting of the College Grievance Redressal Cell (CGRC) in consultation with the Chairperson and shall communicate the same to all members prior to the meeting.

8. The committee shall resolve the grievance of the complainant student by providing an opportunity of hearing to all the concerned parties and following principles of natural justice.

9. The Member Secretary shall convene meeting of College Grievance Redressal Cell (CGRC) in consultation with the Chairperson in order to redress the grievances registered on portal within 15 days of its receiving.

10. The Member Secretary shall prepare Minutes and Action Taken Report for College Grievance Redressal Cell (CGRC).

11. The Member Secretary shall upload the Decisions/Resolutions/Minutes/Action Taken Report of CGRC on the portal.

12. The Member Secretary shall communicate the Minutes and Action Taken Report of each meeting of CGRC for the information to the Director, Students' Development, University of Mumbai by an email on egrc@mu.ac.in

13. The Member Secretary will prepare Annual Report regarding working of the CGRC and submit it to the Director, Students' Development, University of Mumbai by an email on egrc@mu.ac.in

14. If the concerned student is not satisfied with the decision of the College Grievance Redressal Cell (CGRC) then he/she can appeal to University Grievance Redressal Cell (UGRC) which comes under Department of Students' Development within 30 days. Member Secretary shall communicate this to all students who have registered their grievances on the portal. The student desirous to appeal on the decision given by CGRC shall register his/her grievance on the portal available on the website of University of Mumbai, www.mu.ac.in with all supporting documents within 50 days.

15. The procedure and directives for functioning of College Grievance Redressal Cell (CGRC) are enclosed here for information and necessary action at your end.

Mumbai
May 14, 2019

Dr. Sunil Paul
I/c Director, DSU

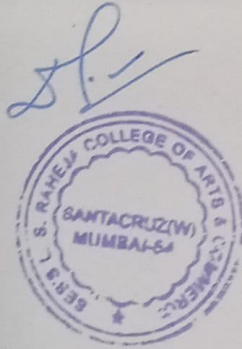
NOTICE

STAFF AND STUDENTS

Internal Complaints Committee has invited Prof. Medha Tapiawall to address the staff and students on the topic "The sexual harassment at work" on March 05, 2016 at 11.00 a.m. in the auditorium.

All staff members and students are invited for the same.

in text
(DR (MRS) A. N. NERURKAR)
I/C PRINCIPAL



Ref.No.ISRC/Guest Lecture/ICC/15 16/

March 03, 2016.

To,

Prof. Medha Taplawalla,

Subject : Guest lecture on "The sexual harassment at work".

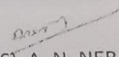
Dear Madam,

On behalf of the Internal Complaints Committee, I would like to invite you to deliver a guest lecture on the topic "The sexual harassment at work" to our staff and students on March 05, 2016 at 11.00 a.m. in the college auditorium.

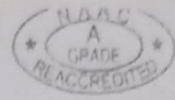
We would be grateful if you could kindly accept our invitation for the same.

Thanking you.

Yours Sincerely,


(DR (MRS) A. N. NERURKAR)
I/C PRINCIPAL





47
D 206
C 20

Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320, Self Finance : 2661 4101 Telefax : 91-22-2660 7391.
E-mail : contactus@lsraheja.org Website : www.lsraheja.org
Ref.No.LSRC/Guest Lecture/ICC/15-16/

March 05, 2016.

To,

Prof. Medha Tapiawalla,

Subject : Guest lecture on "Gender Sensitivity".

Dear Madam,

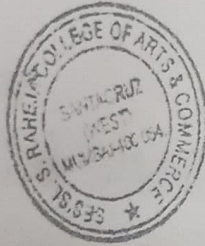
On behalf of Internal Complaints Committee, I write to thank you for delivering a guest lecture on "Gender Sensitivity" to the staff and students on March 05, 2016.

Our staff and students have benefitted by your valuable guidance. We look forward to your association with our institution in the future.

Thanking you.

Yours Sincerely,

(DR (MRS) A. N. NERURKAR)
I/C PRINCIPAL

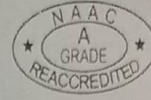


o/c

Sadhana Education Society
(Registered under the Societies Registration Act,
1860 and the Mumbai Public Trust Act, 1950)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



**L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE**
Estd: 1980



Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 E-mail : contactus@lsraheja.org Website : www.lsraheja.org

8 February 2018

NOTICE

The Internal Complaints Committee (ICC) and Department of Sociology is organising an interactive session on Gender Sensitisation on 12th February 2018 in the auditorium at 10.30 am. The session is organised in coordination with MAVA- Men Against Violence and Abuse.

Anurkar

Dr Anupama Nerurkar
ICC coordinator

Sanya

Nandita Saldanha
Head, Department of Sociology

J. Pan





Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 / 2661 4101 E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

Ref.No.LSRC/CWDC/ICC/17-18/ 3195

February 12, 2018.

To,
Mr. M. Pravin,

I write this to profusely thank you for being good enough in accepting our invitation to deliver a talk on "GENDER SENSITIZATION "on Monday, February 12, 2018 from 10.30 a.m. to 12.00 p.m. in Auditorium followed by interactive session.

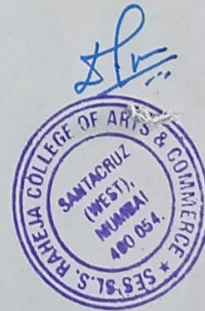
Your presentation was very well received by all concerned and we will benefit from the same.

We look forward to your continued association with our College.

With kind regards,

A. N. Nerurkar
(DR (MRS) A. N. NERURKAR)
INCHARGE - ICC

Dr. Debjit N. Sarkar
(DR. DEBAJIT N. SARKAR)
PRINCIPAL.



*Received
those*



Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 / 2661 4101 E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

Ref.No.LSRC/CWDC/ICC/17-18/ 3195

February 10, 2018.

To,
Mr. M. Pravin,

I invite you to deliver a talk on "GENDER SENSITIZATION "on Monday, February 12, 2018 from
10.30 a.m. to 12.00 p.m. in Auditorium followed by interactive session.

Kindly accept our invitation.

anurag
(DR (MRS) A. N. NERURKAR)
INCHARGE - ICC

DR
(DR. DEBAJIT N. SARKAR)
PRINCIPAL.



Received
Photo
12/02/2018



Topic: - Gender ^{sensitization.} (Auditorium)

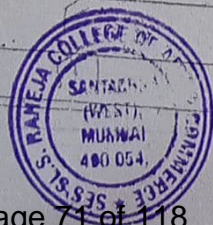
PAGE No.	
DATE	/ /

Time: - 11:00 am

Guest: - MAVA

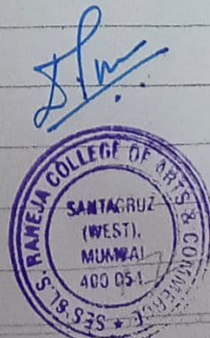
Venue: - L.S. Rajeja College (Auditorium)

s.no.	Name	Rollno.		Class-Div.	Sign
1	Ankita singh	1960	F	TYBA	Ankita
2	Anam Muveen	1941	m	TYBA	Muveen
3	Kalpesh Khartkar	574	m	TYBA	Kalpesh
4	Royston Rodrigues	342	m	FYBCom	Royston
5	Falak Chowdhary	2000	F	TYBA	Falak
6	Taslim shaikh	2007	F	TYBA	Taslim
7	Afreen shaikh	2008	F	TYBA	Afreen
8	Sara shaikh	1957	F	TYBA	Sara
9	Needa sayyed	1996	F	TYBA	Needa
10	Dawood Chouvi	33	m	FYBCom	Dawood
11	Priyanka Patil	794	F	SYBCom	Priyanka
12	Poonam Waghmare	1953	F	TYBA	Poonam
13	Annu Tiwari	1962	F	TYBA	Annu
14	Shirin Khan	1940	F	TYBA	Shirin
15	Kritika Jain	2001	F	TYBA	Kritika
16	Neha Shukla	2010	F	TYBA	Neha
17	Rekha Velayudhan	2004	F	TYBA	Rekha
18	Nishika Palan	1948	F	TYBA	Nishika
19	Sohail Shaikh	1958	m	TYBA	Sohail S
20	Dayesh Wadkar	352	m	FYB.Com	Dayesh
1	Jaiswal shroddhe	1939	F	TYBA	Jaiswal S
2	Raghani Anisha	1952	F	TYBA	Anisha
3	sanya shinde	Dept. of F sociology			
1	Jyoti Pandey	1992	F	TYBA	Jyoti P
5	shweta Yadav	1999	F	TYBA	Shweta Y
	Jha Kalpana	91	F	FYBCom	Jha Kalpana
	Jyoti Gupta	70		FYBCom	Jyoti Gupta
	Parth Gada	55		FYBCom	Parth



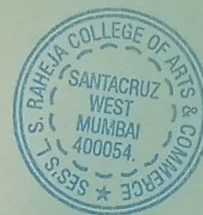
SLP

29	Deepak Gupta	68	FYBCom	Sign
30	Pallavi Keni	572	FYBA	Palaw
31	Riya Rani Jena	569	FYBA	Riya
32	Gaurav Pathak	1931	TYBA	Gaurav
33	Vijay Patel	578	FYBA	Vijay
34	Jay Bhagdev	1701	TYBCom	Jay B
35	Rajlaxmi.	1994	TYBA	Raj
36	Ankush sohu	815	SYBCom	Ankush
37	shilpa Jaiswal	746	SYBCom	Vinaya
38	Vinaya Patil	796	SYBCom	Vinaya
39	Qureshi Anas	919	SYBCom	Qureshi
40	zeerat Khan	913	SYBCom	Khan
41	Ronit Belgarenola	12	SYBCom	Ronit
42	Archana Yadav	901	SYBCom	Archana
43	Ahmed Asra	935	SYBCom	Ahmed
44	Alxreen shaikh	861	SYBCom	Alxreen
45	Ninad Pawar	799	SYBCom	Ninad
46	Mahesh solanki	370	FYBCom	Mahesh
47	Amey Jadhav	395	FYBCom	Amey
48	Anuj Jansu	1434	TYBCom	Anuj
49	Maitri shah	1955	TYBA	Maitri
50	khadiji Retiwala	1954	TYBA	Khadiji
51	Jalpa Panchal	1949	TYBA	Jalpa
52	Simran Bhatt	1935	TYBA	Simran
53	Aditi Nagax	536	FYBA	Aditi
54	Rachana Prasad	543	FYBA	Rachana
55	Muskan sunersana	557	FYBA	Muskan
56	Ajinkya Modge	527	FYBA	Ajinkya
57	preksha Ravani	1212	SYBA	Preksha
58	Roshni Tiwari	340	FYBCom	Roshni
59	Yashvika D'souza	1243	SYBA	Yashvika



Lecture by M. Pravin - MAVA on Gender Sensitization

SERIAL NO.	NAME	SIGN
1	Amisha Raghoni	<u>Amisha</u>
2	Maitri Shah	<u>Maitri</u>
3	Ganav Pathak	<u>Ganav</u>
4	Raj Lakshmi Vaikie	<u>Raj Lakshmi</u>
5	Navisha B. Shetty	<u>Navisha</u>
6	Suraj A. Ravi	<u>Suraj</u>
7	Taslim Shailch	<u>Taslim</u>
8	Kalab. Chowdhary	<u>Kalab.</u>
9	Kirtika Jain	<u>Kirtika</u>
10	Jyoti Pandey	<u>Jyoti</u>
11	Shweta Yadav	<u>Shweta</u>
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
26		
27		
28		
29		
30		
31		
32		
33		
34		
35		
36		
37		
38		
39		
40		
41		
42		
43		
44		
45		



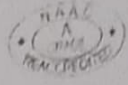
J. Par

Sadhana Education Society
(Registered under the Societies Registration Act
1860 and the Maharashtra Public Trust Act, 1960)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE

ESTD 1950



Juhu Road, Santacruz (West), Mumbai - 400 054
Telephone : 2660 9320 E-mail : contactus@lsraheja.org Website : www.lsrarheja.org

February 01, 2018.

Ref.No.LSRC/CWDC/ICC/17-18/

NOTICE

Internal Complaints Committee and NSS Committee is organizing a "SELF DEFENCE SEMINAR FOR ALL SELF RELIANT GIRLS AND BOYS - BE PREAPRED BE RESPONSIBLE" on Wednesday, February 07, 2018 from 11.00 a.m. to 12.30 p.m. in Gymkhana.

Interested students should give their names to Mrs. Anagha Kulkarni (Sports Director), Mrs. Meena Patil (Member - ICC) and Mrs. Ragini Samant (Member - ICC) by Monday, February 05, 2018..

Ramsagar

(MR. RAMSAGAR YADAV)
NSS - PROGRAMME CO-ORDINATOR

Anuraj

(DR. (MRS) A. N. NERURKAR)
CHAIRPERSON - ICC

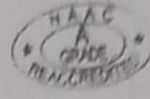


SL

Sadhana Education Society
(Registered under the Societies Registration Act,
1860 and the Mumbai Public Trust Act, 1950)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE
Estd 1980



Juhu Road, Santacruz (West), Mumbai - 400 054
Telephone 2660 9320 / 2661 4101 E-mail: degree.office@lsraheja.org / principal@lsraheja.org
Website www.lsraheja.org

February 04, 2018.

Ref.No.LSRC/CWDC/ICC/17-18/

To,
Ms. Shradha Naik,

I invite you to conduct a workshop on a "SELF DEFENCE SEMINAR FOR ALL SELF RELIANT GIRLS
AND BOYS - BE PREAPRED BE RESPONSIBLE" on Wednesday, February 07, 2018 from 11.00 a.m. to
12.30 p.m. in Gymkhana.

Kindly accept our invitation.

nerurkar
(DR (MRS) A. N. NERURKAR)
INCHARGE - ICC

Dr. Debjit N. Sarkar
(DR. DEBAJIT N. SARKAR)
PRINCIPAL.



Dr. Debjit N. Sarkar

Received.
Shirish

Sadhana Education Society

101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000



L. S. RAHEJA COLLEGE OF ARTS & COMMERCE

ESTD 1988

10th Road, Santacruz (West), Mumbai - 400 054

Phone: 2207 3737, 2207 44101 | mail: degree.offic@lsrahajacollege.org / principal@lsrahajacollege.org
Website: www.lsrahajacollege.org

No. LSRC/CWDC/ICC/17/18/

February 07, 2018

Dear Nitin Shete,

I write this to profusely thank you for being good enough in accepting our invitation to conduct a "SELF DEFENCE SEMINAR FOR ALL SELF RELIANT GIRLS AND BOYS - BE PREPARED BE RESPONSIBLE" on Wednesday, February 07, 2018.

Your presentation was very well received by all concerned and we will benefit from the same.

We look forward to your continued association with our College.

With kind regards,

A. Nerurkar
DR (MRS) A. N. NERURKAR,
INCHARGE - ICC

DR
(DR. DEBAJIT N. SARKAR)
PRINCIPAL.

Received
Shete
07/02/2018



DR

Self defence prgm

Time :- 11:00 am

Venue :- Gymkhana

Page No.	
DATE	/ /

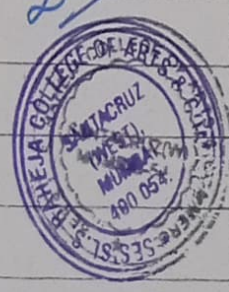
Sr no	Name	Class	Sign	Mobile :-
1	Pooja Gupta	SYBA		9768161670
2	Bhagyashree Saroj	SYBCom		8291775987
3	Pooja Diwakar	SYBA		9967161738
4	Hariomsingh Jaiswar	SYBCom		9920419821
5	Prasad Gadekar	SYBCom		9892312742
6	Aasha Pokheral	SYBCom		8976539256
7	Vinit Mhatre	FYBCom		8425833047
8	Dawood chawri	FYBCom		9633382902
9	Maitri Maniar	FYBA		7045252105
10	Zca Shah	FYBA		9920445263
11	Bhagwati Bisi	FYBCom		8652601306
12	Aaliya sayyed	FYBCom		9076374987
13	shradha Tambde	FYBCom		8879581331
14	Maitri Goda	FYBCom		8693846899
15	siddesh Bhaxaut	FYBCom		8286329945
16	Pranod Malawade	FYJC - Arts		8268589167
17	Tushar Tambekar	FYBCom		9867975302
18	saurabh Jain	FYJC - Arts		9869641999
19	shubham kabhare	FYJC - Arts		8097110217
20	Jannardhan Ghadshi	FYBA		8055503588
21	Azra Rizwan	SYBCom		9867294166
22	Aarti Yadav	SYBCom		7045206036
23	Yogesh sharma	FYJC		8108818171
24	Chintu Sharma	SYBCom		9394609229
25	Bhargosh Godakya	FYJC		9699444989
26	Rahul Roidas	FYBCom		89766627943
27	Kaishabh Dhadve	FYBCom		8879441189
28	Pranav sharma	FYBCom		9892611008



29	Mumtaaz Shaikh	TYBA	Sign Mumtaaz	90829433
30	Priyal Patel	TYBA	Priyal	810886747
31	Soni Mali	TYBA	Soni	-
32	Mangixi Pawar	SYB.Com	Pawar	96643873
33	Sohan Beloshe	SYJ.C	Beloshe	-
34	Sairaj Palkar	SYJ.C		90048915
35	Dhvani Rathod	Faculty		-
36	Sachin Phadke	Faculty		-
37	Meena Patil	Faculty		-
38	Ramsagar Yadav	Faculty		-
39	Mahesh Sothe	Faculty		-
40	Laita Patel	Faculty		-
41	Tanmay Krsankar	Faculty		-
42	Anupama Nerkulkar	Faculty		-
43	Smita Patil	Faculty		-

44

sh



Sadhana Education Society
(Registered under the Societies Registration Act,
1900 and the Mumbai Public Trust Act, 1950)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE
ESTD 1980



Juhu Road, Santacruz (West), Mumbai - 400 054
Telephone : 2600 9320 E-mail : contactus@lsraheja.org Website : www.lsraheja.org

Ref.No.LSRC/CWDC/ICC/17-18/

February 08, 2018.

NOTICE FOR STUDENTS AND STAFF

Staff and Students are hereby informed that the Internal Complaints Committee is organising a talk by Mr. Praveen M. on "GENDER SENSITIZATION" on Monday, February 12, 2018 from 10.30 a.m. to 12.00 p.m. in Auditorium followed by interactive session.

All the Staff and Students are requested to attend the same.

Amritha

(DR (MRS) A. N. NERURKAR)

INCHARGE - ICC





Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 / 2661 4101 E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org


Ref.No LSRC/CWDC/ICC/17-18/ 349

February 10, 2018.

To,
Mr. M. Pravin,

I invite you to deliver a talk on "GENDER SENSITIZATION "on Monday, February 12, 2018 from
10.30 a.m. to 12.00 p.m. in Auditorium followed by interactive session.

Kindly accept our invitation.


(DR (MRS) A. N. NERURKAR)
INCHARGE - ICC


(DR. DEBAJIT N. SARKAR)
PRINCIPAL.



Received
Date
12/02/2018







Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 / 2661 4101 E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

Ref.No.LSRC/CWDC/ICC/17-18/ 3195

February 12, 2018.

To,
Mr. M. Pravin,

I write this to profusely thank you for being good enough in accepting our invitation to deliver a talk on "GENDER SENSITIZATION "on Monday, February 12, 2018 from 10.30 a.m. to 12.00 p.m. in Auditorium followed by interactive session.

Your presentation was very well received by all concerned and we will benefit from the same.

We look forward to your continued association with our College.

With kind regards,

A. N. Nerurkar

(DR (MRS) A. N. NERURKAR)
INCHARGE - ICC

Dr. Debjit N. Sarkar

(DR. DEBAJIT N. SARKAR)
PRINCIPAL.



Received
Pravin

Topic: Gender Sensitization (Auditorium)

PAGE No.	
DATE	/ /

Time: - 11:00 am

Guest: - MAVA

Venue: - L.S. Rajeja College (Auditorium)

s.no.	Name	Rollno.	Class-Div	Sign
1	Ankita Singh	1960 F	TYBA	Ankita
2	Anam Muveen	1941 m	TYBA	Muveen
3	Kalpesh Kharikar	574 m	TYBA	Kalpesh
4	Royston Rodrigues	342 m	FYBCom	Royston
5	Falak Chowdhary	2000 F	TYBA	Falak
6	Taslim Shaikh	2007 F	TYBA	Taslim
7	Afreen Shaikh	2008 F	TYBA	Afreen
8	Saxa Shaikh	1957 F	TYBA	Saxa
9	Needa Sayyed	1996 F	TYBA	Needa
10	Dawood Chauri	33 m	FYBCom	Dawood
11	Prityanka Paril	794 F	SYBCom	Prityanka
12	Poonam Waghmare	1963 F	TYBA	Poonam
13	Annu Tiwari	1962 F	TYBA	Annu
14	Shirin Khan	1940 F	TYBA	Shirin
15	Kritika Jain	2001 F	TYBA	Kritika
16	Neha Shukla	2010 F	TYBA	Neha
17	Rekha Velayudhan	2004 F	TYBA	Rekha
18	Nishika Palar	1948 F	TYBA	Nishika
19	Sohail Shaikh	1958 m	TYBA	Sohail
20	Dayesh Wadkare	352 m	FYB Com	Dayesh
1	Jaiswal Shroddhe	1939 F	TYBA	Jaiswal
2	Raghani Anisha	1952 F	TYBA	Anisha
3	sanya shinde	Dept. of F sociology.		
1	Jyoti Pandey	1992 F	TYBA	Jyoti
2	shweta Yadav	1999 F	TYBA	Shweta
3	Jha Kalpana	91 F	FYBCom	Kalpana
4	Jyoti Gupta	70 F	FYBCom	Jyoti Gupta
5	Parth Goda	55 m	FYBCom	Parth

October 8, 2018

2018-19
②

To
The Programme Officer
Akshara Centre
Mumbai

Subject: Talk on Sexual Harassment

Dear Ms. Poornima Mandpe

As part of the Internal Complaints Committee of the L.S. Raheja College of Arts & Commerce, we invite you to deliver a talk and presentation on "Sexual Harassment" to the students of our college, to create awareness among them on the topic.

Thanking you

Yours sincerely

N. Saldanha

Dr. Nandita Saldanha
Chairman
Internal Complaints Committee

Dr. Debajit Sarkar

Dr. Debajit Sarkar
Principal
L.S. Raheja College of Arts & Commerce

*Received
(Mandpe)*



1CC

Attendance for Fall on

Sexual Harassment: 8th October

Ms. Poojina Mandpe + Charu

Name	Class	Seat number	Signature
Kyral K. m	FYBA	597	<i>[Signature]</i>
Itharv Kini	FYBA	536	<i>[Signature]</i>
Kaunim Bafua	SYBA	21202	MFB
Vaishal	SVBA	1227	Vaishal
Sonalce Ekka	SYBA	1214	<i>[Signature]</i>
Tuji Nalanode	SYBA	1250	<i>[Signature]</i>
Akashpattak	SYBA	1255	<i>[Signature]</i>
Prasad Sawant	SYBA	1266	<i>[Signature]</i>
ZORAVS KANDIN	SVBA	1231	<i>[Signature]</i>
Tanuj Pandey	SYBA	1252	Tanuj
Nikhil Sawant	SYBA	1267	Nikhil
Vaishnavi Bhat	FYBA	504	V. Bhat
Alexanne Patel	FYBA	554	Ryapatel
Penxi Patel	FYBA	588	Pinkipatel
Deshna Karkera	FYBA	525	<i>[Signature]</i>
Zohra Khan	FYBA	534	<i>[Signature]</i>
Manasi Kamble	FYBA	524	Manasi
Rajvi Timoniya	FYBA	580	Rajvi

7/3



Attendance for talk on

Sexual Harassment by

Ms. Pooorniman Mandpe (A.K.A. /
& Chary.

<u>Programme Co-ordinator</u> <u>Name</u>	<u>Class</u>	<u>Seat number</u>	<u>Signature</u>
Sharmin	TYBA	1972	<u>Sharmin</u>
Jasneem	TYBA	1987	<u>Jasneem</u>
Snober	SYBA	1208	<u>Snober</u>
Bireeta	SYBA	1277	<u>Bireeta</u>
Sweta	SYBA	1261	<u>Sweta</u>
Kinnaya	SYBA	1201	<u>Kinnaya</u>
Harshita	SYBA	1224	<u>Harshita</u>
Anisha	SYBA	1253	<u>Anisha</u>
Pranav	T.Y.B.A.	1969	<u>Pranav</u>
Pranav	TYBA	1979	<u>Pranav</u>
Sangeeta	T.Y.B.A.	1930	<u>Sangeeta</u>
Sasha Raje	TYBA	1962	<u>Sasha Raje</u>
Epali Chhedra	TYBA	1999	<u>Epali Chhedra</u>
Dhruvi Gada	TYBA	1917	<u>Dhruvi Gada</u>
Amatullah U	TYBA	1921	<u>Amatullah U</u>
Vana	TYBA	1943	<u>Vana</u>
Hatiksha Partho	TYBA	1949	<u>Hatiksha Partho</u>
Nandha Salde	Assoc Prof LMemb		<u>Nandha Salde</u>



Sadhana Education Society
(Registered under the Societies Registration Act,
1860 and the Mumbai Public Trust Act, 1950)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



**L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE**
Estd. 1980

Relief Road, Santacruz (West), Mumbai - 400 054.
Phone : 2660 9320 / 2661 4101 E-mail : degree.office@lsraheja.org / principal@lsraheja.org
Website : www.lsraheja.org

Ref.No.LSRC/ICC/Second Self Defence Workshop/18-19/1382 January 28, 2019.

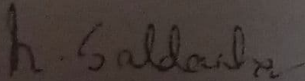
To,

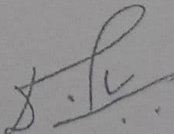
The Director,
Department of Students Development,
Vidyapeeth Vidyarthi Bhavan,
'B' Road, Churchgate,
Mumbai - 400 020.

Sir,

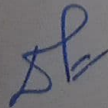
As per the directive received from the University of Mumbai vide circular No.SW/06 of 2018, dated 21.09.2018, I am forwarding herewith the report of the second "Self Defence Workshop" conducted for girls students of the L. S. Raheja College of Arts and Commerce in January, 2019, which was in the martial art of Jiu Jitsu and have attached the photographs of the same.

Yours faithfully,


(DR NANDITA SALDANHA)
CHAIRPERSON - ICC


(DR DEBAJIT N. SARKAR)
PRINCIPAL.





SES'S L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE,
RELIEF ROAD, SANTACRUZ (WEST), MUMBAI - 400 054.

REPORT OF THE WORKSHOP

A three day workshop was conducted at the L.S. Raheja College of Arts and Commerce on the 23rd, 24th and 25th January, 2019 for the female students of Degree and Junior College.

The second workshop was at an advanced level. It consisted of Jiu Jitsu (multi functional) that can be used in many ways for Self Defence. It was conducted by Ms. Shraddha Naik and Mr. Bablu Mandal who have been trained by the Academy of Self Defence, both of whom have had work experience in the Area of Self Defence and worked in several prestigious institutions. The goal of the workshop were the following :

1. To teach the participants practical Self Defence skills meant to help females to get away safely and as quick as possible.
2. To teach them how to move and react without fear and confidence and how to tackle the situation.
3. The goals of the workshop also included instructions in the 3 R's Recognize, React and Respond.
4. The workshop also aimed to teach the students how to face embarrassing situations which involves techniques of releasing from hard grip, neck grip, over arm grip waist grip and hair grip.
5. The grasping technique.

The take-away from the session included

1. Boosting the confidence of female students
2. Practice session with partners. Tips on hand how to take precautions regarding certain issues faced.
3. Help line numbers in case of emergency

The flow of the training programme was as follows :

An orientation which included tips to deal with your opponents and general sensitization.

They are then taught various strikes to the sensitive vital organs of the human body.

A kids techniques for locking, choking and grappling.

Practice session with partners. Tips on general precautionary measures. Questions and Answer sessions.

The workshop was very well appreciated by all the students.

H. Saldanha





SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority

L. S. RAHEJA COLLEGE OF ARTS & COMMERCE

Relief Road, Santacruz (W), Mumbai - 400 054
Tel: 2660 9320 / 2661 4101 • E-mail: degree.office@lsraheja.org / principal@lsraheja.org
Website: www.lsraheja.org

Ref. No. _____

Date _____

Ref.No.LSRC ICC Self Defence Workshop/19-20/1879 January 29, 2020

To,

The Director,
Department of Students Development,
Vidyapeeth Vidyarthi Bhavan,
'B' Road, Churchgate,
Mumbai - 400 020.

Sir,

As per the directive received from the University of Mumbai vide circular No.SW/10 of 2019, dated June 26, 2019, I am forwarding herewith the report of "Self Defence Workshop" conducted for girls students of the L. S. Raheja College of Arts and Commerce in January, 2020 and have attached the photographs of the same.

Yours faithfully,

A Saldanha
(DR. NANDITA SALDANIA)
CHAIRPERSON - ICC.


(DR DEBAJIT N SARKAR)
PRINCIPAL

2. Kanyasa Women Development Cell - 22/01/2020



SES'S L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE,
RELIEF ROAD, SANTACRUZ (WEST), MUMBAI - 400 054.

REPORT OF THE WORKSHOP

A three day workshop was conducted at the L.S. Raheja College of Arts and Commerce on the 21st, 22nd and 23rd January, 2020 for the female students of Degree and Junior College.

The workshop was conducted by Sub Inspector Chandravadan W. Gawai, who is an Assistant Sub Inspector of the Dadar Police Station, Mumbai and is well experienced trainer in the Area of Self Defence. He has conducted several training programmes for Police Personnel, Corporate Houses as well as Schools. He was helped by Shri Kalpak Dhodare from the Mumbai Police Force, attached to the Dadar Police Station. The goal of the workshop were the following :

1. To make the female students more confident and aware of their surroundings.
2. To see one's attacker even before they get close to the person.
3. Knowledge on How to disable one's attacker and protect oneself before making an escape.
4. Better control of mind and body.
5. Focus on one's target while maintaining body balance.
6. Defend oneself from the attacker, while controlling one's body and calming the fear.

The take-away from the session included

1. How to be loud, intimidate and disable the attacker and create attention if somebody is near.
2. Low kicks - Kick to the groin aka low front snap kick.
3. Leg locks - knee kick leg locks.
4. Power punches - Hook punch lead hand and rear hand, rear cross upper cut, karate chop and hammer fist.
5. Heel palm strike and
6. Elbow strike and alternate elbow strike.
7. Escape with hands trapped
8. Escape from side head lock
9. Boost the confidence of female students

The flow of the training programme was as follows :

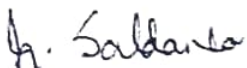
An orientation which included tips to deal with your opponents and general sensitization.


They are then taught various strikes to the sensitive vital organs of the human body.

A kids techniques for locking, choking and grappling.

Practice session with partners. Tips on general precautionary measures. Questions and Answer sessions.

The workshop was very well appreciated by all the students and they reported that they benefitted greatly.


(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC


(DR DEBAJIT N. SARKAR)
PRINCIPAL.



Sadhana Education Society
Registered under the Societies Registration Act
1860 and the Mumbai Public Trust Act 1925
UNIQUELY, UNBURY, ULLARATE, INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE

EST. 1965

1/10 Road, Santacruz (West), Mumbai - 400 054

Telephone: 2600 9320 E-mail: contactus@lsraheda.org Website: www.lsraheda.org

Ref.No.LSRC/ICC/19-20/

March 04, 2020.

NOTICE

On the occasion of Women's Day, 8th March, the Internal Complaints Committee is organising a lecture by Dr. Samya Shinde on "Debating Gender Equality" on Thursday, March 05, 2020 at 10.30 a.m. in the A.V. Room.

All staff members who do not have supervision duty must attend.

N. Saldanha

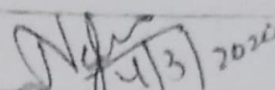
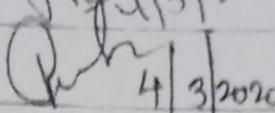
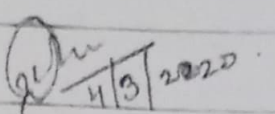
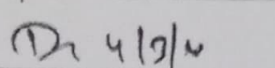
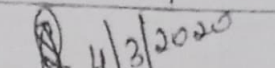
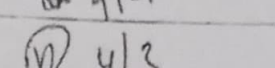
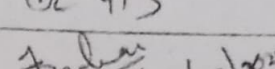
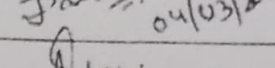
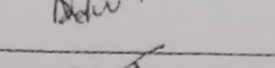
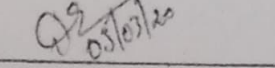
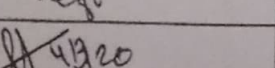
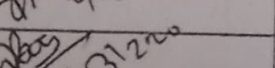
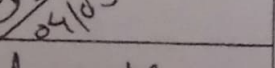
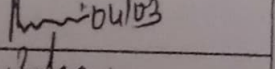
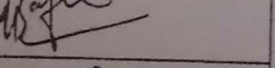
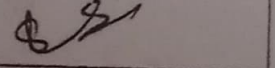
(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC

Dr. Deba Nit Sarkar

(DR. DEBAJIT N. SARKAR)
PRINCIPAL.



Degree Unaided Teaching Staff 2019-20

Sr. No.	Name of Teaching Staff	Signature and date
1	Ms. Neha Dalal	 4/3/2020
2	Ms. Vaishali Pandya	 4/3/2020
3	Ms. Kavita Makhija	
4	Ms. Divya Kanchan	 4/3/2020
5	Mrs. Dhara Vora	 4/3/20
6	Ms. Suvarna Raikar	 4/3/2020
7	Mr. Mehul Barai	 4/3
8	Ms. Jyoti Sarkar	 04/03/2020
9	Ms. Neha Nikam	 Neha
10	Ms. Dhvani Rathod	 05/03/20
11	Mr. Raju Gole	 4/03/2020
12	Ms. Heta Parekh	
13	Mr. Chinmay Joshi	left-
14	Ms. Prajakta Joshi	 4/3/20
15	Ms. Dipali Patil	 04/03/2020
16	Mr. Upmanyu Yajnik	 4/03
17	Ms. Mansi Bafna	 Mansi
18	Ms. Shivani Chande	 S
19	Ms. Puja Patwardhan	 Puja
20		



5.3.2020 Attendance for the
Lecture on "Debate on Gender
Degree Aided Teaching Staff 2019-20 Equality"

Sr. No.	Name of Teaching Staff	Signature and date
1	Dr. Debajit N. Sarkar	
2	Dr. K. Venkateswarlu	Relieved
3	Dr. Anupama N. Nerurkar	<u>Anupama N. Nerurkar</u> 5/3/2020
4	Dr. Chitra A. Munshi	Relieved
5	Dr. Nandita Saldanha	N. Saldanha
6	Dr. Akshata A. Kulkarni	
7	CA. Mahesh S. Sathe	
8	Dr. Gordhan N. Devnani	<u>Gordhan N. Devnani</u> 05/3/20
9	Dr. Samya P. Shinde	
10	CA Hrishikesh A. Wandrekar	
11	Dr. Seema A. Ukidve	<u>Seema A. Ukidve</u>
12	Mrs. Laila A. Patel	<u>Laila A. Patel</u>
13	Dr. Preeti S. Vaswani	<u>Preeti S. Vaswani</u>
14	Mrs. Samiksha S. Jadhav	<u>Samiksha S. Jadhav</u>
15	Mr. Ramsagar B. Yadav	<u>Ramsagar B. Yadav</u>
16	Dr. Neelam Yadav	<u>Neelam Yadav</u>
17	Ms. Pooja U. Yadav	<u>Pooja U. Yadav</u> 05/03/20
18	Mr. Rahul P. Dandekar	<u>Rahul P. Dandekar</u> 5/3/20
19	Dr. Parita M. Desai	



5¹⁵ March 2020

Attendance for Lecture
by D. Samiya Shinde
Degree Unaided Teaching Staff 2019-20

Sr. No.	Name of Teaching Staff	Signature and date
1	Ms. Neha Dalal	Neha 5/3/2020
2	Ms. Vaishali Pandya	Vaishali 5/3/2020
3	Ms. Kavita Makhija	Kavita 5/3/2020
4	Ms. Divya Kanchan	Divya 5/3/2020
5	Mrs. Dhara Vora	
6	Ms. Suvarna Raikar	
7	Mr. Mehul Barai	
8	Ms. Jyoti Sarkar	Jyoti Sarkar 05/03/2020
9	Ms. Neha Nikam	
10	Ms. Dhvani Rathod	
11	Mr. Raju Gole	Raju Gole 05/03
12	Ms. Heta Parekh	
13	Mr. Chinmay Joshi	
14	Ms. Prajakta Joshi	
15	Ms. Dipali Patil	
16	Mr. Upmanyu Yajnik	
17	Ms. Mansi Bafna	Mansi Bafna
18	Shivani Chande	Shivani Chande
19	Puja. Patwardhan	Puja Patwardhan
20		



Sadhana Education Society
(Registered under the Societies Registration Act,
1860 and the Mumbai Public Trust Act, 1950)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE
Est. 1980



Juhu Road, Santacruz (West), Mumbai - 400 054.
Telephone : 2660 9320 E-mail : contactus@lsraheja.org Website : www.lsraheja.org

Ref.No.LSRC/ICC/IQAC/Workshop Inv./18-19/

January 10, 2019.

To,
Mrs. Samya P. Shinde,
Assistant Professor in Sociology
L. S. Raheja College.

Dear Madam,

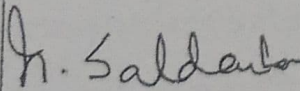
An MOU was signed by the College with Akshara (NGO) through the Department of Sociology. The Maharashtra State Commission for Women along with Akshara is organizing Info fair "YUVK YUVATI MELA" in the College where topics on Gender violence discrimination, Gender division of labour, sexual harassment will be addressed through fun and games.

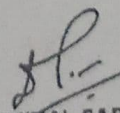
For this they require six students to be trained by Akshara on January 15, 2018 and in turn come back and give training to fourteen of our students.

Being a faculty in the department of Sociology as well as teaching the paper on the subject of Gender, the Principal, Dr. Sarkar and myself Dr. Nandita Saldanha, Chairperson of ICC and HOD of Sociology have nominated you to carry out this function which is a requirement by the Maharashtra State Commission (appoint a Professor who will co-ordinate with students). Therefore, we have invited you for this meeting to join the ICC till the fair is completed. The fair will be executed from January 16, 2019 to February 15, 2019 after which a report will have to be prepared by you on the conduct of the mela and all its proceedings.

We look forward to your co-operation

Yours faithfully,


(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC


(DR DEBAJIT N. SARKAR)
PRINCIPAL.





// स्त्रीशक्तिरतुल्या सदा //



सत्यमेव जयते

महाराष्ट्र शासन

GOVERNMENT OF MAHARASHTRA

महाराष्ट्र राज्य महिला आयोग

Maharashtra State Commission For Women

गृहनिर्माण भवन (म्हाडा बिल्डिंग)

पोटमाळा, कलानगर, वांद्रे (पूर्व), मुंबई ४०० ०५१.

Tel. : 022-2659 0474 / 2659 1142

Website : www.mscw.org.in

Gruha Nirman Bhavan (MHADA Bldg.)

Mezzanine Floor, Kalanagar, Bandra (E.), Mumbai 400 051.

Fax : 022-2659 1541, Helpline No. 74777 22424

E-mail : mscwmahilaayog@gmail.com

SES'S L. S. Raheja College of Arts & Commerce	
Inw. rd No.: 870	
Date: 17-1-2019	
Clerk Yenta	Principal

To,
The Principal,
L.S Raheja College

7/1/2019

Subject- Gender Equality program in College

Dear Sir/Madam,

As a joint initiative of Maharashtra State Commission for Women and Akshara Centre, we would like to propose you to organize a program on Gender Equality in your College through 20 Gender advocates i.e. students who will be trained by Akshara.

For this we will conduct an Info Fair (Yuvak Yuvati Mela) in the College, where topics of gender, violence, discrimination, gender division of labour, sexual harassment etc are addressed through fun and interactive games. Through the Yuvak Yuvati Mela, we will be reaching out to a crowd of 1000 or more students through the gender inputs provided by your student facilitators.

Akshara will undertake the training of 6 students from 23 colleges i.e. 138 students on 15th January, from 10.30 to 3.30 pm at Parish Hall, Portuguese Church, Dadar west. The training will be through an interactive workshop, enabling them to facilitate the Mela Games with a conceptual clarity and confidence. The six trained students, in turn, will be responsible for orienting their respective teams about the Mela games. We would like you to appoint a Lecturer who will be in charge selecting the students and coordinating with them. These trained 6 students will give training further to 14 students of their respective College's who will execute the Mela from 16th January to 15th February 2019 in their Colleges.

A person from Akshara will approach you with a detailed program. The support from the college is crucial for success of reaching out to a maximum number of students with the message of gender equality. These adolescents will be the messengers of equality for the future generation and hence you are requested to cooperate for this genuine cause.

Looking forward to taking this ahead,
Thanking you,

Sincerely,

Dr. Manjusha Molwane,
Member Secretary,

Maharashtra State Commission for Women

Acd

14/1/19



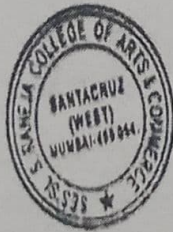
Gender Advocates for the event on 11/2/2019

Name	Class
Ravi Shankar Prajapati	TYBA
Mohini Nambiyar	FYBA
Rose Gupta	TYBA
Zakia Khan	FYBA
Nikita Sonai	SYBA
Himanshu Nuniye	FYBCom
Pooja Diwakar	TYBA
Arit Shaikh	TYBCom
Khalid Shaikh	SYBA
Tejaswini Molankar	FYBEM
Shushli Sonawane	FYBA
Pranjal Mishra	TYBA
Shwani Qureshi	TYBCom
Prachi Jain	TYBEM
Ani Sahab	SYBA
Rishraj Ghai	FYBAF
Smriti Samuda	FYBEM
Mama Ithandan	TYBA
Ganesh Gupta	TYBCom
Saloni Khavare	FYBCom
Varshali Jain	TYBEM
Priyanka Purve	SYBCom

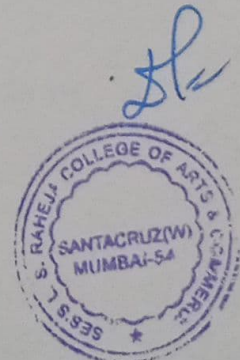
Shinde
Dr. Sanya Shinde
Professor-in-charge
of Yuvak-Yuvati Mela.

N. Saldanha
Dr Nandita Saldanha
ICC, Convenor

Dr. Debajit N Sarkar
Dr Debajit N Sarkar
Principal



Prave



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) sets for the terms and understanding between the Akshara Centre and the Sociology department of SES's L.S Raheja College of Arts and Commerce, University of Mumbai to jointly train the students in becoming agents of social change.

I. Background

About Akshara

Akshara is a Mumbai based organization which aims to create a violence free and gender just society. Through our work, we have tried to raise public consciousness on gender inequality, and have partnered with social movements, organizations, local governments and individuals to prevent violence against women and empower them.

Akshara's **Youth for Change Program** reaches out to a large number of young boys and girls by collaborating with various departments of Mumbai University in more than 10 colleges every year. We engage with the youth in a year long process and support them to lead advocacy on gender equality and other socially relevant issues.

About L.S Raheja College

The Sadhana Education Society's L.S. Raheja College of Arts and Commerce, permanently affiliated to the University of Mumbai, is a cornerstone of academic excellence that creates an ambience conducive to the learning process. The aim of the college is to impart education in the faculties of Arts and Commerce at the undergraduate level and in the Faculty of Commerce up to the Post-graduate level leading to Ph.D. Degree in Commerce. The College provides liberal facilities in both the spheres: curricular and extra-curricular.

II. Purpose of MOU

The purpose of this partnership is to create gender consciousness among the youth and involve them in social actions and awareness.

The above goals will be accomplished by undertaking the following activities:

1. Perspective building workshop – to clarify basic concepts around gender, patriarchy and power and build a rights based perspective among the youth
2. Training workshops for Film screening and Yuvak-Yuvati Mela
3. film screening activity in the College followed by a discussion
4. Yuvak Yuvati Mela (Gender bender games) in the College Campus leading to interactions with youth on topics like sexual harassment, gender division of labor, gender stereotypes etc

SL



The student's volunteers who have participated in the workshops and activities throughout the year will be felicitated with a certificate.

III. Duration of MOU

The MOU will be effective from the period of August 2018 to January 2019.

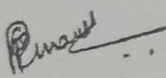
IV. Meeting and Reporting

The activities in the college will entail not less than 2-3 visits from members of Akshara to the College for the purpose of meetings with officials and supporting facilitation of activities. Student volunteers of Sociology department of SES's LS Raheja College will also be expected to participate in half a day training workshops for Gender, Yuvak Yuvati Mela and Film screenings, when they are organized. Two student volunteers will coordinate between the Professors and the Akshara staff for the reporting of the said activities and workshops.

Contact Information

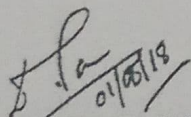
Partner name- Akshara Centre
Partner representative- Poomima Mandpe
Position- Program Officer, Youth for Change Program
Mobile number- 7738661625
E-mail- poomimam.aksharacentre@gmail.com

Partner name- SES's L.S.Raheja College of Arts and Commerce
Partner representative- Dr. Nandita Saldanha, Department of Sociology
Position- Associate Professor, Head of the Department.
Mobile number- 9819710960
E-mail- nandita.saldanha@lsraheja.org



(Partner signature) Date: 1/8/2018

Poomima Mandpe, Program Officer, Akshara Center



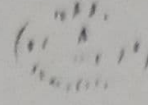
(Partner signature) Date: 01/08/18



Sadhana Education Society
(Registered under the Societies Registration Act,
1860 and the Mumbai Public Trusts Act, 1925)
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE



Juhu Road, Santacruz (West) Mumbai 400 054
Telephone 2660 9320 E-mail contactus@lsraheja.org Website www.lsraheja.org

STAFF NOTICE

11 February 2019.

As a joint initiative of Maharashtra State Commission for Women and Akshara Centre the college is organising Yuvak- Yuvati Mela – programme on Gender Equality on 13 February 2019 in the college premises from 9.00 am to 2.00 pm.

Through the programme the topics of gender violence, discrimination, sexual harassment etc are addressed through fun and interactive games.

The staff members are requested to attend the Inaugural function of the programme at 9.00 am.

Thanking you,

Dr Samya Shinde
Professor-in-charge
of Yuvak-Yuvati Mela.

Dr Nandita Saldanha
ICC, Convenor

Dr Debajit N Sarkar
Principal



Sardhana Education Society
The Sardhana Education Society, Sardhana, U.P.
1700014, Mumbai, Maharashtra, INDIA/INDIA



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE

Telephone: 022-25372911 Fax: 022-25372912 Email: lsr@lso.org Website: www.lso.org

Ref.No LSRC/ICC/19-20/

March 02, 2020.

NOTICE

A film to promote "GENDER SENSITIZATION" and "GENDER EQUALITY" is being screened for the students of the College on Tuesday, March 03, 2020 and Wednesday, March 04, 2020 at 9.30 a.m. in the A. V. Room.

All students are invited to attend.

N. Saldanha

(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC

D. Sarkar

(DR. DEBAJIT N. SARKAR)
PRINCIPAL.

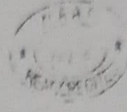
D. Sarkar



Sadhana Education Society
Recognized under the Societies Registration Act,
1860 and the Mumbai Public Trust Act, 1956.
LINGUISTIC MINORITY (GUJARATI) INSTITUTION



L. S. RAHEJA COLLEGE
OF ARTS & COMMERCE
ESTD 1979



Juhu Road, Santacruz (West), Mumbai - 400 054
Telephone : 2660 9320 E-mail : contactus@lsraheja.org Website : www.lsrhaheja.org

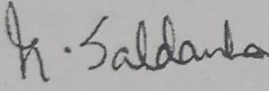
Ref.No.LSRC/ICC/19-20/


March 04, 2020.

NOTICE

A lecture by Advocate Nausheeen Yusuf on "Women's Rights" will be held on Saturday, March 07, 2020 at 11.00 a.m. in the Auditorium.

All staff members must attend.


(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC


(DR. DEBAJIT N. SARKAR)
PRINCIPAL.





SADHANA EDUCATION SOCIETY'S
 (Registered under society's act of 1860 & Bombay Public Trust Act 1950)
 Linguistic (Gujarati) Minority

L. S. RAHEJA COLLEGE OF ARTS & COMMERCE
 Estd : 1988

Relief Road, Santacruz (W), Mumbai - 400 054.
 Tel : 2660 9320 / 2661 4101 • E-mail : degree.office@lsraheja.org / principal@lsraheja.org
 Website : www.lsraheja.org

No. : _____

Date : _____

Ref.No.LSRC.ICC/Lecture for Staff/19-20/2085

Date: 03rd March, 2020

To,
 Advocate Nazshreen Yousuf
 Majlis Manch.

Dear Madam,

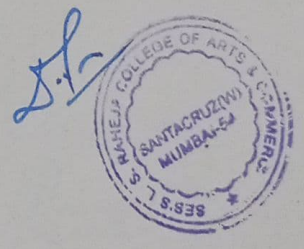
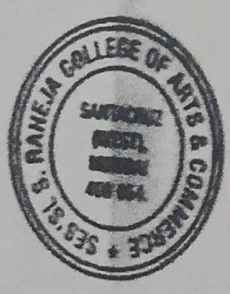
On the occasion of Women's Day, we on behalf of L. S. Raheja College invite you to deliver a relevant lecture on "Women's Rights" on Saturday, March 07, 2020 at 11.00 a.m. to the Staff Members.

We are looking forward for your presence.

Yours sincerely,

N. Saldanha
 (DR. NANDITA SALDANHA)
 CHAIRPERSON - ICC

D. Sarkar
 (DR DEBAJIT N. SARKAR)
 PRINCIPAL



*Recd
 20*



SADHANA EDUCATION SOCIETY'S
(Registered under society's act of 1860 & Bombay Public Trust Act 1950)
Linguistic (Gujarati) Minority
L. S. RAHEJA COLLEGE OF ARTS & COMMERCE
Estd 1960

Relief Road, Santacruz (W), Mumbai - 400 064.
Tel.: 2660 9320 / 2661 4101 • E-mail : degree.office@laraheja.org / principal@laraheja.org
Website : www.laraheja.org

Date : _____

Ref.No.LSRC.ICC/Lecture/Thanks/19-20/2086

Date: 07th March, 2020

To,
Advocate Nausheen Yousuf
Majlis Manch.

Dear Madam,

On behalf of the L. S. Raheja College of Arts and Commerce we thank you for a very enlightening lecture to our Staff Members on "Women's Rights" on Saturday, March 07, 2020.

We once again thank you for sparing your valuable time and look forward to our association with you in the future.

With warm Regards

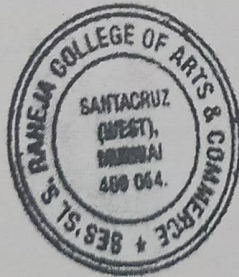
Yours sincerely,

h. Saldanha

(DR. NANDITA SALDANHA)
CHAIRPERSON - ICC

Dr. Debjit N. Sarkar

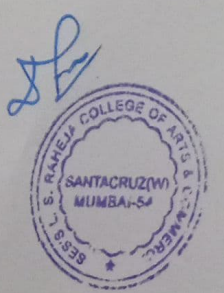
(DR DEBAJIT N. SARKAR)
PRINCIPAL.



Rand M

Blank Attendance for Lecture by Adv. Nausheen Yousof on "Women's Day Celebration Degree Aided Teaching Staff (2019-20) Women's Right"

Sl. No	Name of Teaching Staff	Signature and date
1	Dr. K Venkateswarlu	Retired
2	Dr. Anupama Nerurkar	Retired 7/3/2020
3	Dr. Chitra Munshi	Retired
4	Dr. N.Saldanha	
5	Dr. Akshata. Kulkarni	Kulkarni 7.3.2020
6	Mr. Sathe Mahesh	MSathe 01/03/2020
7	Dr. Devnani Gordhan	
8	Ms. Samya Shinde	Supervisor
9	Mr. Wandrekar Hrishikesh	gone for conference
10	Ms. Seema Ukidwe	Sa...
11	Ms. Laila Patel	Patel
12	Dr. Preeti Vaswani	
13	Mr. Samiksha Jadhav	Absent
14	Dr. Neelam Yadav	Neelam 07/03/2020
15	Mr. Ramsagar Yadav	Ramsagar 7.3.2020
16	Mr. Rahul Dandekar	R D Dandekar 7/3/2020
17	Ms. Pooja Yadav	Pooja 08/03/20
18	Mrs. Parita M. Desai	Absent
19	Ms. Neha Dalal	Neha 7/03/2020
20	Mr. Chinmay Joshi	- left
22	Ms. Dhvani Rathod	
23	Ms. Mansi Bafna	MBafna 7/3



DEGREE UNAIDED TEACHING STAFF 2019-20

Sl. No	Name of Teaching Staff	Signature and date
	Ms. Vaishali Pandya	Absent
	Ms. Kavita Makhija	7/3/2020
	Ms. Divya Kanchan	Absent
	Ms. Prajakta Hedau Jyosha	(Conducting practical exam)
	Ms. Suvarna Raikar	7/03/2020
	Mr. Mehul Barai	7/3/2020
	Ms. Jyoti Sarkar	—
	Ms. Neha Nikam	—
	Mr. Raju Gole	7/03/2020
	Ms. Dipali Patil	

Mansi Bafno

M Bafno
7/3/2020

Dhara Joshi

Dhara
7/3/2020

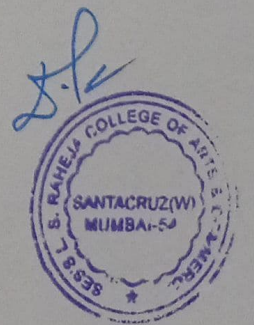
Shivani Chande

S Chande
7/3/2020



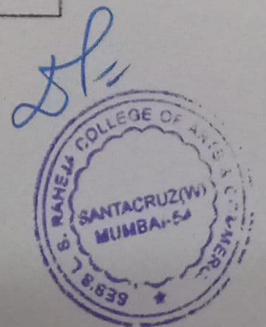
Notia for Lecture by Adv.
 Nawsheen Yousuf on "Women's
 Degree Unaided Teaching Staff 2019-20 Rights" - 7th
 March
 2020

Sr. No.	Name of Teaching Staff	Signature and date
1	Ms. Neha Dalal	<i>Neha</i> 4/3/2020
2	Ms. Vaishali Pandya	<i>Vaishali</i> 4/3/2020
3	Ms. Kavita Makhija	<i>Kavita</i> 4/3/2020
4	Ms. Divya Kanchan	<i>Divya</i> 4/3/2020
5	Mrs. Dhara Vora	<i>Dhara</i> 4/3/20
6	Ms. Suvarna Raikar	<i>Suvarna</i> 4/3/2020
7	Mr. Mehul Barai	<i>Mehul</i> 4/3
8	Ms. Jyoti Sarkar	<i>Jyoti</i> 04/03/2020
9	Ms. Neha Nikam	<i>Neha</i>
10	Ms. Dhvani Rathod	<i>Dhvani</i> 04/03/2020
11	Mr. Raju Gole	<i>Raju</i> 04/03/2020
12	Ms. Heta Parekh	<i>Heta</i>
13	Mr. Chinmay Joshi	<i>Chinmay</i>
14	Ms. Prajakta Joshi	<i>Prajakta</i> 4/3/20
15	Ms. Dipali Patil	<i>Dipali</i> 04/03/20
16	Mr. Upmanyu Yajnik	<i>Upmanyu</i> 04/03
17	Ms. Mansi Bafna	<i>Mansi</i>
18	Ms. Shivani Chande	<i>Shivani</i>
19	Ms. Puja Patwardhan	<i>Puja</i>
20		



Degree Aided Teaching Staff 2019-20

Sr. No.	Name of Teaching Staff	Signature and date
1	Dr. Debajit N. Sarkar	—
2	Dr. K. Venkateswarlu	—
3	Dr. Anupama N. Nerurkar	<i>Anupama</i> 4/3/2020
4	Dr. Chitra A. Munshi	Retired
5	Dr. Nandita Saldanha	<i>N. Saldanha</i>
6	Dr. Akshata A. Kulkarni	<i>A. Kulkarni</i> 4.3.2020
7	CA. Mahesh S. Sathe	<i>M. Sathe</i>
8	Dr. Gordhan N. Devnani	<i>G. Devnani</i> 04/3/20
9	Dr. Samya P. Shinde	<i>S. Shinde</i> 4/3/2020
10	CA Hrishikesh A. Wandrekar	
11	Dr. Seema A. Ukidve	<i>S. Ukidve</i>
12	Mrs. Laila A. Patel	<i>L. Patel</i>
13	Dr. Preeti S. Vaswani	<i>P. Vaswani</i>
14	Mrs. Samiksha S. Jadhav	<i>S. Jadhav</i>
15	Mr. Ramsagar B. Yadav	<i>R. Yadav</i>
16	Dr. Neelam Yadav	<i>N. Yadav</i>
17	Ms. Pooja U. Yadav	<i>P. Yadav</i> 04/03/2020
18	Mr. Rahul P. Dandekar	<i>R. Dandekar</i> 4/3/2020
19	Dr. Parita M. Desai	<i>P. Desai</i> 4/3/2020

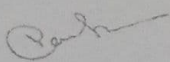


ANNUAL REPORT OF COLLEGE GRIEVANCE REDRESSAL CELL

1	Full Name of the Affiliated College / Recognized Institution	SES's , L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE
2	Abbreviated Name of the Affiliated College / Recognized Institution	L.S.RAHEJA COLLEGE
3	Address of the College / Institution	RELIEF ROAD, SANTACRUZ (WEST)
4	District	MUMBAI SUBURBAN (400054)
5	Landline No. of the College / Institution	022 - 26606806 / 022 26609320
6	Email of the College / Institution	degree.office@lsraheja .org
7	Name of the Principal / Head / Director	DR. DEBAJIT N. SARKAR
8	Mobile No. of the Principal / Head / Director	9820134065
9	Landline No. of the Principal / Head / Director	022 - 26606064
10	Email of the Principal / Head / Director	principal@lsraheja.org
11	Name of the Member Secretary	MS.VAISHALI PANDYA
12	Designation of the Member Secretary	ASSISTANT PROFESSOR
13	Mobile No. of the Member Secretary	9867558393
14	Landline No. of the Member Secretary (If any)	NIL
15	Email of the Member Secretary	vaishali.pandya@lsraheja.org
16	No. of Applications Received on Portal	NIL
17	No. of Scrutinized Applications	NA
18	No. of Applications Presented before the CGRC	NA
19	No. of Resolved Applications	NA
20	No. of Un-resolved Applications	NA
21	No. of Applications Referred to the Experts for an Opinion	NA
22	No. of Applications sent to University Grievance Redressal Cell (UGRC)	NA
23	No. of Frivolous Applications-	NA
24	No. of Pending Applications	NA
25	No. of the Meetings of CGRC held	Three
26	No. of the Meetings Adjourned for Want of Quorum	NIL
27	Average No. of Members of CGRC Present for the Meetings	3
28	Total Annual Expenses of the Meetings, If any, incurred by the CGRC	NIL
29	Any other information.	NIL

Date : OCTOBER 16, 2020

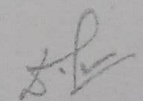
Place : SANTACRUZ (WEST), MUMBAI



Ms. Vaishali Pandya
Member Secretary

Seal of the College
Institution



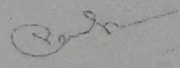

Dr. Debajit Sarkar
Chairperson with Seal

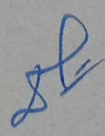
ANNUAL REPORT OF COLLEGE GRIEVANCE REDRESSAL CELL

1	Full Name of the Affiliated College / Recognized Institution	SES's, L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE
2	Abbreviated Name of the Affiliated College / Recognized Institution	L.S.RAHEJA COLLEGE
3	Address of the College / Institution	RELIEF ROAD, SANTACRUZ (WEST)
4	District	MUMBAI SUBURBAN (400054)
5	Landline No. of the College / Institution	022 - 26606806 / 022 26609320
6	Email of the College / Institution	degree.office@lsraheja .org
7	Name of the Principal / Head / Director	DR. DEBAJIT N. SARKAR
8	Mobile No. of the Principal / Head / Director	9820134065
9	Landline No. of the Principal / Head / Director	022 - 26606064
10	Email of the Principal / Head / Director	principal@lsraheja.org
11	Name of the Member Secretary	MS.VAISHALI PANDYA
12	Designation of the Member Secretary	ASSISTANT PROFESSOR.
13	Mobile No. of the Member Secretary	9867558393
14	Landline No. of the Member Secretary (If any)	NIL
15	Email of the Member Secretary	vaishali.pandya@lsraheja.org
16	No. of Applications Received on Portal	NIL
17	No. of Scrutinized Applications	NA
18	No. of Applications Presented before the CGRC	NA
19	No. of Resolved Applications	NA
20	No. of Un-resolved Applications	NA
21	No. of Applications Referred to the Experts for an Opinion	NA
22	No. of Applications sent to University Grievance Redressal Cell (UGRC)	NA
23	No. of Frivolous Applications	NA
24	No. of Pending Applications	NA
25	No. of the Meetings of CGRC held	Three
26	No. of the Meetings Adjourned for Want of Quorum	NIL
27	Average No. of Members of CGRC Present for the Meetings	3
28	Total Annual Expenses of the Meetings, If any, incurred by the CGRC	NIL
29	Any other information.	NIL

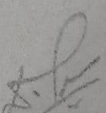
Date : 26 November, 2021

Place : SANTACRUZ (WEST), MUMBAI


Ms. Vaishali Pandya
Member Secretary


Seal of the College
Institution




Dr. Debjit Sarkar
Chairperson with Seal

230
④

SES'S L.S. Raheja College of Arts and Commerce
Relief Road, Santacruz (West),
Mumbai – 400 054.

Report of College Gender Audit
Conducted By Gender Audit
Committee (GAC)

ON

8th March, 2021

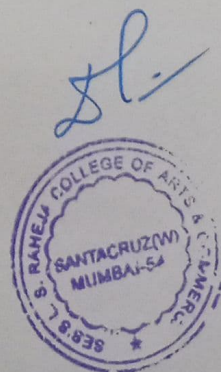
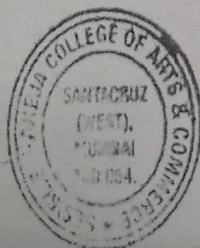
SL

The Gender Audit Committee (GAC) visited the College on 08/03/2021 to conduct Gender Audit of SES's L.S. Raheja College of Arts and Commerce for the period of 2016-17 to 2019-20.

Following members of the GAC were present

1. Dr. (Ms.) Chaitali Chakraborty - Chairperson
2. Dr. (Mrs.) Moushumi Dutta - Member
3. Dr (Mr.) Dilip Patil - Member
4. Dr. (Mrs.). Akshata Kulkarni-Member Secretary

The Committee has gone through the Gender Audit Report prepared by the College. On the day of visit to the College the GAC verified various files, registers, documents etc. presented by Dr. (Ms). Akshata Kulkarni as and when asked by the GAC. The GAC interacted with staff and students separately to get first hand information.



A.

SES's L.S. Raheja College of Arts and Commerce

Santacruz (West), Mumbai 400054.

Name of the Office:

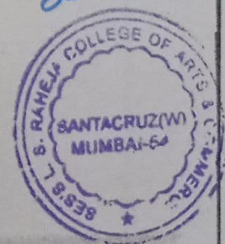
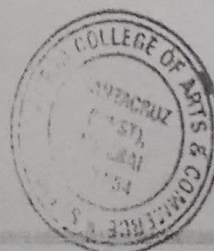
- 1) Management : **SADHANA EDUCATION SOCIETY**
- 2) Head of the Office: **The Principal, is the academic and administrative head of the College.**
- 3) Affiliation : **The University of Mumbai,**
- 4) Government Dept.: **The Higher and Technical Education Department, Government of Maharashtra**
- 5) Administrative Dept: **The Joint Director of Higher Education, Mumbai Region and Government of Maharashtra.**
- 6) Location/Dist: : **Mumbai Suburb (Lats:19.085688N and Longs:72.832838E)
(Coordinates 19° 5' 8.4768" N 72° 49' 58.2168"E)**
- 7) Functions : **Academic and Administrative**
- 8) Programmes offered : **Under Graduate level**

i. **B.COM –Aided**

ii. **B.A. Aided**

Unaided Programmes

1. **BSc. IT.**
2. **BFM**
3. **BBI**
4. **BMM**
5. **BAF**
6. **BMS**



Page 3

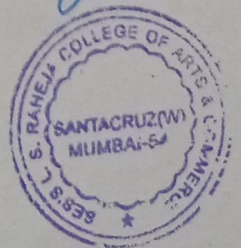
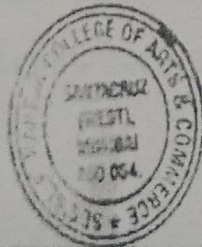
B.

	Girl Student Ratio(overall) (Girls : Boys)	Women Ratio- Teaching Staff (Women : Men)	Women Ratio-Non- Teaching Staff (Women : Men)
2016-17	1.33:1	1.8:1	0.2:1
2017-18	0.95:1	1.7:1	0.2:1
2018-19	1.14:1	2.4:1	0.3:1
2019-20	1.21:1	2.4:1	0.4:1

Comments:

C. Efforts taken by the College to encourage education to girl students by following Girl's Reservations circular with University of Mumbai and also encourage them in the following.

1. Admission to NCC (Navy WING)
2. NSS
3. DLLE
4. Sports facilities in various sports
5. Allowing the students to participate in various intracollegiate and intercollegiate competitions etc.

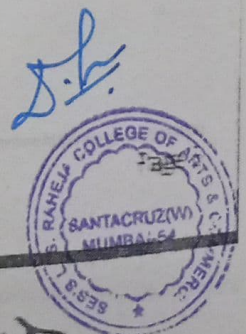
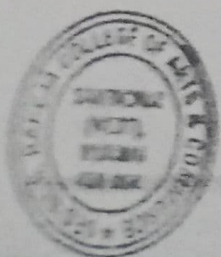


Facilities for Girls/Women staff:

- i. Separate common room and toilets
- ii. Sanitary pad vending machine for creating awareness for personal hygiene amongst girl students
- iii. Enrolment of Girl Students in NSS, NCC and DLLE

YEAR	NSS	NCC	DLLE
2016-17	53/100	08/25	18/42
2017-18	60/100	07/15	162/291
2018-19	64/100	06/13	195/382
2019-20	70/100	04/12	280/524

- iii. Programmes conducted by college for girl students. Various gender Sensitization activities were organized as follows.
 1. Multi- focused exhibition consisting of topics like Marital Rape, Transgender, Abused are not just women, Nikah hallal.
 2. A programme entitled " Jashn-e-Yaariyan, workshop on Toxic Masculinity, and a talk on Gender Galaxy, addressing the concerns jointly with an NGO Akshara were conducted.
 3. A poster competition on Sexual Harassment and Empowerment of women was held for the FYBA students.
 4. Two self Defence workshops for Degree, SFC and Junior college girls were held on 9, 10 13th October and 23rd, 24th and 25th January 2019.
 5. A talk by Advocate Nausheen Yousuf was conducted on the topic of Sexual Harrasment at the workplace.



V. Participation of girl students in various co-curricular and Extra curricular activities.

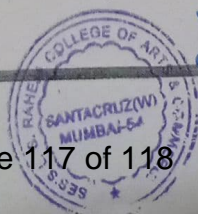
Overall many girl students participated in the co-curricular and extra curricular activities in last 3 years. They excelled in academics, sports, NSS, NCC, DLLE and leadership trainings for last 3 years.

Ms. Ankita Kathad, the NCC Cadet of Naval Wing of the College represented in the Republic Day parade at Delhi and also represented India in Copenhagen.

VI. Involvement of women staff in college activities.

Women staff is always participated whole heartedly in college development by being either the member or the chairperson of the committees namely CDC (previously known as LMC), Time table, Students Council, Anti- ragging, Admission, Prize Distribution, Annual Day, IQAC, Examination, Unfair Means, College Magazine, UGC, Website, Research cell, NSS, NCC, DLLE, Cap evaluation, Internal Complaints Committee, Placements, Purchase and Library Committee. A survey on creating awareness about sexual harassment was conducted in the college for the women staff where following are the observations after the analysis.

- Only 30% of females are aware about Vishaka judgement.
- About 72% women are aware about the Sexual Harassment of Women at Workplace Prevention, Prohibition and Redressal Act, 2013.
- About 95% Staff is aware about the IC (previously known as ICC).
- About 82 % female students are aware about the committee members of Internal Committee



D. i Observations :

1. In the year 2017-18 number of girls is less.
2. Number of books on gender issue are satisfactory.
3. 90% females feel that the campus is safe. The 10% female requires to be attended.

ii Recommendations

1. Boys achievements should also be included in the report.

1. Dr. (Mrs.) CHAITALI CHAKRABORTY - Chairperson

Chaitali Chakraborty
8/3/21

2. Dr. (Mrs.) MOUSHUMI DUTTA - Member

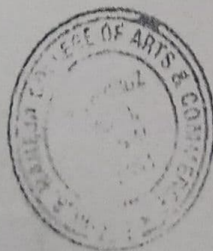
Moushumi Dutta
8/3/21

3. Dr. (Mr.) DILIP PATIL - Member

Dilip Patil

Place: Mumbai

Date:08.03.2021



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 26 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.



[Handwritten signature]

(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;

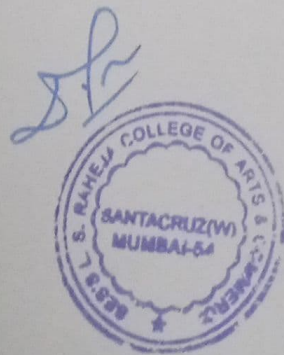
(k) "sexual harassment" means-

(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:-

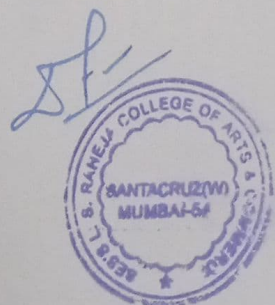
- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"

(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-

- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;



- (h) "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 HEIs 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.
- (i) "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;
- (j) "victimisation" means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (k) "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 efficiency and implementation of their anti-sexual harassment policy.



(6) All Academic Staff Colleges (now known as Human Resource Development Centre (HRDC) 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 not treated 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;



[Handwritten signature]

- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through post and fair conciliation without undermining complainant's rights, and minimize the need for 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.

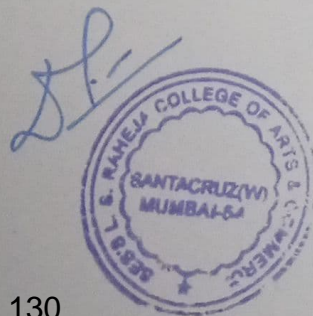
(3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the HEI. Copy of the findings or recommendations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

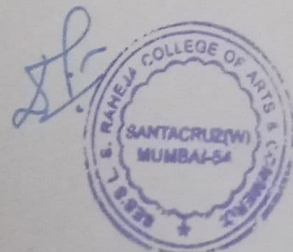
- (a) transfer the complainant or the respondent to another section or department to minimize the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) 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)



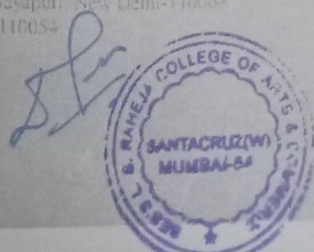
of that regulation, if the complainant happens to be a student. However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant. Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance 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/Ext/53]

JASPAL S. SANDHU, Secy. UGC





Report of students Grievances and Redressal in IC committee

Dr. Akshata Kulkarni, IC –P.O.

Composition : The IC (Internal Committee) is very important committee which looks into the matters of students Grievances and Redressal .It is formed as per the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act in 2013. This is being monitored by the IPS. Generally a senior lady lecturer is appointed as the Presiding Officer of Internal committee.

There is a separate Gazette given by the Govt. of India for the reference of all the members of IC committee.

Previously, this committee was known as the Internal Complaints Committee.

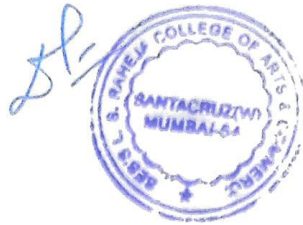
The member representatives of IC committee belong to Teaching, Non-teaching, and students' fraternity along with one lady member belonging to an NGO working for such activities.

Redressal Mechanism:

- 1) The College is having following procedure for Grievances. One complaint / suggestion Box is been made available for the students. (Generally it is kept under the board which displays the names of the IC members.)Nowadays it is kept in front of the library.
- 2) The students are informed about this committee at the beginning of the year in the Orientation programme of first year.
- 3) There is one proforma available on the website of the college for giving the written complaint to be signed with date by the complainant.
- 4) There is also one email created especially for receiving the online complaints .The Email is **icc.lsraheja.org**
- 5) After receiving the written complaint by the college, the IC committee conducts a meeting of the members and as per the decision taken by all, then the complainant is asked to report in front of the IC Inquiry committee.
- 6) The written grievances are read and then the complainant is asked to give details orally and to present any document or any evidence as a proof for the said complaint.
- 7) The complaint is then sent to the accused and then his statements are also being heard by the IC Inquiry Committee.



- 8) After finalizing the report by the IC Inquiry Committee within first 30 days, the report is sent to the Head of the Higher Education Institution (here Principal of the college) for him to take the final action.





SADHANA EDUCATION SOCIETY'S

(Registered under society's act of 1860 & Bombay Public Trust Act 1950)

Linguistic (Gujarati) Minority

L. S. RAHEJA COLLEGE OF ARTS & COMMERCE

Estd : 1980

Relief Road, Santacruz (W), Mumbai - 400 054.

Tel.: 2660 9320 / 2661 4101 • E-mail : degree.office@lsraheja.org / principal@lsraheja.org

Website : www.lsraheja.org


Ref. No. : _____

Date : 10/01/2022

DECLARATION

No cases have been reported under sexual harassment in the last five years from 2016-2021.




Dr. Debajit N. Sarkar
Principal