



JSPM GROUP OF INSTITUTE, PUNE
SHRI BHAGWANT EDUCATION & RESEARCH CHARITABLE TRUST'S
BHAGWANT INSTITUTE OF TECHNOLOGY, BARSHI.



(Approved by AICTE New Delhi, Govt. of Maharashtra & Affiliated to DBATU Lonere, MSBTE)
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Prof. Dr. T. J. Sawant
President

Ref. No.: SBERCT/BIT/ NAAC/2022-23/cm 05/05

Date: 07/12/23

To,
The Coordinator,
NAAC, Bengaluru.

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

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

Dear Sir/Madam,

With reference to above cited subject the documents of the Institute for timely redressal of student grievances including sexual harassment and ragging cases are available at following Link:-

http://bitbarshi.edu.in/pdf/iqac/ay_22-23/criterion5/5.1.5.pdf

Principal

Principal
Bhagwant Institute of Technology
Barshi.

Enclosures:

- 1) Students grievance cell policies, committee and minutes of meetings
- 2) Anti Ragging cell policies, committee and minutes of meetings
- 3) Women's grievance cell policies, committee and minutes of meetings



STUDENT GRIEVANCE REDRESSAL COMMITTEE (SGRC)

Policies:

- A student will be afforded the opportunity to file a grievance on matters associated with the student's relationship with the university or college.
- This cell helps to facilitate resolving misunderstandings and positive work relationships.
- If a student's rights under this policy have been violated also will be subject to review under the grievance procedure.


SGRC In-charge


Principal
Principal
Bhagwant Institute of Technology
Barshi.



Students Representation & Engagement

The Students Council (SC) provides programs, activities, and services which serve the co-curricular, cultural, social, technical and educational interest of students at the University and colleges.

Following is the narrative of functions and events conducted by various Committees:

1. Students Council: Under section 40(3) of Maharashtra Universities Act, 1994, this
2. This Committee organizes inter-departmental sports events. Our students actively participate in various sports in the intercollegiate, inter-university, state level.
3. Technical Activities: The Student Association committee is created for improving student's technical development. At the institute level, these committees are formed for each department. Those are Mechanical Engineering Student Association (MESA), Electronics and Telecommunication Student Association (ETSA), Civil Engineering Student Association (CESA) and Association of Computer Science & Engineering.
4. Academic & Administrative Bodies: The student representatives are as a part of Academic & Administrative Bodies such as Departmental associations, Students Council, Placement Cell, Technical and Non –technical activities.
5. Role of Student Representatives:
 - Organizing different social activities during the Academic year such as tree plantation, blood donation, swachata Mohim.

STUDENTS GRIEVANCE REDRESSAL COMMITTEE

Meeting no.5

Minutes of Meeting

Venue: Conference Hall

Date:11/01/2023

Time:11:00 pm

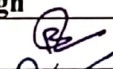

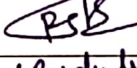
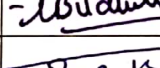
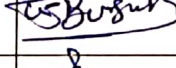

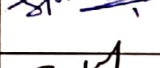
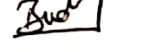
Agenda:

1. Arrangement of Pool Drive.
2. Arrangement of exams related to GATE .
3. Planning of students awareness activities for next semester.

Discussion:

1. Respective departments will be instructed to arrange the Pool Drive regarding placement.
2. Students will not allowed to leave the college without permission from GFM & HOD'S.
3. All the university circulars will be displayed on a notice board which will be exclusively provided.
4. Students awareness activity to be carried out in each department at the beginning of semester.

Attended By-

Sr. No	College Pattern	Name	Designation	Sign
1	Principal	Dr A.K Deshmane	Principal/Chairman	
2	2 Members from the faculty nominated by the Principal	Prof. V.L.Mundhe	Convenor	
3		Prof. R.N. Shiral	Member	
4	2 Members from the faculty nominated by the Principal	Prof. A.V. Budruk	Member	
5		Prof. G.S.Burgute	Member	
6	2 Members from the faculty nominated by the Principal	Prof. D.B. Patil	Member	
7		Prof. P.G. Gore	Member	
8	Office Suptd./ Head Clerk	Mr. P.V. Budruk	Member- Secretary	

Anti-Ragging Policy

We at SBERCT's Bhagwant Institute Of Technology, Barshi are committed to provide healthy, friendly and ragging free environment to the fresher's and all students, in the Institute, to achieve academic and overall excellence in the field of Engineering. We are aware of the fact that prevention of ragging in the Institute is of great concern of all authorities and law enforcing agencies. Regulations have been formed by various apex bodies of higher education in the country in order to root out ragging in all its form. In this context the Honorable Supreme Court in SPL No. 24295 of 2006 dt. 16.05.2007 and that dt. 8.05.2009 in Civil Appeal no. 887 of 2009, and in consideration of the determination of the Central Government and University Grants Commission to prohibit, prevent and eliminate the scourge of ragging. In exercise of the powers conferred by Clause (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following Regulations, namely; Title, commencement and applicability

1. These regulations shall be called the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009".
2. They shall come into force from the date of their publication in the Official Gazette.
3. They shall apply to all the institutions coming within the definition of an University under subsection (f) of section (2) of the University Grants Commission Act, 1956, and to all institutions deemed to be a university under Section 3 of the University Grants Commission Act, 1956, to all other higher educational institutions, or elements of such universities or institutions, including its departments, constituent units and all the premises, whether being academic, residential, playgrounds, canteen, or other such premises of such universities, deemed universities and higher educational institutions, whether located within the campus or outside, and to all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such universities, deemed universities and higher educational institutions.

What constitutes Ragging?

Ragging constitutes one or more of any of the following acts:

- a. Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student;
- b. Indulging in rowdy or indisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
- c. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or

- embarrassment so as to adversely affect the physique or psyche of such fresher or any other student;
- d. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
 - e. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
 - f. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students; .
 - g. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
 - h. Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student.
 - i. Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority a student over any fresher or any other student.

Administrative action in the event of ragging

1. The institution shall punish a student found guilty of ragging after following the procedure and in the manner prescribed here in under:
 - a) The Anti-Ragging Committee of the institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of ragging and nature and gravity of the incident of ragging established in the recommendations of the Anti-Ragging Squad.
 - b) The Anti Ragging Committee may, depending on the nature and gravity of the guilt established by the Anti Ragging Squad, award, to those found guilty, one or more of the following punishments, namely;
 - i. Suspension from attending classes and academic privileges.
 - ii. Withholding/ withdrawing scholarship! Fellowship and other benefits.
 - iii. Debarring from appearing in any test examination or other evalXmess.
 - iv. Withholding results.
 - v. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 - vi. Suspension! expulsion from the hostel.
 - vii. Cancellation of admission.
 - viii. Rustication from the institution for period ranging from one to four semesters.
 - ix. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period. Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.
 - c) An appeal against the order of punishment by the Anti-Ragging Committee shall lie,
 - i. in case of an order of an institution, affiliated to or constituent part, of a University, to the Vice- Chancellor of the University;
 - ii. in case of an order of a University, to its Chancellor.

Prevention of Ragging/Anti-ragging measures

The college has set up appropriate committees to actively monitor, promote and regulate healthy interaction between the fresher's, junior and senior students and to prevent ragging.

1) **Anti-Ragging Committee:** The institution has nominated anti-ragging committee headed by the Principal. It consists of faculty members and non-teaching staff. It shall be the duty of anti ragging committee to coordinate with various committees to prevent ragging in the institution.

2) **Anti-Ragging Squad:** It is nominated by the Principal. The anti-ragging squad shall remain mobile, alert & active at all times to maintain vigilance & patrolling. It shall make surprise raids on hostels and other places vulnerable to incidents of ragging. It shall investigate incidents of ragging & report to anti-ragging committee.

3) **Display:** The names of anti-ragging committee members, anti-ragging squad members & hostel wardens are displayed in bold letters on first year notice board along with their contact numbers.

4) **Teacher-Guardian System:** It should be implemented for first year students with the help of teachers involved in teaching them. About 15 students will be allotted to one teacher. They are to meet the concerned teacher every week to discuss various problems faced by students.

5) **Orientation programmer:** A joint 'sensitization' and orientation programmer and counseling of both fresher's and seniors to be addressed by the Principal and professional counselor.

6) The employers/employees of the canteens/mess shall be given necessary instructions to keep strict vigil and to report the incidents of ragging to the college authorities, if any.

7) **Separate living arrangement:** Fresher's shall be lodged in a separate hostel block so as to prevent interaction between fresher's and senior students. Faculty members residing in the campus are to dine turn wise with the fresher's in their respective hostels for the initial two months to instill a feeling of confidence among them. Wardens of the hostel are to take rounds of the hostel daily.

8) **Admission brochure:** The admission brochure has included anti-ragging policy. Telephone numbers of anti-ragging helpline and all the important functionaries in the institution are published in the admission brochure.

9) **Affidavit from students and parents:** The affidavit from each student and his/her parent is obtained and the copies are available in the office.

10) **Counselling of fresher's:** The professional counselor shall counsel fresher's in order to prepare them for the life ahead, particularly in regard to the life in

11) **Complaint Boxes:** For newly admitted students and for students who want to be anonymous in their complaints, the complaint boxes should be installed in the college as well as in the hostel.

12) **Fresher's Welcome Party:** Fresher's welcome party shall be organized by the senior students and the faculty together after admissions within two weeks of the beginning of the academic session, for proper introduction to one another and where the talents of the fresher's are brought out properly in the presence of the faculty, thus helping them to shed their inferiority complex, if any, and remove their inhibitions.


Anti-Ragging Squad In-charge




Principal
Principal
Bhagwant Institute of Technology
Barshi.

Anti-Ragging Cell

Minutes of Meeting : 06

Date: - 24/02/2023

Agenda:

Measures for encouraging healthy interaction between fresher's and seniors

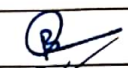
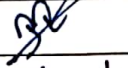
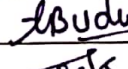
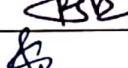
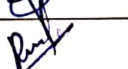
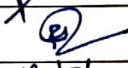
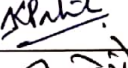
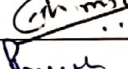
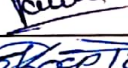
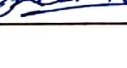

Following points were discussed in the meeting

- Rules & Regulations for Prevention and Prohibition of Ragging are discussed with students.
- Students are aware about Prevention and Prohibition of Ragging.
- Administrative action by Institute in the event of ragging.
- Prevention of Ragging/Anti ragging measures.
- Undertaking against ragging is taken from the students on Rs. 100/- stamp paper.

Responsibilities of committee:

- On receipt of the recommendation of the Anti-Ragging Squad or on receipt of any Information concerning any reported incident of ragging, the Head of institution shall immediately determine if a case under the penal laws is made out and if so. Either on his own or through a member of the Anti-Ragging Committee authorized by him in this behalf, proceed to file a First information report (FIR). Within 24 hours of receipt of such Information (1 or recommendation, with the police and local authorities under the appropriate Penal provisions relating to one or more of the following, namely:
 - Abetment to ragging
 - Criminal conspiracy (o rag
 - Unlawful assembly and rioting while ragging
 - Public nuisance created during ragging
 - Violation of decency and morals through ragging

- Injury to body, causing hurt or grievous hurt
- Wrongful restraint
- Wrongful confinement
- Use of criminal force

Committee	Names	Designation	Post	Sign
Anti-Ragging Committee	Dr. A.K. Deshmane	Principal	Chairman	
	Prof. V.L. Mundhe	Asst Professor	Member	
	Prof. A.V. Budruk	Asst Professor	Member	
	Prof. R. N. Shiral	Asst Professor	Member	
	Prof. D.B. Patil	Asst Professor	Member	
	Prof. M.B. Raule	Asst Professor	Member	
Anti-Ragging Squad	Dr. A.K. Deshmane	Principal	Chairman	
	Prof. Patil J.K.	Asst Professor	Member	
	Prof. Londhe K.P.	Asst Professor	Member	
	Mr. Pawar M.B.	Director, Physical Education	Member	
	Mr. Kokate J.A.	Librarian	Member	

Women Grievance Cell

Vision

To create awareness of the Women Right's, counseling and redressal center for the women in the campus where they achieve excellence in their field without any gender bias and discrimination.

Mission

To provide a neutral, confidential and supportive environment for members of the campus community by conducting counseling session, awareness programs and workshops.

Objective

- To promote a culture of respect and equality for Female gender.
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of Female student, faculty and staff members.
- To provide a platform for listening to complaints and redressal grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the campus.
- To prevent sexual harassment and to promote general well-being of female students, teaching and non teaching women staff of the SBERCT's Bhagwant Institute Of Technology, Barshi campus


WGC In-charge




Principal
Principal
Bhagwant Institute of Technology
Barshi.



Women Grievance Cell (WGC)

The Women Grievance Cell in the SBERCT's Bhagwant Institute Of Technology, Barshi according to 'The Sexual harassment at workplace (Prevention, Prohibition and Redressal) Act, in order to address the issue of sexual harassment at workplace for ensuring gender equality. The committee aims to look into the complaints of sexual harassment in the establishment and also to generate awareness about the issue. The Act has outlined the Constitution of the committees, the process to be followed for making a complaint and conducting inquiry into the complaint in a time bound manner.

Functioning of WGC

The women grievance cell is a complaint redressal mechanism for the members of faculty, staff and students of the SBERCT's Bhagwant Institute Of Technology, Barshi. Its mandates are:

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed
- To ensure fair and timely resolution of sexual harassment complaints
- To provide counseling and support services on campus.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment

The committee seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do, then we can create a campus that is free of sexual harassment.

The Committee seeks to achieve these goals through:


- **Complaint Redressal:** As per the act 'The Sexual Harassment at Workplace (Prevention) Prohibition and Redressal) Act, 2013', appropriate action will be taken once the complaint is filed.
- **Dissemination of Information:** through production, distribution and circulation of materials, posters and handouts etc. to campus community.
- **Awareness Workshops:** for faculty, non-teaching staff and students with an aim to develop nonthreatening and non-intimidating atmosphere of mutual learning
- **Counseling** — Confidential counseling service is an important service as the sexual harassment cases are rarely reported and are a sensitive issue. Counseling provides a safe space to speak about the incident and how it has affected the aggrieved woman.

Who can file the Complaint to the Internal Complaint Committee?

Any student, service provider, teaching, non-teaching staff may lodge a complaint against a student, service provider, teaching, non-teaching staff.


WGC In-charge




Principal
Principal
Bhagwant Institute of Technology
Barshi.

Women Grievance Cell (WGC) Policies

- Women Grievance cell formation should be done by selecting one women faculty from all departments and one from admin.
- Cell in charge should arrange the meeting with committee members twice in the semester.
- Women grievance cell member will handle the department grievance problem and will forward to the cell in-charge.
- Any aggrieved woman can file complaint in writing, to the WGC, within a period 3 months from the date of incident (sexual harassment at work place).
- If she is unable to make a complaint in writing, the WGC will provide all possible assistance to her for making the complaint in writing.
- If the WGC is satisfied that the circumstances were such, which prevented the woman from filing a complaint within a period of 3 months, it may extend the time limit not exceeding three months.
- The complainant needs to submit six copies of the complaint along with the supporting documents and names and addresses of the witnesses to the WGC.
- On receipt of the complaint, the Committee will send one of the copies to the respondent within a period of seven working days and ask the respondent to file his reply to the complaint along with his list of documents and names and addresses of witnesses, within a period not exceeding ten working days from the date of receipt of the complaint by him. Legal practitioner is not allowed to represent the case at any stage of the proceedings before the Committee.
- Complaint redressal should be done before one month from the date of complaint submitted.

WGC In-charge



Principal
Principal
Bhagwant Institute of Technology
Barshi.



Women's Grievance Committee
Academic Year 2022-23
Meeting No. 6

Date: 13/03/2023

Venue: Conference Hall

Time: 11:00 pm


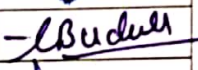


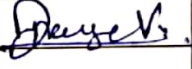

Agenda:

1. Review of performance of women's grievance committee .
2. To discuss the functions of women's grievance committee
3. To discuss the activities to be held in upcoming semester
4. To discuss common grievances of women in the institute

Minutes:

Discussion of student awareness about health & hygiene guided by Dr.Bopalkar Shital
Ashish, Medical Superintendent, Government Rural Hospital, Barshi.

Attended by,

Sr.No	Pattern	Name	Designation	Sign
1	Principal	Dr. A.K. Deshmane	Principal	
2	Senior Woman Teacher	Prof. A.V. Budruk	Chairman	
3	Teacher representatives having the experience of Social work and knowledge	Prof. M.B. Raule	Member	
4	One Representative from Social organization	Mr. Vinay Sanghavi	Member (Social worker)	
5	Advocate	Adv.Vasudev Dhage	Member	
6	Student Representative (W)	Miss Komal Satpute	Member - Student Representative (W)	
7	Member Secretary	Mrs. Galande S.S.	Member Secretary	