



BHARATI VIDYAPEETH'S  
**COLLEGE OF FINE ARTS**

Approved by AICTE Affiliated to Savitribai Phule Pune University, Pune

5.1.4: The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

Proof for Implementation of guidelines of statutory/regulatory bodies

### Index

Sr. No	Committee
1	SOP of Student grievance redressal cell
2	SOP of ICC
3	SOP of Anti-ragging



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**STANDARD OPERATING PROCEDURE STUDENTS GRIEVANCES REDRESSAL COMMITTEE 2023-24**

## **Objective**

The Student Grievances Redressal Committee is established to address and resolve grievances raised by students regarding academic, administrative, or personal matters. The committee is committed to providing a fair and transparent mechanism for students to voice their concerns and seek resolution in a timely manner.

## **Description**

The Student Grievances Redressal Committee serves as a platform for students to express their grievances and seek redressal through proper channels. The committee operates in accordance with the principles of natural justice and ensures that all grievances are handled with sensitivity, impartiality, and confidentiality.

## **Key responsibilities and role of the committee include:**

- Receiving and documenting grievances submitted by students through designated channels, such as grievance forms or online portal.
- Conducting thorough investigations into each grievance, including gathering relevant information and evidence, and interviewing involved parties as necessary.
- Providing a fair and impartial hearing to students involved in grievance proceedings, allowing them to present their case and provide supporting documentation or witnesses.
- Mediating disputes and facilitating cordial resolutions whenever possible, through negotiation.
- Making recommendations for corrective actions or remedies to address substantiated grievances, which may include changes in policies, procedures, or practices.
- Monitoring the implementation of recommended solutions and following up with relevant stakeholders to ensure compliance and effectiveness.
- Maintaining confidentiality and privacy of all parties involved in grievance proceedings, in accordance with applicable laws and regulations.

The committee comprises representatives from various stakeholder groups, including faculty members, administrative staff, student leaders, and external experts in conflict resolution or mediation. It meets regularly to review grievance cases, conduct hearings, and coordinate efforts to address systemic issues or concerns raised by students.

### **Students Grievances Redressal Committee members 2023-24**

<b>Sr. No</b>	<b>Name</b>	<b>Designation</b>	<b>Mobile No.</b>	<b>e-mail</b>
1	Prof. Dr. Anupama Patil	Chairman	9850059404	<a href="mailto:anupama.patil@bharativedyapeeth.edu">anupama.patil@bharativedyapeeth.edu</a>
2	Asst. Prof. Sagar Pansare	Member	9422035147	<a href="mailto:sagar.pansare@bharativedyapeeth.edu">sagar.pansare@bharativedyapeeth.edu</a>
3	Asst. Prof. Sudhir Pawar	Member	9890136781	<a href="mailto:sudhir.pawar@bharativedyapeeth.edu">sudhir.pawar@bharativedyapeeth.edu</a>
4	Mrs. Aruna Patil	Member	9970125871	<a href="mailto:aruna.patil@bharativedyapeeth.edu">aruna.patil@bharativedyapeeth.edu</a>
5	Sawant Priyanka Ramdas	Student	7218587649	<a href="mailto:artisticpriti23@gmail.com">artisticpriti23@gmail.com</a>
6	Khirade Rohit Panchkrushna	Student	7773996514	<a href="mailto:rohithkirade28@gmail.com">rohithkirade28@gmail.com</a>



Bharati Vidyapeeth's  
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**Student Grievance Redressal Cell**  
**2022-23 To 2023-24**

This is to disclaim that Bharati Vidyapeeth's College of Fine Arts, Pune is abided by the UGC Regulations, 2012 on Grievance Redressal, as notified in the Gazette of India, dated March 23rd 2013, with an aim to address the grievances of students.

The act directs the institution to constitute an Internal Centralized Confidential Students Grievance Redressal Committee to redress the grievances and complaints of the students.

The main aim of the Committee is to encourage the students to express their grievances/ problems freely and frankly, without any fear of being victimized through the proper channel of the committee.

**Members**

Prof. Dr. Anupama Patil	: 9850059404
Asst. Prof. Sagar Pansare	: 9422035147
Asst. Prof. Sudhir Pawar	: 9890136781
Mrs. Aruna Patil	: 9970125871



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**STANDARD OPERATING PROCEDURE FOR THE INTERNAL COMPLAINT COMMITTEE (ICC)**

## **Objective**

The Internal Complaint Committee (ICC) is established to address complaints of sexual harassment and discrimination within the institute. It is dedicated to creating a safe and respectful environment for all students of the institute and ensuring prompt and fair resolution of complaints.

## **Description**

The institute maintained a Women's Grievance Redressal Cell (Vishakha Samiti) until 2014, transitioning to the Internal Complaint Committee (ICC) as per SPPU's instructions to address workplace harassment. In 2016, the ICC's scope expanded under the Prevention of Sexual Harassment (POSH) Act to cover all students, highlighting the commitment to campus safety and inclusivity.

## **Key responsibilities and role of the committee include:**

- Receiving complaints of sexual harassment or discrimination submitted by students, faculty, staff, or any other members of the campus community.
- Conducting impartial and confidential investigations into each complaint, ensuring the privacy and dignity of all parties involved.
- Providing support and assistance to complainants, including access to counseling services, legal advice, and other resources as needed.
- Conducting regular awareness programs and training sessions to educate the campus community about sexual harassment prevention, reporting procedures, and the rights and responsibilities of individuals.
- Facilitating the resolution of complaints through informal mechanisms such as mediation or conciliation, where appropriate, and ensuring that formal disciplinary action is taken against perpetrators found guilty of sexual harassment or discrimination.
- Maintaining records of all complaints received, investigations conducted, and actions taken by the committee, in compliance with applicable laws and regulations.
- Submitting annual reports to the university administration and regulatory authorities, documenting the activities and outcomes of the ICC's work, including recommendations for policy improvements or additional support measures.

## Internal Complaint Committee (ICC) Members 2023-24

No	Name	Designation	Mobile No	email
1	Asso. Prof. Dr. Pallavi Meshram	Presiding Officer	98605990079	pallavi.meshram@bharativedyapeeth.com
2	Asso. Prof. Dr. Sanjay Bhalerao	Sr. Faculty Member	9822186834	sanjay.bhalerao@bharativedyapeeth.edu
3	Asst. Prof. Mugdha Kale	Faculty Member	9822751253	<a href="mailto:mugdha.kale@bharativedyapeeth.edu">mugdha.kale@bharativedyapeeth.edu</a>
4	Mrs. Usha Pawar	Non-Teaching Member	8830810510	usha.pawar@bharativedyapeeth.edu
5	Mrs. Akshaya Kadam	Non-Teaching Member	9168058449	akshaya.kadam@bharativedyapeeth.edu
6	Ashwini Durge – UG Student, TYBFA (Painting)	Student	7499700833	ashwinidurge2000@gmail.com
7	Abhay Patil – UG Student TYBFA (AA)	Student	9175308014	abhaypatil1760@gmail.com
8	Saeer Mohite - UG Student SYBFA (AA)	Student	7977771873	ravi.mohite01@gmail.com



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## **ICC COMMITTEE (by 2013 Act)**

### **DISCLAIMER**

This is to disclaim that Bharati Vidyapeeth's College of Fine Arts, is abided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, aims at prevention of sexual harassment of women at work places.

Act directs the employer to constitute an internal complaints committee regarding the same.

An act of sexual harassment includes any one or more of the unwelcome acts or behavior, verbal or physical or non-verbal conduct, whether directly or by implication.

### **Internal Complaints Committee (ICC) 2022-23**

#### **Members**

Asso. Prof. Dr. Pallavi Meshram	: 9860590079
Asst. Prof. Mugdha Kale	: 9822751253
Asst. Prof. Dr. Sanjay Bhalerao	: 9822186834
Mrs. Usha Pawar	: 8830810510
Mrs. Akshaya Kadam	: 9168058449



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**STANDARD OPERATING PROCEDURE FOR ANTI-RAGGING COMMITTEE**

## **Objective**

The Anti-Ragging Committee is established to ensure a safe and welcoming environment for all members of the institute. It is committed to preventing and addressing any incidents of ragging, harassment, or bullying on campus. The committee operates under the guidelines provided by the University Grants Commission (UGC).

## **Description**

The Anti-Ragging Committee is responsible for implementing policies and procedures aimed at preventing ragging and fostering a culture of mutual respect and dignity among students. The committee works closely with faculty, staff, and students to raise awareness about the harmful effects of ragging and to promote positive interactions on campus. Institute has adopted a zero-tolerance policy towards ragging and ensure strict enforcement of anti-ragging measures.

## **Key responsibilities and role of the committee include:**

- Formulating and reviewing anti-ragging policies and guidelines in line with regulatory requirements.
- Conducting regular awareness programs and orientation sessions for students to educate them about the consequences of ragging.
- Organizing lectures, film screenings, and interactive workshops to sensitize students about the negative impacts of ragging and the importance to maintain a respectful and inclusive campus environment.
- Displaying posters, banners, and other visual aids across campus to reinforce anti-ragging messages and encourage reporting of incidents.
- Providing UGC-recommended links and resources to students and staff for further information on anti-ragging initiatives and regulations.
- Providing support and guidance to victims of ragging and taking prompt action to address reported incidents.
- Collaborating with law enforcement agencies, if necessary, to ensure the safety and well-being of students.



- Monitoring campus activities and gathering feedback to assess the effectiveness of anti-ragging measures.
- Organizing workshops and seminars on topics related to bullying prevention, conflict resolution, and student welfare.

The committee comprises representatives from various stakeholder groups, including faculty members, administrative staff, student leaders, and external experts. It meets regularly to review policies, discuss reported incidents, and strategize preventive measures.

### Anti - Ragging Committee Members 2023-24

Sr.No	Name of the committee Member	Designation	Mobile. No	e-mail
1	Prof. Dr. Patil Anupama	Chairman	8806553379	<a href="mailto:anupama.patil@bharativedyapeeth.edu">anupama.patil@bharativedyapeeth.edu</a>
2	Asso. Prof. Dr. Charawad Girish	Member	7721005000	<a href="mailto:girish.charwad@bharativedyapeeth.edu">girish.charwad@bharativedyapeeth.edu</a>
3	Asst. Prof. Kale Mugdha	Member	9822751253	<a href="mailto:mugdha.kale@bharativedyapeeth.edu">mugdha.kale@bharativedyapeeth.edu</a>
4	Mrs. Patil Aruna Sanjay	Member	9970125871	<a href="mailto:aruna.patil@bharativedyapeeth.edu">aruna.patil@bharativedyapeeth.edu</a>
5	Kshirsagar Rohit Vinod	Student	8459225390	<a href="mailto:kshirasagarrohit5143@icloud.com">kshirasagarrohit5143@icloud.com</a>
6	Hambarde Aboli Milind	Student	8308441858	<a href="mailto:abu.hambarde@gmail.com">abu.hambarde@gmail.com</a>
7	Shri. Kshirsagar Vinod Shripati (Artist)	Parents representative	9699288545	<a href="mailto:kshirasagavinod1973@gmail.com">kshirasagavinod1973@gmail.com</a>
8	Shri. Dandage Kedar	Local Media	9881098183	<a href="mailto:kedardon@gmail.com">kedardon@gmail.com</a>
9	Mrs. Patil Minetta	Social worker	9370817070	<a href="mailto:pminetta@gmail.com">pminetta@gmail.com</a>
10	Shri. Zanje Sujit Bibhishan	Local Member	8856851211	<a href="mailto:sujitzanje1@gmail.com">sujitzanje1@gmail.com</a>
11	Shri. Gupta Dhiraj Ramsuraj	Police Sub Inspector	9850820307	<a href="mailto:dhirajgupta563@gmail.com">dhirajgupta563@gmail.com</a>



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## **RAGGING IS PROHIBITED**

**The Maharashtra Prohibition of Ragging Act**  
is in effect from 15th May, 1999 and it has following provisions for action  
against ragging.

Ragging within or outside any educational institution is prohibited.

Whosoever directly or indirectly commits, participates in, abets or indirectly  
commits, participates in, abets or propagates ragging within or outside any  
educational institution shall on conviction, be punished with imprisonment for  
a term up to 2 years and penalty which may extend to ten thousand rupees.

Any student convicted of an offence of ragging shall be dismissed from the  
educational institution and such student shall not be admitted in any other  
educational institution for a period of five years from the date of order of  
such dismissal.

### **ANTI - RAGGING COMMITTEE MEMBERS 2022-23**

#### **Members**

Prof. Dr. Anupama Patil (Principal)	: 8806553379
Asso. Prof. Dr. Girish Charawad (Member)	: 7721005000
Asst. Prof. Mugdha Kale (Member)	: 9822751253
Mrs. Patil Aruna Sanjay (Member)	: 9970125871
Mrs. Patil Minetta (Social Worker)	: 9370817070
Shri. Zanje Sujit Bibhishan (Local Member)	: 8856851211